

Germantown Municipal School District 2021-22 Differentiated Pay Plan

Hard-to-Staff	<input checked="" 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)	
Description	To ensure GMSD can continue offering Early Post Secondary opportunities through Dual Enrollment, GMSD will compensate selected teachers for hard-to-staff positions, such as Dual Enrollment Calculus III and Differential Equations. Priority Areas: 9-12 (Other: Dual Enrollment)
Eligibility Criteria	Level of overall effectiveness (LOE); Certified in content/grade area Advanced degrees; GMSD is bound by the teaching eligibility requirements from the local university in order to provide dual enrollment course offerings. Many of the teaching requirements including having a Master's degree (or at least 12 hours of graduate coursework) in th content area of the dual enrollment class. This requirement makes finding a qualified math teacher very challenging, which is why this position has been classified as hard to fill Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Retention Compensation Amount: \$3,000 end of year bonus to the staff member who meets the criteria to teach Dual Enrollment Calculus III and Differential Equations.
Reach	1
Estimated Cost	\$3,000

Instructional Roles or Responsibilities	
Description	<p>GMSD's Strategic Plan 2025 Goal 3 focuses on recruiting, developing, and retaining 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 five unique instructional roles for the 2021-2022 school year.</p> <p>Instructional 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.</p> <ul style="list-style-type: none"> Instructional Lead Responsibilities: Hold monthly and/or quarterly meetings with content teachers; Schedule times to meet individually with content teachers to address concerns as needed or requested; Act as a liaison between department, administration, and the Teaching, Learning, and Assessment department; Conduct PD provided in coordination with district-level administration to content teachers; Maintain documentation of all associated instructional lead meetings and tasks; Attend all Instructional 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

Response to Intervention (RTI) Coach Role: Helps teachers and instructional staff develop research-based, instructional practices that provide students the skills necessary to access Tier I instruction in ELA and Math.

- RTI Coach Responsibilities: Facilitates the RTI Team process with principal, instructional staff, and parents; Works with the Teaching, Learning, and Assessment Team, building level administrators as well as school psychologists to facilitate eligibility for special education; Additional duties include Lesson Planning for Tier 3 students; Monthly RTI building meetings; PLC grade level meetings; Progress Monitoring Tier 3 students; Communicate with School Psychologist; Professional development for teachers before/after school on instructional strategies; Share data with administrators and teachers; Attend monthly district RTI meetings; Develop/modify RTI handbook; PD for new teachers regarding RTI procedures; Attend parent conferences

Instructional Technology Coach (ITC) Role: To provide support and training to staff and teachers for educational software tools as well as instructional planning support for integrating technology into the curriculum.

- ITC Responsibilities: Be available to offer a minimum of 10 professional development sessions for staff per semester outside of regular work day hours; Work with school principals to offer additional professional development trainings as needed to support the School Improvement Plan (SIP) and district goals throughout the school year; Represent district office as a teacher leader by modeling and communicating high expectations regarding the effective integration of technology in the classrooms.

Blue Chip Mentor Role: To ensure new teachers and teachers new to GMUSD (Blue Chips) 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; Schedule 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
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School Support Staff Lead Roles: To ensure support staff have a liaison with the district administration and receive support while providing additional services to students and staff. These roles include a Lead Teacher in the following discipline areas: librarian, visual arts, physical education, ELL, music, science, CTE, ACT, 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

Number of Unique Roles: 5 or more

Eligibility Criteria	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Years of experience Instructional Leads and School Support Staff Leads are selected each year as a decision from the Teaching, Learning, and Assessment Department with consideration given to the feedback from school administration and colleagues as well as previous years' available student data. Based on teaching assignments, these positions could change. Blue Chip Mentors, RTI Coaches, and Instructional Technology Coaches are positions that tend to be maintained year to year based on assigned roles with the district.
Compensation Type and Size	<ul style="list-style-type: none"> • Instructional Leads: (26) @ \$1,500 per year • RTI Coach Leads: (7) @ \$1,500 per year • Instructional Technology Coaches: (3) @ \$2,000 per year • Blue Chip Mentors (differentiated based on responsibilities due to supporting different teacher cohorts): <ul style="list-style-type: none"> ○ Year 1 BC Mentors (6) @\$1,500 per year ○ Year 2 BC Mentors (6) @\$1,000 per year ○ Year 3 and Beyond BC Mentors (6) @500 per year • School Support Leads: (8) @\$1,500 per year and (1) @\$3,000 per year
Reach	63
Estimated Cost	\$88,500

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 (Masters or Beyond Masters). For teachers who were employed with legacy Shelby County Schools prior to 2014 and immediately hired by GMSD during the 2014-2015 school year only, the district offers a pay increase (separate salary lanes) for teachers with a Masters' degree, +30 distinction, Education Specialist (EDS), and Doctorate (EDD). In order for any GMSD teacher to be compensated for an advanced degree, the advanced degree must be listed on the teacher's TN teaching license as documented in TNCompass.

Other

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