

Marion County Schools 2020-21 Differentiated Pay Plan

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|-----------------------------|-------------------------------------|
| 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

Marion County Schools Learning Leaders

- The district will have 18 Learning Leaders.
- Division of 18 Learning Leaders: 2 Elementary Literacy/2 Elementary Math/ 1 Elementary Science/ 1 Elementary Social Studies/ 2 Middle Literacy/ 2 Middle Math/ 1 Middle Science/ 1 Middle Social Studies/ 2 High Literacy/ 2 High Math/ 1 High Science/ 1 High Social Studies
- Learning Leaders will function in a role that builds leadership capacity and support educators. The main role of the Learning Leaders will be to increase educator effectiveness.
- Learning Leaders will support educators K-12.

Roles and Responsibilities

1. Attend Summer Coaching Institute
2. Develop and Deliver District and School Professional Development for Educators
3. Review District Pacing Guides
4. Review Common Formative Assessments Aligned to State Standards, Pacing Guides, and TCAP
5. Serve on District Math and Literacy Academic Teams
6. Model Lessons
7. Support the Implementation of New ELA and Math Curriculum
8. Peer Observation and Support

Number of Unique Roles: 1

Eligibility Criteria

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

Learning Leaders must apply for the positions. Qualified applicants are interviewed and administrator referrals are considered. Previous leadership experience and adult coaching are considered when making final selection. Due to COVID-19 school closure, LOEs and Individual TVAAS for the 2018-2019 school year are used.

Compensation Type and Size

\$3,000.00 per instructional role.

Reach

18

Estimated Cost

\$54,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Marion County Schools have a graduated scale for compensation of advanced degrees: BS, MA, MA+30, EDS, and Dr.

Other

Teachers that receive Nation Board Certification receive a one time payment of \$2,500.00 the year they are certified.

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