

WEST TENNESSEE SCHOOL FOR THE DEAF					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is the eligibility criteria for receiving the award (such as minimum attendance or evaluation score)?	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation?	How much does the district estimate it will pay out for this differentiated pay element?
<b>Hard-to-Staff (School, Subject, or Placement)</b>					
<b>Performance</b>	One-time bonus to be awarded to teachers who earned an overall Level of Effectiveness of 5 in TEAM for the 2016-2017 school year	Tested teachers  Non-tested teachers  Portfolio teachers  Level of Overall Effectiveness (LOE)	\$1,000	4	\$4,000
<b>Additional Instructional Roles or Responsibilities</b>	Instructional Support Partners- Assume responsibility of attending core content and TN DOE training, plan and implement redelivery of content, collaborate with instructional supervisor to support PLC development and implementation related to instructional support needs, collaborate	Level of Overall Effectiveness (LOE)	\$2,000	3	\$6,000
		*Overall LOE of a 4 or 5 during the 2015-2016 school year  *Ability to effectively consult, communicate and collaborate with colleagues in a professional manner			

	with designated colleagues to facilitate the development of Instructionally appropriate IEPs that support standards-based instruction and adequately monitor progress toward identified goals				
<b>Education*</b>	Compensation steps are built into the salary schedule for advanced degrees				
<b>Other</b>					

*\*Education is not a differentiated pay element and does not count toward the mandated criteria.*