

**Teacher Differentiated Pay Plan  
New Hanover County Schools  
January 2015**

**Teacher Differentiated Pay Plan (TDPP):** The Teacher Differentiated Pay Plan (TDPP) provides pay to classroom teachers (70% or more time with direct student instruction) and full time instructional coaches for their contributions to student achievement and their willingness to take on challenging assignments in our priority (hard to staff/high-need based on composite scores) schools.

**The TDPP Program has three primary objectives:**

1. To link teacher and instructional coaches compensation more closely with individual student achievement and school-wide growth.
2. To reward and recognize teachers and instructional coaches for meeting and exceeding expectations.
3. To enable identified “priority” schools to attract and retain the most qualified and effective teachers and instructional coaches.

**The TDPP Program provides school staff with four ways to earn monetary incentives for performance:**

1. **By increasing student proficiency in the areas of reading, math and science as measured by the NC End-Of-Grade assessments.**

	Reading		Math		Science	
	Individual	School-Wide	Individual	School-wide	Individual	School-wide
<b>Teachers (Gr. 3-5)</b>	\$250	\$250	\$250	\$250	\$250	\$250
<b>Instructional Coaches</b>		\$250		\$250		\$250
The Teacher and instructional coach will receive a stipend if the subject area performance or school-wide performance <u>exceeds</u> the district average.						

2. **By demonstrating teacher and school effectiveness in the areas of reading, math and science as measured by the NC End-Of-Grade (EOG) assessments.**

	Reading		Math		Science	
	Individual	School-Wide	Individual	School-wide	Individual	School-wide
<b>Teachers (Gr. K-6) *</b>	\$500	\$500	\$500	\$500	\$500	\$500
<b>Instructional Coaches</b>		\$500		\$500		\$500
The Teacher and instructional coach will receive a stipend if the subject area Teacher Effectiveness Level or school-wide performance <u>exceeds</u> expectation.						

\*Performance bonus will be paid to teachers and instructional coaches at the start of the next school year. (The teacher/coach must continue to teach or work at the school and **earned at least Proficient on all Standards on the Summary Evaluation** in order to receive the bonus the next fall). Teachers who are not in NC EOG tested areas are not eligible for an individual effectiveness bonus.

**3. By being selected for hire or transfer into a priority 1 (hard to staff/ high needs/lowest composite scores) school.**

- Hiring Bonus for teachers and instructional coaches: \$2,300 based on a year's commitment to remain in that school.
- Teachers and instructional coaches must have earned at least two Evaluation Standards at Accomplished (from Standards II, III, IV and VI) and earned at least Proficient on the remaining Standards on the Summary Evaluation in order to be considered for a transfer or hire.

**4. By earning retention incentives**

A teacher's or instructional coach's hiring bonus will be paid in one lump sum when the teacher/coach is hired. To retain this incentive in subsequent years of employment at the school, teachers/coaches must be rated accomplished in two of the following Standards II, III, IV, VI and proficient or better on the remaining Standards. If teachers/coaches continue to earn this incentive after their first year of employment at the school, the incentive will be paid in monthly installments. Teachers/coaches rated at developing on any Standard will not receive the continuing incentive pay.

**Example:** A Middle School Science Teacher receives an incentive check of \$2300 for being chosen to work at a designated school and at the end of the school year, the teacher also receives \$750 for the school reaching school-wide proficient targets (exceeding district average) in reading, math, and science and an additional \$250 for reaching student proficiency targets (exceeding district average) with her own students for a total award of \$3,300.