

CARTER COUNTY--100					
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?
Hard-to-Staff (School, Subject, or Placement)					
Performance					
Additional Instructional Roles or Responsibilities	The district will name Curriculum Leaders in each grade level in the area of English/Language Arts. This content area has been identified as the greatest area of need throughout the district for several years. The Curriculum Leaders in each grade will work through district level PLCs to build capacity for all ELA	Level of Overall Effectiveness (LOE)  Certified in content/grade area  Principal recommendation will also be considered as well as certification and LOE	\$1,200 each for the year  There will be 13 ELA leaders named  One Biology leader  One Chemistry leader  Total of 15 district curriculum leaders	15	\$21,000

	<p>teachers in regard to initiatives. Topics will include: guided reading for K-3; RTI for all grades; revised ELA standards for all grades; formative assessments for all grades. The leaders will provide training for others and will be responsible for disseminating information to teachers as needed.</p> <p>Additionally, Curriculum Leaders will be named for the high school content areas of Biology and Chemistry. These leaders will perform the same duties as the ELA leaders. Their focus will be on the content standards of chemistry and biology as well as increasing literacy activities in those classes.</p>				
<b>Education*</b>	Educators earn additional salary for the following levels of education: MA; MA plus 30 hours; EdS; and EdD.				
<b>Other</b>					

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