



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.

Retaining and Rewarding

- 1) Retaining bonuses
- 2) Performance pay plan to incentivize teachers to work toward improving the quality of their instruction—and student outcomes—and to reward those who are successful
- 3) Provide teachers with pathways to leadership roles within their campus or district. Leadership roles may include serving as instructional coaches, mentor teachers, curriculum developers, professional development leaders, etc.... Offer teachers stipends for assuming leadership roles
- 4) Replace single salary step-scale with pay plan tied to Teacher Incentive Allotment designations
- 5) Leadership matters - strong campus principals provide emotional, environmental and instructional support
- 6) Use of Foundation Grants or Funds

