



HERTFORD COUNTY PUBLIC SCHOOLS

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Differentiated Pay Plan for Highly Effective Teachers

Goal:

Hertford County Public School District proposes that teachers receive differentiated pay based upon the district's fundamental expectations of sound delivery of instruction as measured by local and state assessments.

Rationale:

Because of our significant negative gaps in growth, our rural location, and difficulty with accommodating new teachers to the area with housing it is difficult to attract and retain high quality educators. Studies reveal teachers remain in districts and schools that promote leadership roles. "Rates of retention are even higher (up to 94%) when transitions to leadership roles are included." (Kavita Kapadia and Vanessa Coca, with John Q. Easton, January 2007. Keeping New Teachers: A First Look at the Influences of Induction in the Chicago Public Schools. Consortium on Chicago School Research at the University of Chicago.) "Teachers are more likely to change their teaching practices and improve student learning in the presence of effective peers." (A System Approach to Building a World-Class Teaching Profession, Policy Briefs, 2011). Therefore an intricate component of the Differentiated Pay Plan will be driven by professional development that focuses upon promoting teacher leadership roles while building teacher capacity, which intrinsically addresses teacher retention.

Implementation Framework:

Teachers will be offered opportunities for leadership roles in building capacity among the district teachers. As teachers receive professional development to implement district initiatives, immediate classroom observations of successful implementation will be documented on a district rating scale. Successful implementation of district initiatives, and growth on benchmarks and state assessments will guide the differentiated pay scale.