

CHESTER COUNTY--120					
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)	The district will offer the following: Internal transfer or recruitment bonus, New teacher recruitment signing and performance bonus, Retention stipend.	Level of Overall Effectiveness (LOE) Hard-to-Staff and High Need Incentive Bonuses The District offers the following incentives for hard-to-staff and high need positions: 1. Internal transfer or recruitment 2. New teacher recruitment 3. Retention stipend Hard-to-staff positions are in tested or accountability areas only. The District will define hard-to-staff, high need and accountability areas annually. These positions will be posted prior to the beginning of the upcoming school year, if known.	Bonus	20	\$73,000
			Internal transfer or recruitment will receive \$4,000 one-time bonus to be distributed in one lump sum check. New teacher recruitment incentives will include a \$2,000 signing bonus to be paid in one lump sum and an additional \$3,000 bonus following demonstration of satisfactory performance at the end of year one. This \$3,000 bonus will be distributed in one lump sum check during the		

		<p>1. Internal transfer or recruitment Educators who agree to move to a hard-to-staff, high need or accountability area will receive a \$4,000 one-time bonus. This amount will be awarded in one lump sum payment. The amount of bonus the educator will receive will be based on the percentage of time that he is teaching in this area. A teacher not teaching 100% of the time in this area would not get 100% of the bonus amount.</p> <p>2. New teacher recruitment incentives Teachers new to the District who move into a designated hard-to-staff, high need or accountability area will receive a \$2,000 signing bonus. Teachers will receive another \$3,000 stipend following demonstration of satisfactory performance (TEAM Overall Level of Effectiveness score of 3 or higher).</p>	<p>second year of employment.</p> <p>Retention stipend will be a \$2,000 one-time bonus for internal transfer or when new teachers are hired in the hard to staff area in which existing employees already teach. This will be paid in one lump sum check.</p>		
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		<p>This amount will be awarded in one lump sum payment. The amount of bonus the educator will receive will be based on the percentage of time that he is teaching in this area. A teacher not teaching 100% of the time in this area would not get 100% of the bonus amount.</p> <p>3. Retention Stipend Existing teachers who serve in hard-to-staff, high-need, or accountability positions will receive a \$2,000 one-time bonus if an internal transfer or new teacher moves into the same position in which they currently serve.</p> <p>This amount will be awarded in one lump sum payment. The amount of bonus the educator will receive will be based on the percentage of time that he is teaching in this area. A teacher not teaching 100% of the time in this area would not get</p>			
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		100% of the bonus amount. Teachers are eligible to receive this incentive one time, and they must have a TEAM Overall Level of Effectiveness score of 5, 4, or 3.			
Performance	The district has established a salary schedule that uses TEAM Overall Level of Effectiveness scores to determine base pay changes.	Tested teachers Non-tested teachers Portfolio teachers Level of Overall Effectiveness (LOE)	TEAM Overall Level of Effectiveness score of 5: Three steps, or \$1,050 TEAM Overall Level of Effectiveness score of 4: Two steps, or \$700 TEAM Overall Level of Effectiveness score of 3: One step, or \$350.	200	\$155,050
Additional Instructional Roles or Responsibilities	One teacher leadership role will be Teacher Coach. There will be four types of Teacher Coaches. Bonuses will be awarded for these roles. The District offers four types of teacher-leadership roles at the K-5 and 6-12 grade spans: Teacher	Level of Overall Effectiveness (LOE) Teachers with TEAM Overall Level of Effectiveness scores of 5, 4, or 3 are eligible to apply for these roles. The most current TEAM Overall Level of Effectiveness scores available at the time of	Teacher Coaches will receive an annual stipend of \$1,500.	36	\$54,000

	<p>Coaches</p> <p>K-5 Teacher Leader Roles:</p> <p>Instructional Coach:</p> <p>Model lessons</p> <p>Peer review of instructional practices</p> <p>Assist teachers in the use of best practices and resources, such as differentiation, motivating students, etc.,</p> <p>Facilitate PLCs and PD sessions</p> <p>Data Coach:</p> <p>Analyze student assessment data</p> <p>Facilitate the use of data to guide instruction</p> <p>Communicate with subject or grade level areas to compile school wide data</p> <p>Facilitate PLCs and PD</p> <p>Curriculum Coach:</p> <p>Facilitate creation of common assessments</p> <p>Ensure alignment of curriculum to content and rigor of TNReady</p> <p>Assist teachers in unpacking the standards</p> <p>Facilitate PLCs and PD</p> <p>Technology Coach:</p> <p>Integrating the use of technology in instruction and coaching</p>	<p>selection will be the ones used to determine eligibility.</p> <p>Candidates will have the opportunity to interview, and a team of administrators including principals, assistant principals, and, possibly, District supervisors will select the Teacher Coaches.</p> <p>Roles will be reviewed on an annual basis based on District needs and the teacher's performance.</p> <p>An evaluation of the Teacher Coaches will be completed annually.</p> <p>Teachers must maintain TEAM Overall Level of Effectiveness scores of 5, 4, or 3 to apply for the role in future years.</p> <p>CCSS cannot guarantee continued employment in the role from year to year.</p>			
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	<p>Assist teachers in locating appropriate online resources</p> <p>Assist teachers in utilizing state and district websites and software related to student data</p> <p>Facilitate PLCs and PD</p> <p>6-12 Teacher Leader Roles:</p> <p>Literacy Coach:</p> <p>Assist teachers with reading strategies</p> <p>Assist teachers with writing strategies</p> <p>Assist teachers in embedding appropriate text and writing practices in daily instruction</p> <p>Assist teachers in unpacking standards and facilitate PLCs and PD</p> <p>Data Coach:</p> <p>Analyze student assessment data</p> <p>Facilitate the use of data to guide instruction</p> <p>Communicate with subject or grade level areas to compile school wide data</p> <p>Assist teachers in unpacking standards and facilitate PLCs and PD</p> <p>Content Area Coach:</p> <p>Model Lessons</p>				
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	<p>Peer review of instructional practices</p> <p>Assist teachers in the use of best practices and resources, such as differentiation, motivating students, etc.</p> <p>Facilitate creation of common assessments</p> <p>Ensure alignment of curriculum to content and rigor of TNReady</p> <p>Assist teachers in unpacking standards and facilitate PLCs and PD</p> <p>Technology Coach:</p> <p>Integrating the use of technology in instruction and coaching</p> <p>Assist teachers in locating appropriate online resources</p> <p>Assist teachers in utilizing state and district websites and software related to student data</p> <p>Assist teachers in unpacking standards and facilitate PLCs and PD</p> <p>Teachers with TEAM</p> <p>Overall Level of Effectiveness scores of 3, 4, or 5 are eligible to apply for these positions.</p>				
Education*					

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