



## **Differentiated Pay for Highly Effective Teachers**

### **Purpose:**

To meet the mandate of legislation requiring that school systems submit proposals to establish a local program to provide differentiated pay for highly effective classroom teachers.

### **Supporting Data:**

- The Person County Schools End-of-Grade Composite scores at three of seven elementary schools are lower in comparison to the other four schools. The equity in placement of highly effective teachers based on growth composite scores among the seven schools is inadequate.
  - South Elementary – Current roster shows only 33% of the staff with more than 12 years of experience and not meeting expected growth in Math at grade 4. The reading summary shows South with a 3-yr-average not meeting expected growth.
  - North Elementary – Current roster shows approximately 25% of its teaching staff with 0 years of experience and not meeting expected growth in Math at Grade 4 the past 3 years.
  - In comparison, Woodland Elementary staff is comprised of 94% of its teachers with more than 5 years of experience and has met or exceeded growth in Math and Reading over the last 3 years.
- End-of-Grade and End-of-Course mathematics scores are below the state average. End-of-Grade math scores are slightly below the state average; End-of-Course Math I scores are 19 percentage points below the state average on most recent assessments. Person County Schools has faced challenges in recruiting and retaining highly effective mathematics teachers.
- The most effective interventions for students with disabilities, whether in special education or general education settings, have employed intensive and reasonably individualized instruction, combined with careful, frequent monitoring of student progress. Person County Schools has faced challenges in recruiting and retaining highly effective exceptional children's teachers.



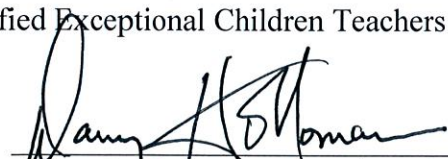
## Recommended Proposal Overview:

In accordance with Senate Bill 744: Section 8.41, it is The Person County Schools intent to provide funding for differential pay to highly effective teachers utilizing additional state funds appropriated from the North Carolina Endowment Fund. The amount of funding received from state funds will dictate the amount of differential pay teachers will receive. Using disaggregated summative data and research, three areas will be addressed.

1. **Equity in Placement of Highly Effective Teachers:** The Person County Schools will provide differential pay to teachers that transfer to high needs schools based on one or more of the following:
  - a. Per value added data, have demonstrated meeting growth or exceeding growth.
  - b. Holds Master's Degree and/or National Board Certification and has experience greater than 15 years and have demonstrated meeting growth.
2. **Recruitment and Retention of Mathematics Teachers:** The Person County Schools will provide differential pay to teachers of mathematics based on one or more of the following:
  - a. Per value added data, have demonstrated meeting growth or exceeding growth in the area of mathematics
  - b. Recruitment of Highly Qualified teachers of mathematics
3. **Recruitment and Retention of teachers for Exceptional Children:** The Person County Schools will provide differential pay to Exceptional Children Teachers based on one or more of the following:
  - a. Summative Evaluative Data with most ratings above proficient
  - b. Holds Master's Degree and/or National Board Certification and has experience greater than 15 years with summative evaluation ratings of at least proficient
  - c. Recruitment of Highly Qualified Exceptional Children Teachers

  
Gordon Powell, Board Chair

12/16/14  
Date

  
Danny R. Holloman, Superintendent

12/16/2014  
Date