

UNICOI COUNTY--860					
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 continue to implement a Teacher Leader Program. Teacher leaders will establish learning networks that will serve to improve educator effectiveness and create a systematic framework to support instruction and build teacher capacity	Certified in content/grade area Years of experience Basic Qualifications: Positive TEAM evaluations from the previous year(s), both instructional and professional	\$2,000	18	\$36,000

	<p>district-wide. These teachers will act as leaders of professional development, provide job-embedded support, host model classrooms and work with curriculum department to develop guides, maps and formative assessments for the district.</p>	<p>At least one year of experience</p> <p>Self-motivated and willing to work with diverse teams</p> <p>Ability to disaggregate student data and design instructional strategies to support student achievement gains</p> <p>Understanding on TN State Standards and Assessments</p> <p>Commitment to on-going work projects and timelines (during and after school)</p>			
Education*	<p>Unicoi County will continue to include Bachelors, Bachelors plus, Masters plus, EDS and Doctorate degrees for eligible base pay compensation for 2017-2018 as shown in the attached salary schedule.</p>				
Other					

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