

Bradford Special School District 2018-19 Differentiated Pay Plan

Hard-to-Staff	<input type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input checked="" type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)

N/A

Instructional Roles or Responsibilities

Description	Instructional Data Support Leaders - Design and deliver high-quality professional development, research and model best practices for the delivery of instruction, facilitate PLC meetings, assist teachers in the deconstruction of the standards, analyze data and collaborate with teachers to develop pacing guides Number of Unique Roles: 2
Eligibility Criteria	Level of Overall Effectiveness (LOE), Individual TVAAS, Certified in content/grade area, Years of experience The leadership team interviewed and selected candidates with a focus of the following criteria. <ul style="list-style-type: none"> Teachers with a growth score of 4 or 5 will have priority Teachers in a core academic area will have priority (3+ years of experience in our district) Maintain a positive attitude and growth mindset (principal survey and rating) Collaborates well with others and has good communication skills
Compensation Type and Size	\$1,000
Reach	10
Estimated Cost	\$10,000

Performance

Description	Performance is a combination of individual measures and school measures. Individual measures include: Teacher Effectiveness Levels, Portfolio Growth scores, and TIGER Observation scores. School-wide measures are based on School Level TVAAS and ACT Scores.
Eligibility Criteria	Eligible Teachers: Tested teachers, Non-tested teachers, Portfolio teachers Eligibility Criteria: Individual TVAAS or Portfolio Growth Score, School level TVAAS, Other: ACT
Compensation Type and Size	Tested teachers and Portfolio Growth Scores: Effectiveness Level 5 - \$1,000 Effectiveness Level 4 - \$800 Non-tested Teachers (K-12) & TIGER Observation score (4 or higher) - \$400
Reach	45
Estimated Cost	\$65,000

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Our salary schedule provides for different lanes depending on level of education. Educators with advanced degrees are compensated per the lane which corresponds with their degree. Advanced degrees earn more than Bachelors and include Master's, Master's+30, and Education Specialist.

Other

N/A

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