

<u>Section G:</u>  <b>Human Resources</b>	<b>Knox County Board of Education Policy</b>		
	Descriptor Term:	Descriptor Code:	Issued:
	<b>Strategic Compensation</b>	<b>G-270</b>	<b>5/11</b>
		Reviewed:	Revised:
	<b>3/17</b>		

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**INTENT**

The Board of Education supports the concept of strategic compensation and believes that a well designed system of strategic compensation can significantly enhance student educational outcomes. Strategic compensation aligns district programs, classroom instruction and compensation systems with the goals of increasing educator effectiveness and maximizing student achievement. It incents certain actions or activities and rewards specific desired outcomes.

Strategic compensation may entail pay, benefits, direct and indirect compensation, immediate and deferred compensation, and other monetary or non-monetary incentives.

**IMPLEMENTATION**

The Director of Schools shall be responsible for developing, implementing and maintaining a strategic compensation system that is aligned with the goals and objectives of the district's strategic plan. The Board of Education will provide conceptual approval for the strategic compensation system.

The Director of Schools shall regularly review and may make operational amendments as necessary to ensure that the individual elements of the system are having the desired strategic effect.