



Strategic Compensation Actions

Each compensation plan component can be designed to specifically help address challenges the district may be facing in **recruiting, developing, or retaining** its best teachers.

Teacher Development

- 1) Provide teachers with incentives to engage in professional development and other activities aimed at improving the quality of instruction
- 2) Permanent salary increases for completing district-approved professional development classes and earning points or badges
- 3) One-time stipend payment for completing district required certifications or endorsements
- 4) Facilitate teacher collaboration by providing time for PLCs or other activities
- 5) Strong one- or two-year induction program for new hires

