

## ALCOA--051

## 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	TEACHER PARTNERS -  Teacher Partner Program is designed to do the following: 1. Train teachers to lead literacy and math improvements in classrooms settings 2. Train teachers to work with, and mentor colleagues and critique Enhance the school's professional development options to include more	Individual TVAAS  Application - Interview process	\$4,000 per teacher partner  \$7,000 per I/I coach	6	\$51,442

	<p>individualized, peer-to-peer sessions.</p> <p>INSTRUCTIONAL/INTERVENTION COACH - To serve as Instructional/Intervention coaches at Alcoa Elementary School and Alcoa Intermediate School. We developed this program to take advantage of the great wealth of skill we have in this building, especially in area of literacy. The program utilizes high performing teachers to share their specific skills in literacy in a non-threatening, non-punitive way.</p>				
<b>Education*</b>	When an educator earns an advanced degree, the educator is moved to the next lane on our salary scale.				
<b>Other</b>					

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