

Carter County Schools

2021-22 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

In order to improve academic outcomes for students in Carter County, it is imperative that we improve instruction across our district. A layered framework that targets standard mastery across content areas at the planning, lesson execution, and assessment phases has been developed. We will further develop, support, and utilize our teachers with the most curricular expertise: our teacher leaders as they work collaboratively with grade level peers, curriculum coaches, and the director of C & I to create a guaranteed and viable curriculum.

General Education K-8 Plan:

- Teacher Leaders (Role #1) Total Number of teacher leaders: 37
 - Responsibilities: Teacher leaders will lead grade-level curriculum teams in developing curriculum and instructional frameworks that embed inquiry-based integrated instruction aligned to best practices, learning targets, and will construct common assessments, all of which are streamlined with our newly adopted ELA and Math materials. The teacher leaders will lead across all (4) academic quarters.
- Curriculum Planning Team Members (Role #2) Total Number of teacher planning team members: 147
 - Responsibilities: Teacher planning team members will serve (1) academic quarter per year while being led by teacher leaders, curriculum director, and curriculum coaches to co-create long range instructional plans and assessments across content areas: ELA, Math, Science, Social Studies.

General Education 9-12 Plan:

- Teacher Leaders (Role #1) Total Number of teacher leaders: 7
 - Responsibilities: Teacher leaders in high school will lead grade-level curriculum teams in developing common assessments and writing tasks in the following courses: English I, II, Algebra I, II, Geometry, Biology, and US History. The teacher leaders will lead across all (4) academic quarters.
- Curriculum Planning Team Members (Role #2) Total Number of teacher planning team members: 8
 - Responsibilities: Teacher planning team members led by the curriculum director and curriculum coaches to co-create curricular materials across content areas: English I and English II.
- Exceptional Children (SPED) K-12 Plan

- Teacher Leaders (Role#1) Total Number of teacher leaders: 5
 - Instructional Roles and Responsibilities: Exceptional Children (SPED)
 - Lead district level PLCs in their areas of specialty to address
 - Serve as teacher leaders to mentor new (SPED) teachers across the district

Number of Unique Roles: 5 or more

Eligibility Criteria	Level of overall effectiveness (LOE); Certified in content/grade area; In order to qualify as a teacher leader, one must obtain a consistent overall effectiveness (LOE) score of Level 4 or higher for at least 2 years. All teachers across the content areas (ELA, Math and Science) must demonstrate leadership skills, be exemplary communicators, and exhibit a high level of commitment to student learning. Teachers selected to be assigned to peer team planning roles are individuals who desire to become future teacher leaders.
Compensation Type and Size	Teacher leaders across content areas: ELA, Math, Science - earn \$1,000 per year Teachers serving on planning teams led by teacher leaders and curriculum coaches - earn \$250 per quarter Teacher leaders of Exceptional Children (SPED) - earn \$1,000 per year
Reach	206
Estimated Cost	\$251,500

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

The salary schedule includes lanes for BS, MA, MA+30, EDS, and DR.

Other

N/A

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