

BRISTOL--821					
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	We identified 1 teacher per grade band and content area per school as academic coaches. Academic coaches are still classroom teachers, but they are also responsible for: <ul style="list-style-type: none"> • Serving on the district Curriculum team • Acting as liaison between curriculum team and school staff to share information • Reviewing district curriculum maps and 	Level of Overall Effectiveness (LOE) Individual TVAAS Certified in content/grade area Teachers are required to apply and be selected by the school principals and academic supervisors to serve as academic coaches. Teachers must also be rated as highly effective and have made	\$2,000 per teacher per school year	35	\$70,000

	<p>making recommendations for improvements</p> <ul style="list-style-type: none"> • Developing a common unit plan to be used district-wide at all schools • Supporting teachers in locating and vetting high quality resources and materials and creating OER content • Assisting in development of district formative assessments • Analyzing school data to inform instructional decisions • Supporting principal in organization school based PD focused on technology integration and personalized learning • Supporting new teachers and their mentors 	significant contributions to their school and district.			
Education*	We use a traditional step increase system that recognizes years of service and degree status for the basis of annual pay for teachers.				
Other					

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