

FRANKLIN COUNTY--260					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is the eligibility criteria for receiving the award (such as minimum attendance or evaluation score)?	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation?	How much does the district estimate it will pay out for this differentiated pay element?
<b>Hard-to-Staff (School, Subject, or Placement)</b>					
<b>Performance</b>	<p>The district will continue to pay current licensed teacher(s) with the appropriate endorsement to teach an extra class period during their planning period if no viable certified candidate is available.</p> <p>For example, at the high school level, three certified math teachers on a block schedule could (if they</p>	<p>Tested teachers</p> <p>Non-tested teachers</p> <p>Portfolio teachers</p> <p>Level of Overall Effectiveness (LOE)</p> <p>Individual TVAAS or Portfolio Growth Score</p>	Compensation is based on a teacher's hourly salary wage.	5	\$7,500

	agree) teach one additional math class during their planning period; thus, filling the need for an additional math teacher.				
<b>Additional Instructional Roles or Responsibilities</b>	<p>POSITION SUMMARY: The Curriculum and Instruction (CI) Coach will serve as a mentor, provide direct support for the TEAM evaluation rubric, and implement professional development opportunities at the school level.</p> <p>DUTIES AND RESPONSIBILITIES:</p> <ul style="list-style-type: none"> <li>• Collaborate with the building level principal at least once a month (minimum) regarding TEAM evaluation feedback and areas of need for professional development.</li> <li>• Serve as a mentor to newly hired teachers or teachers who need</li> </ul>	<p>Level of Overall Effectiveness (LOE)</p> <p>Individual TVAAS</p> <p>Certified in content/grade area</p> <p>Attendance minimum (i.e. miss no more than 12 days)</p> <p>Years of experience</p> <p>Advanced degrees</p> <p>MINIMUM QUALIFICATIONS:</p> <ul style="list-style-type: none"> <li>• Experienced and/or knowledgeable in planning and organizing building and/or district professional development opportunities.</li> <li>• Knowledgeable and experienced with the broad spectrum of</li> </ul>	CI Coaches receive a \$3,000 stipend. Sub provided twice a month for each position (Aug-Nov; Jan-Apr) for a total of 16 days, cannot be carried over into next fiscal year, use as necessary.	37	\$157,500

	<p>assistance with implementation of the grade level/subject area curriculum.</p> <ul style="list-style-type: none"> <li>• Coordinate (with building level principal approval) at least 2-5 minute "Quick Shares" at staff meetings, PLC meetings, etc. The CI Coach will be responsible for coordinating individual contributions to this event.</li> <li>• Assist with effective implementation and utilization of professional learning communities.</li> <li>• Help develop teacher expertise in implementing a guaranteed viable curriculum, administering common (formative and summative) assessments, and using student data to refine teaching practice.</li> <li>• Meet with other CI Coaches from other sites, at least, once a month (minimum) to support</li> </ul>	<p>programs and curriculum offered to Pre-K - 2; 3 - 5; 6 - 8; or 9 - 12 grades.</p> <ul style="list-style-type: none"> <li>• Knowledge and understanding of student achievement data.</li> <li>• Strong communication skills with staff, students, and community, in the form of writing, speaking and listening skills.</li> <li>• Good interpersonal skills.</li> <li>• Understanding of current research on best practice(s) related to teaching, learning, and leadership.</li> <li>• Proven experience in motivating colleagues to maximize their potential; an excellent facilitator.</li> <li>• Minimum of three years of successful classroom teaching experience.</li> <li>• Must have received a level 4 or 5 teacher effectiveness score or a score of 3.0 or higher in</li> </ul>		
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	improvement efforts district-wide.	the final qualitative evaluation score the previous two years. <ul style="list-style-type: none"> <li>• Demonstrated leadership in staff development and consensus building.</li> <li>• Understanding of technology and its applications in education.</li> <li>• Understanding of TEAM evaluation rubric and effective practices for instructional improvement.</li> </ul>			
<b>Education*</b>	Teachers are compensated on the certified salary scale based on highest degree earned.				
<b>Other</b>					

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