

## Incentives for Other Educators

*Incentives for other personnel include \$2,000 per appointed position annually. Stipend payout TBD.*

Incentive Type	Requirement(s)	Monetary amount	Name(s) of People Requested	Detailed Evidence that Supports Request
Grant Manager	<ul style="list-style-type: none"> <li>• Primary contact person for Project R/SE</li> <li>• Responds to requests from Project R/SE team in a timely manner</li> <li>• Shares project information with all campus staff</li> <li>• Works collaboratively with Project R/SE team, campus administration, and Master/Mentor teachers</li> <li>• Attends Project R/SE scheduled trainings</li> <li>• Communicates effectively with campus staff and Project R/SE team.</li> </ul>	\$2,000		
Counselor CCMR	<ul style="list-style-type: none"> <li>• Certified counselor or CCMR certified employee</li> <li>• Collaborates with Project R/SE team, campus leaders, and campus administration</li> <li>• Attends CCMR trainings scheduled through Project R/SE (micro-credentials)</li> <li>• Collects and inputs CCMR data into applicable system</li> <li>• Provide Project R/SE staff with CCMR data</li> <li>• Communicates effectively</li> <li>• Possesses strong organizational skills</li> </ul>	\$2,000 x person		
State Assessment Growth Bonus	Additional bonus will be based on SAS EVAAL for Top 5% of teachers in building.			



### Stipend Criteria for Incentive Allocation

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Incentive Type	Requirement(s)	Monetary amount	Criteria for stipends
Recruitment Bonus	Evidence the position is high needs and difficult to fill; also requires evidence the candidate is a solid candidate (i.e. performance task, strong recommendations, has desirable credentials)	\$2,000 x person	<ul style="list-style-type: none"> <li>• Certified Teacher in content area</li> <li>• Advanced Degree or CTE certified</li> <li>• Teach State identified hard-to-fill position(s) (Science &amp; Math)</li> <li>• Subject Area identified as <b>in-need</b> on the TAPR</li> <li>• Must be new to the district or at least a one-year break in service if returning to the district</li> <li>• Evidence of educator effectiveness (strong recommendations, performance evidence, evaluation results, etc.)</li> </ul>
Retention Bonus	Evidence the teacher is highly effective, and school is in danger of losing staff member	\$2,000 x person	<ul style="list-style-type: none"> <li>• Educator effectiveness (rating of 3.0 or higher)</li> <li>• Certified Teacher in content area</li> <li>• State identified hard-to-fill position(s) (Science &amp; Math)</li> <li>• Subject Area identified as <b>in-need</b> on the TAPR</li> <li>• Must be new to the district or at least a one-year break in service if returning to the district</li> <li>• Evidence of job offer or job opening at potential District where teacher is seeking employment</li> </ul>



Incentive Type	Requirement(s)	Monetary amount	Criteria for stipends
<p>Facilitator of Professional Learning Communities</p>	<p>Pedagogical expert; expected to attend training (micro-credential); or provide evidence of training) and lead PLCs throughout the year</p>	<p>\$2,000 x person</p>	<ul style="list-style-type: none"> <li>• Minimum of 3 years of teaching experience required</li> <li>• Minimum of 3 years in the campus/district preferred</li> <li>• Previous leadership role preferred</li> <li>• Evidence of educator effectiveness of 3.0 or higher</li> <li>• Demonstrate knowledge of PLC, DOK, communication skills, leadership, organizational skills workshop trainings</li> <li>• Willingness to attend trainings</li> <li>• Coordinate with campus administration to establish priorities for PLC</li> </ul>
<p>Facilitator of Professional Development</p>	<p>Content/pedagogical expert- help support building-wide professional development and job-embedded professional development; requires evidence of expertise and preliminary plan for conducting PD</p>	<p>\$2,000 x person</p>	<ul style="list-style-type: none"> <li>• Minimum of 3 years of teaching experience required</li> <li>• Minimum of 3 years in the campus/district preferred</li> <li>• Previous experience in delivering professional development</li> <li>• Evidence of educator effectiveness of 3.0 or higher</li> <li>• Demonstrate expertise in building-wide professional development needs</li> <li>• Coordinate with campus administration to establish priorities for Professional Development</li> <li>• Demonstrate effective presentation, communication and organizational skills</li> <li>• Willingness to provide continuous support to teachers</li> </ul>



Incentive Type	Requirement(s)	Monetary amount	Criteria for stipends
Data Coach	Assessment design and data analysis expert; facilitator of student learning objectives; coach teachers who need to revise SLOs; leads data conversations	\$2,000 x person	<ul style="list-style-type: none"> <li>• Minimum of 3 years of teaching experience required</li> <li>• Minimum of 3 years in the campus/district preferred</li> <li>• Previous demonstrated experience in data analysis (i.e. department head, grade level chairs, data role in PLC etc.)</li> <li>• Demonstrate knowledge in technology software</li> <li>• Evidence of educator effectiveness of 3.0 or higher</li> <li>• Coordinate with campus administration to establish priorities for data analysis</li> <li>• Demonstrate effective presentation, communication and organizational skills</li> <li>• Willingness to provide continuous support to teachers</li> <li>• Willingness to attend trainings</li> </ul>

