

Feature	Description	Payout
Job-embedded professional development	A strategy for on-going, site-based professional development delivered during the instructional day and aligns with state and district improvement plans and staff development plans. Teachers are to work in teams that focus on student achievement data. Teams are led by master or mentor teachers.	Activities may tie into alternative pay structure
Performance evaluation	Classroom teachers are evaluated on a standards-based evaluation approach that is aligned with district educational improvement plan and district professional development plan. Multiple, trained evaluators conduct annual evaluations with multiple observations.	One criteria for overall performance award (see below)
Career ladder	District plans must include career ladder/career paths. Positions may include: leadership team participation, team planning and implementation; overseeing teacher professional development growth plans; conducting evaluations and related conferences; coaching teachers; and modeling professional growth.	Additional compensation at district discretion
Performance awards	Performance bonuses based on combination of performance evaluation, school academic achievement gains on standardized tests, and other performance goals must represent 60% of the performance award. Other 40% is not specified.	District discretion
Alternative Salary Schedule	Must describe how the district will reform the traditional single salary schedule, replacing “steps and lanes” approach. Examples include school-based performance awards for school achievement gains, knowledge- and skills-based pay, and pay competitiveness. No teacher will receive a pay cut in the transition.	District discretion