

Paris

2022-23 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

Teacher Coach - District Wide Data Champion - Teacher will lead PLCs in each school every quarter to dig deeply into state and local data, down to the student and standard. This will drive pacing and support the RTI program as well as giving teachers a student by student view of achievement and progress.

Teacher Coach - District Wide Instructional Literacy and Mathematics grant support - Teacher will work directly with those who are interested in writing local grants from the Plus Endowment Educational Foundation that are aligned to literacy and math standards utilizing HQIM. It is imperative that we constrain grant writing choices to literacy and math standards based work. There needs to be an instructionally driven teacher to work district wide with those who want to pursue this extra funding in their classrooms. Alignment will be key to success.

Teacher Coaches - Portfolio Teacher Leaders for PreK, K, and 1 - three teachers will guide their grade level peers in the work of developing and checking portfolio work across the year. We have found that our stragglers are not scoring as well on the portfolio assessment. This will be peer to peer support.

Family Engagement Leaders in Literacy and Mathematics - One district wide teacher leader along with two additional school teacher leaders will develop and implement activities for "Taking it to the Streets" literacy and mathematics family engagement. We will go into our low economic areas to work with families on how they can support their children in school. These activities will take place after school hours in parks, community rooms, and church parking lots/fellowship halls to educate families and encourage the support of what a high level education can do for their children. Through fun and hands-on activities, parents will learn alongside their children while utilizing the HQIM in literacy and mathematics. We expect to have four events over the course of the 2022-2023 school year.

Number of Unique Roles: 4

Eligibility Criteria

Level of overall effectiveness (LOE)
Individual TVAAS
Years of experience
Advanced degrees

Teacher Coach - District Wide Data Champion - must have a current administrative endorsement and possess a strong understanding of TVAAS, TNReady achievement, Projection Data, Case local benchmark assessment, STAR Reading, STAR Math, and other RTI specific assessments.

Teacher Coach - District Wide Instructional Literacy and Mathematics grant support - must have a master's degree, ability to work well with individual teachers as well as groups of teachers, must be able to communicate well with school administrators, central office staff, and Plus Endowment Educational Foundation board of directors.

Teacher Coaches - Portfolio Teacher Leaders for PreK, K, and 1 - LOE of 4 or 5 is expected, must have two of three 5 on the past three years of portfolio assessment, ability to work directly with peers in their own grade level, and 5 years or more experience in the grade level they are leading.

Family Engagement Leaders in Literacy and Mathematics - District lead must possess an administrative endorsement, ability to plan and execute the plan on a large scale, influencer to excite teacher participation, ability to work directly with central office and school administration to cast the vision for the work. School leads must have at least 5 years of teaching experience in the school, have a level 4 or 5 TVAAS, be able to support the district vision and work to execute the plan as they involve and inspire teacher and parent attendance.

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| Compensation Type and Size | Teacher Coach - District Wide Data Champion - 1 x \$3,000.00 Teacher Coach - District Wide Instructional Literacy and Mathematics grant support - 1 x \$1,000.00 Teacher Coaches - Portfolio Teacher Leaders for PreK, K, and 1 - \$500 x 3 Family Engagement Lead |
| Reach | 8 |
| Estimated Cost | \$8,000 |

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

There is an increase for graduate degrees at Master's, Master's +30, Ed. S., and Ed.D. or Ph.D. These increases are in addition to annual step increases that occur through year 25.

Other