

Germantown Municipal School District 2019-20 Differentiated Pay Plan

Hard-to-Staff	<input type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)

N/A

Instructional Roles or Responsibilities

Description

One of the goals of the GMSD strategic plan is to recruit, develop, and retain an exemplary staff. Within this goal, we utilize differentiated pay positions to leverage teacher leaders to share pedagogical strategies in timely professional differentiated development sessions. Additionally, these instructional leaders assist in retaining highly effective and engaged staff. GMSD will implement three (3) unique instructional roles for the 2019-2020 school year.

- Content Lead Role: To ensure teachers in high stakes testing areas are aligned with state standards and use curriculum with fidelity while providing remediation to address individual student needs.
 - Content Lead Responsibilities:
 - Hold monthly and/or quarterly meetings with content teachers
 - Schedules times to meet individually with content teachers to address concerns as needed or requested
 - Act as a liaison between department, administration, and the Academic Education Department
 - Conduct PD provided in coordination with district-level administration to content teachers
 - Maintain documentation of all associated content lead meetings and tasks
 - Attend all Content Lead trainings and meetings, as scheduled by District Office
 - Work with school administration around current trends (shifts) in content instruction
 - Assist with support roles in the TEAM evaluation process for quality feedback
- Blue Chip Mentor Role: To ensure new teachers and teachers new to GMSD are supported in transitioning into our district and understand expectations with their pursuits in gaining tenure, alignment with our strategic plan, and having a welcoming and hospitable climate and culture.
 - Blue Chip Mentor Responsibilities:
 - Plan, implement and attend orientation and pinning ceremonies
 - Hold monthly and/or quarterly meetings with Blue

- Chip cohorts
 - Schedules times to meet individually with Blue Chips to address concerns
 - Act as a liaison between Blue Chips and administration
 - Attend and Redeliver PD provided by district-level administrators and Blue Chip cohorts
 - Assist in providing guidance and knowledge of TEAM evaluation rubric indicators
 - Exhibit professionalism by providing a supportive environment and maintaining confidentiality
- School Support Staff Lead Roles: To ensure that support staff have a liaison with the district administration and receive support while providing additional services to students. These roles include a librarian, OT/PT, speech pathologist, and a special education teacher.
 - School Support Staff Lead Responsibilities:
 - Meet monthly/quarterly with district colleagues
 - Compile reports on services and program updates to submit to district office
 - Attend and provide PD sessions applicable to specific colleagues, administrators, or the complete faculty
 - Progress monitor for student achievement and assist in providing interventions
 - Model/share best practices with colleagues

Number of Unique Roles: 3

Eligibility Criteria	<p>Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Years of experience</p> <p>Content leads are selected each year as a decision from the academic department with consideration given to the feedback from school administration and colleagues. Based on teaching assignments, these positions could change.</p> <p>Blue Chip Mentors and School Support Staff Leads are positions that tend to be maintained year to year based on assigned roles within the district.</p>
Compensation Type and Size	<p>Blue Chip Mentors (differentiated based on responsibilities due to supporting different teacher cohorts): Year 1 Cohort (6) @ \$1500/year, Year 2 Cohort (6) @ \$1000/year, Years 3-5 Cohort (6) @ \$500/year</p> <p>Content Leads (22) range from \$1500 (18) to \$3000 (4) based on number of teachers and grade levels to support</p> <p>School Support Leads (6) @ \$1500, (2) @ \$2000, (1) @ \$3000</p>
Reach	50
Estimated Cost	\$76,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Educators are compensated based on the salary schedule for the level of the advanced degree (MA + Beyond MA). For teachers who were not employed with legacy Shelby County, we include a pay increase for teachers with a masters degree and an additional pay increase for teachers with a masters degree plus 45 hours and beyond for each step of the salary schedule.

Other

Teachers who have received National Board Certification and maintain the certification receive a \$3000.00 stipend.

**Education is not a differentiated pay element and does not count toward the mandated criteria.*