

Bristol City Schools

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

Academic coaches will still be classroom teachers, but they will also be responsible for:

- Serving on the district Curriculum team
- Act as liaison between curriculum team and school staff to share information
- Review district curriculum maps and make recommendations for improvements
- Develop a common unit plan to be used districtwide at all schools
- Support teachers in locating and vetting high quality resources and materials and create OER content
- Assist in development of district formative assessments
- Analyze school data to inform instructional decisions
- Support principal in organization school based PD focused on technology integration and personalized learning
- Support new teachers and their mentors

Number of Unique Roles: 1

Eligibility Criteria

Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area

Teachers will be required to apply and selected by the school principals and academic supervisors. Teachers must be rated as highly effective and have made significant contributions to their school and district. Each school will identify 1 teacher per grade band and content area as an academic coach.

Compensation Type and Size

\$2,000 stipend per year, paid yearly

Reach

35

Estimated Cost

\$70,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

We have a traditional lane system for teacher compensation. We pay teachers different annual salaries for bachelors, masters, masters + 30, Ed S, and Ed D.

Other

N/A

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