

Claiborne County

2023-24 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/AA

Instructional Roles or Responsibilities

Description

District and Building Teacher Leaders

Responsibilities:

Conducts academic professional learning sessions

Assists teachers in reading and understanding data, such as Study Island, ESGI, AIMS Web Plus, TCAP, etc.

Hosts data conversations and creates a data plan with each teacher

Host new teacher orientation at the building level.

Must know building-specific procedures and expectations

Demonstrates and provides research-based content-specific strategies, materials, and resources

Serve as catalysts for positive change in the culture and climate of a school through mentoring and sharing best practices

Work with building-level Technology Leaders to track teachers' PD hours for the February PD day.

Conduct IPG walkthroughs for ELA and Math

Attends District and Building Teacher Leadership academies and trainings

Positions:

Pre-K & Kindergarten Teacher Leader:

Claiborne High School Teacher Leader(2):

Clairfield Elementary School Teacher Leader (.5):

Cumberland Gap High School Teacher Leader (2):

Ellen Myers Teacher Leader:

Forge Ridge School Teacher Leader:

HY Livesay: (1)

Midway Elementary School Teacher Leader:

Powell Valley Elementary School Teacher Leader:

Soldiers Memorial Middle School Teacher Leader:

Springdale Elementary School Teacher Leader:

TNT Primary School Teacher Leader (2):

K-8 Specials Teacher Leader

Interventionist Teacher Leader

Counselor Teacher Leader

Special Education Teacher Leader

Technology Leaders

Responsibilities:

Conducts technology-specific professional learning sessions
Assist with basic technology issues
Ensure all teachers are proficient in Google Email, Drive, Docs, Slides, Forms, and Sheets
Ensure all teachers are proficient in the use of Chromebooks
Assist teachers in locating appropriate online resources
Model the use of technology in classrooms
Work with building-level Teacher Leaders to track teachers' PD hours for the February PD day.

Attends Technology Leaders Leadership academies and trainings
Host technology orientation with new teachers

Aspen

Bluechalk

Chromebook

Study Island, textbook programs, etc

Positions:

Claiborne High School Technology Leader:

Clairfield Elementary School Technology Leader (.5):

Cumberland Gap High School Technology Leader :

Ellen Myers Technology Leader:

Forge Ridge School Technology Leader:

HY Livesay

Midway Elementary School Technology Leader:

Powell Valley Elementary School Technology Leader:

Soldiers Memorial Middle School Technology Leader:

Springdale Elementary School Technology Leader:

TNT Primary School Technology Leader:

Science Instructional & Standards Leaders:

Responsibilities:

Ensures teachers' knowledge of the content area and standards

Work with teachers on creating resources to close the material gap that currently exists in the curriculum

Work with teachers to analyze assessment data to identify strengths and areas for improvement.

Attend science leadership academies

Positions:

6th

7th

8th

Biology

Social Studies Instructional & Standards Leaders:

Responsibilities

Ensures teachers' knowledge of the content area and standards

Work with teachers on creating resources to close the material gap that currently exists in the curriculum

Work with teachers to analyze assessment data to identify strengths and areas for improvement.

Attend social studies leadership academies

Positions:

6th

7th

8th

U.S. History and Geography

Planning PLC Committee

Responsibilities:

Work with teachers to analyze assessment data to identify strengths and areas for improvement.

Using intellectual planning guides to prep for instructional using high-quality instructional materials

Number of Unique Roles: 5 or more

Eligibility Criteria	<p>Level of overall effectiveness (LOE)</p> <p>Certified in content/grade area</p> <p>Years of experience</p> <p>There is an application and interview process to complete.</p>
Compensation Type and Size	<p>\$25.00 an hour for the instructional roles up to \$2,000.00 a person for Teacher Leaders; \$25.00 an hour for the instructional roles up to \$1,500.00 for Technology, Social Studies, and Science Leaders; \$25.00 an hour for the instructional roles for PLC Committee.</p>
Reach	104
Estimated Cost	\$108,915
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
<p>Educators are compensated for advanced degrees as calculated in the attached salary schedule. Degrees include: BS, MS, MS+, EdS, and PhD</p>	
Other	