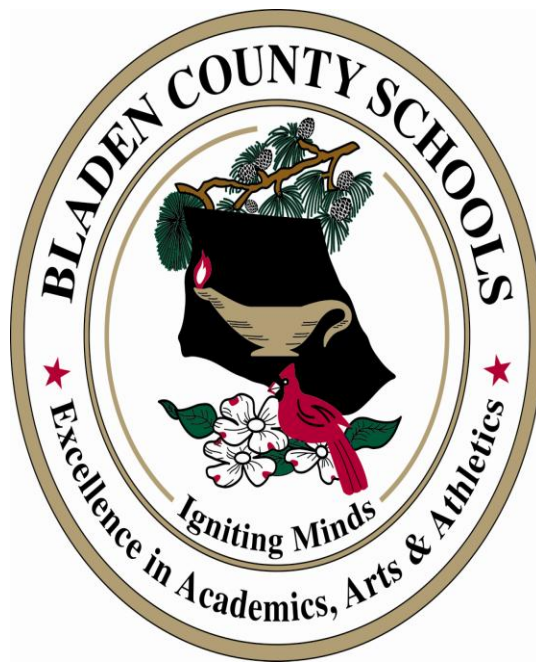


Bladen County Schools



Differentiated Pay Teacher Performance Plan

Approved January 12, 2015

Bladen County Schools Differentiated Pay Plan

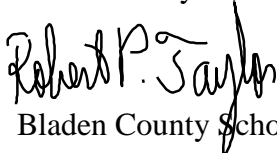
The Bladen County Schools Board of Education and School Administration recognize the value of teachers that contribute in the academic and leadership growth of a school district. This differentiated pay plan reflects these values and aligns with the wishes of the General Assembly.

Bladen County Schools encounters numerous barriers when recruiting highly effective and highly talented teachers. Two of these barriers include a lack of competitive pay and location in a rural community. By developing a recruitment bonus program as presented below, Bladen County Schools can begin to attract highly effective teachers in all areas, including traditionally hard to staff positions.

Bladen County Schools also recognizes the need to reward teachers for the academic performance of their students. The BCS Board of Education also recognizes the merit in the collective effort of an entire faculty in improving the academic achievement of students. The BCS plan has been developed to promote collegiality and collaboration among teachers as it relates to improving teacher pedagogy, by awarding teachers for the school's composite growth and achievement. Additionally, BCS has developed a plan that rewards teachers for individual effort, providing differentiated pay based on EVAAS data. Finally, the BCS plan provides differentiated pay for teachers serving in leadership positions. The BCS Board of Education understands that teacher leadership is critical to the development of the district and its teachers, and teacher leaders make a tremendous sacrifice in time to serve in these roles.

Bladen County Schools Board of Education submits the following plan for differentiated pay. This plan has been approved for implementation contingent upon funding by the North Carolina General Assembly. If funded by the General Assembly in its 2015 session, the BCS Differentiated Pay Plan will become effective for the 2015-16 school year, and remain in effect until funding is no longer available from the State.

Robert P. Taylor, Ed.D.

A handwritten signature in black ink that reads "Robert P. Taylor". The signature is written in a cursive style with a large, stylized initial "R".

Bladen County Schools Superintendent

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DIFFERENTIATED PAY LEGISLATION FOR HIGHLY EFFECTIVE TEACHERS

SECTION 8.41.(a) Intent. – It is the intent of the General Assembly to provide local boards of education additional State funds for local programs to provide differentiated pay for highly effective classroom teachers through funds appropriated from the North Carolina Education Endowment Fund as provided in Section 8.11(i) of this act.

SECTION 8.41.(b) Proposals. – Local boards of education shall submit proposals to establish a local program to provide differentiated pay for highly effective classroom teachers to the Senate Appropriations/Base Budget Committee, the House Committee on Appropriations, and the Joint Legislative Education Oversight Committee by January 15, 2015. Page 50 Session Law 2014-100 Senate Bill 744-Ratified

(1) Proposals may include any of the following types of differentiated pay for classroom teachers:

a. Performance-based salary increases for classroom teachers rated highly effective on the North Carolina Teacher Evaluation instrument based on successful performance relative to classroom instruction and student academic growth.

b. Differentiated bonuses for classroom teachers, including:

1. Hard-to-staff subject areas, such as science, technology, engineering, and mathematics (STEM) education and exceptional children.

2. Hard-to-staff schools.

3. Assignment of additional academic responsibilities and leadership roles.

4. Assignment as an instructional coach.

(2) Proposals shall limit eligibility for differentiated pay to the following employees of local boards of education:

a. Classroom teachers. – An eligible classroom teacher is a teacher who is employed as a teacher who spends at least seventy percent (70%) of his or her work time in classroom instruction and is not employed as instructional support personnel.

b. Instructional coach, as classified by the Department of Public Instruction, in a Title I school, as identified under Part A of Title I of the Elementary and Secondary Education Act of 1965, as amended.

Performance Awards Definitions

Elementary and Middle School

- ***Elementary/Middle Proficiency Composite Award (School –Wide)*** – School proficiency composite for all assessed subjects meets yearly benchmarks.

High School

- ***High School Proficiency Composite Award (School-Wide)*** – School proficiency composite for all assessed subjects meets yearly benchmarks.
- ***Career & College Ready Award (School- Wide)***- School proficiency composite for ACT/Work Keys meet yearly benchmarks.
- ***Graduation Rate***- School meets yearly benchmarks.

Elementary, Middle and High School

- ***Teacher Effect Award (EVASS)*** - Annual value-added EVASS estimate/teaching in the blue indicates the teacher exceeded growth and green indicates the teacher met expected growth.

Elementary, Middle and High School

- ***Leadership Roles***- Teacher leaders with less than 5 absences a year and who hold a designated leadership position in the school.

Recruitment Bonuses

Elementary, Middle and High School

- ***Passing Pearson Test Scores*** -Prospective teacher will have passing Pearson test scores prior to hire date.
- ***High Needs School*** - defined as a school with an annual Proficiency Composite in the bottom 15% of the district for the most recent year or has not made growth for 3 consecutive years.
- ***In the Blue Teaching***- Annual value-added EVASS estimate/teaching in the blue indicates the teacher exceeded growth.
- ***In the Green Teaching***- Annual value-added EVASS estimate/teaching in the green indicates the teacher met growth.
- ***National Board Certified Teacher or Master's Degree*** -Teachers with advanced certifications and degrees.
- ***High Need Areas- Science, Math, Special Education, CTE*** – Teachers in critical need areas.

Bladen County Schools
Differentiated Pay Plan 2015-2016

BCS Recruitment Bonuses

Recruitment Bonus	Passing Pearson Test (K-6 Certification) to Hire Date (K-6 Prior)	High Needs School (Title I Focus School) or Annual proficiency Composite in bottom 15% of the district or has not made growth for three consecutive years	In The Blue EVAAS Data	NBCT or Masters Degree in Education	High Needs Area (Science, Math, EC, CTE)	Maximum Possible
New Teacher (In & Out of State)	\$500	\$2000 per year for three years			\$2,500	\$9,000
Out of State	\$500	\$2000 per year for three years		\$1,000	\$2,500	\$10,000
In State		\$2000 per year for three years	\$1,500	\$1,000	\$2,500	\$10,000

BCS Performance Awards

	Elementary /Middle Proficiency Composite Award (School-wide)	High School Proficiency Composite Awards (School-wide)	Career and College Ready (School-wide)	Graduation Rate	Teacher Effectiveness Award (EVAAS)	Leadership Roles	Maximum Possible
Teachers 9-12		\$1,000	\$1,000	\$1,000	\$2500/\$1000	\$2,750	\$8,250
Teachers K-8	\$3,000				\$2500/\$1000	\$2,750	\$8,250
CTE 6-8	\$3,000				\$2500/\$1000	\$2,750	\$8,250
Criteria	Proficiency Composite 2015-2016 60% 2016-17 67% 2017-18 75% OR 15% Increase Annually	Proficiency Composite 2015-2016 60% 2016-17 70% 2017-18 75% OR 15% Increase Annually	ACT/Work Keys 2015-2016 60% 2016-17 70% 2017-18 80% OR 15% Increase Annually	2015-2016 90% 2016-2017 92% 2017-2018 95%	* Local requirements will be developed because State EVAAS data for middle school CTE teachers is will not be valid.	SIT Chair \$750 PD Design \$750, Mentor \$750 < 5 absences \$500	

The Bladen County Schools differentiated pay plan was approved by the Bladen County Board of Education on January 12, 2015. This plan has been approved with funding contingent upon funding by the State of North Carolina.