

<i>Investment Examples</i>	<i>Unit</i>	<i>Cost</i>	<i>Considerations</i>
Provide differentiated compensation for teachers at the lowest performing schools with high percentages of students with diverse learning needs	Per teacher <i>(additional pay per teacher)</i>	\$2,000 - \$5,000	Consider increasing compensation if teachers are highly effective.
Provide differentiated compensation for teachers in high-demand certification areas or serving in high-need schools (math, science, special education, etc.)	Per teacher <i>(additional pay per teacher)</i>	\$2,000 - \$5,000	<p>If teachers are highly effective, consider a talent transfer incentive of up to \$20,000 over two years to retain them in the highest need schools.</p> <p>As an alternative, consider providing tuition assistance to current teachers who are willing to get their special education certification.</p>