

## DeKalb County Schools

### 2018-19 Differentiated Pay Plan

Hard-to-Staff	<input type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
N/A	
Instructional Roles or Responsibilities	
<b>Description</b>	Instructional Learning Leaders will be assigned to Level 1 and Level 2 educators for capacity building to increase effective educator practice throughout the district. Leaders will have defined requirements and expectations along with job descriptions to improve student learning in the classrooms. Assignments will include modeling in classrooms, leading PLC meetings, attending state trainings, creating lessons and observing in classrooms in order to provide feedback to assigned teachers. Roles will support increasing educator effectiveness at the grade, school, and district level. <b>Number of Unique Roles: 1</b>
<b>Eligibility Criteria</b>	Level of Overall Effectiveness (LOE) Individual TVAAS Certified in content/grade area Longitudinal data showing an overall level of effectiveness of a 4 or 5 TVAAS scores that indicate growth Universal Screener Data that shows growth Letters of Recommendation from peer and school administrator A model lesson plan
<b>Compensation Type and Size</b>	A stipend of \$2, 500 plus matching benefits will be paid for each subject area coach.
<b>Reach</b>	10
<b>Estimated Cost</b>	\$28,751
Performance	
N/A	
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
The district salary scale reflects additional compensation for advanced degrees. Master's Degree = \$2,500 EdS. = \$3, 000 Doctorate =\$ 2,000	
Other	
N/A	

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