

BEDFORD COUNTY--020					
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	Literacy leaders work in each elemental school with our early literacy initiative. they provided model lessons and job embedded support, as well as after-school professional development.  Curriculum teacher leaders- write the instructional maps for the	Level of Overall Effectiveness (LOE)  Individual TVAAS  Certified in content/grade area  Must have attended all 5 days of foundational reading training.	\$4,000 for literacy leaders	6	\$54,000
			1 additional week of regular pay for curriculum teacher leaders		

	county and conduct professional development for our teachers prior to the beginning of school.				
<b>Education*</b>	Advanced degrees are represented on the salary schedule				
<b>Other</b>					

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