

GATES COUNTY PUBLIC SCHOOLS				
Differentiated Pay Plan for Highly Effective Teachers				
Teacher				
CRITERIA	0 pts	2 pts	4 pts	6 pts
Creation or Self-Initiation of Activities and/or Traditions and Involvement in Extra-Curricular activities on a <i>voluntary basis</i> .	Does Not Participate	Responds upon request	Initiates	Initiates and brings to fruition multiple activities
Advanced degree, National Board Certification, Dual Certifications	Bachelors Degree	Enrolled in Master's Degree Program/Seeking (sought) National Board Certification	Master's Degree or National Board Certification or Dual Certifications	Any combination of two of the following credentials: Master's Degree, National Board Certification, Dual Certifications
Most recent Summary Ratings on Standard I: Teachers Demonstrate Leadership	Developing/Not Demonstrated	Proficient	Accomplished	Distinguished
a. Teachers lead in their classrooms.				
b. Teachers demonstrate leadership in the school.				
c. Teachers lead the teaching profession.				
d. Teachers advocate for school and students.				
e. Teachers demonstrate high ethical standards.				

CRITERIA	0 pts	2 pts	4 pts	6 pts
Most recent Summary Ratings on Standard IV: Teachers Facilitate Learning for their Students	Developing/Not Demonstrated	Proficient	Accomplished	Distinguished
a. Teachers know the ways in which learning takes place, and they know the appropriate levels of intellectual, physical, social, and emotional development of their students.				
b. Teachers plan instruction appropriate for their students.				
c. Teachers use a variety of instructional methods.				
d. Teachers integrate and utilize technology in their instruction.				
e. Teachers help students develop critical thinking and problem-solving skills.				
f. Teachers help students work in teams and develop leadership qualities.				
g. Teachers communicate effectively.				

CRITERIA	0 pts	2 pts	4 pts	6 pts
Most recent Summary Ratings on Standard IV: Teachers Facilitate learning for their students.	Developing/Not Demonstrated	Proficient	Accomplished	Distinguished
h. Teachers use a variety of methods to assess what each student has learned.				
Utilization of Community Resources	Does not utilize any outside resources	Organizes field trips, or invites community members into the classroom	Submits grants and is a leader for school level community activities	Awarded grant resources with successful implementation
	0 pts	2 pts	4 pts	6 pts
Attendance	Missed more than 5 days for reasons other than professional leave, FMLA, or workman's compensation	Missed 4 to 5 days for reasons other than professional leave, FMLA, or workman's compensation	Missed 2 to 3 days for reasons other than professional leave, FMLA, or workman's compensation	Missed 0 to 1 day for reasons other than professional leave, FMLA, or workman's compensation

Total Points Earned _____ Meets qualification(s) for differentiated pay: Yes _____ No _____
 (≥ 64 pts) (<64 pts)

Comments:

Principal or Designee

Date

**Developed collaboratively by Teachers, Principals and District Administrators.*