

Oak Ridge City 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

- PLC Coaches: Serve as a resource for support and encouragement of teachers and collaborative teams by communicating the purpose of collaboration utilizing common vocabulary; Clarify expectations of highly functioning collaborative teams; Assess and facilitate the progress of the collaborative teams to create highly functioning PLC's; Maintain the focus on student learning by fostering a growth mindset; Work with Data Coach to assist collaborative teams in implementing a guaranteed, viable curriculum, in administering common formative and summative assessments, and in using student data to refine teaching practices; Model professionalism and share research-based best practices, and model transparency to foster safety and trust.
- STEM Coaches: Help teachers identify the best available tools to help them meet their objectives; Encourage participation; Provide support for Problem Based Learning activities; Identify/catalog/share best practices and instructional activities; Conduct needs assessment and develop a STEM action plan; Model professionalism, model and share research-based best practices and model transparency to foster safety and trust.
- Data Coach: Serve as a resource to the school by compiling, analyzing, and communicating data; Collaborate with PLC Coach to serve as a resource to collaborative teams by assisting with data collection and analysis; Serve on school RTI team and participate in RTI data collection and analysis; Model professionalism, model and share research-based best practices, and model transparency to foster safety and trust.

Number of Unique Roles: 3

Eligibility Criteria

Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Attendance minimum (i.e., miss no more than 12 days) The PLC Coach, Data Coach and STEM Coach positions will be advertised. Individuals expressing interests in one of these positions will be required to apply by submitting answers to multiple questions that will be provided to each applicant. Only individuals with positive LOE and TVAAS results will be considered for these positions.

Compensation Type and Size

Stipends are \$1,750 per year for each position.

Reach

30

Estimated Cost

\$52,500

Performance

N/A

Is the district implementing an alternative salary schedule? No

Education*

The Oak Ridge Schools Salary Schedule recognizes and pays a higher salary to staff members who have completed an advanced degree, including BS, MS, MS+30, EdS, and DR.

Other

N/A

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