

# Athens City Schools

## 2018-19 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

Athens City Schools will fund five Instructional Coach (IC) positions. The IC will work a 200-day teacher contract with alternate scheduling allowing 10 days in the summer. Alternate scheduling will allow for the IC to attend training as well as provide training during the summer months without the need for additional compensation. The primary role of the instructional coaches is to work as a colleague with teachers to improve curriculum, instruction, and assessment through differentiated coaching and professional development resulting in improved student achievement. The instructional coach will not be assigned to students and the position does not include evaluation of colleagues.

Athens City Schools will also provide compensation for 16 Grade/Level Content Leaders. The Grade/Content Level Leader will work in partnership with teachers and administrators in improving student achievement. The primary role of the Grade/Content Leader is to work as a colleague with teachers to improve curriculum, instruction, and assessment through modeling in the classroom and facilitation of grade/content PLCs to improve student achievement. This position does not include evaluation of colleagues.

### Number of Unique Roles: 2

#### Eligibility Criteria

Level of Overall Effectiveness (LOE)  
 Years of experience  
 Instructional Coach Qualification:

- Valid Tennessee Professional Teaching License
- Master's degree or beyond preferred
- Minimum of five (5) years of successful classroom experience as measured by performance evaluations and student growth data
- Score 4 or higher on evaluations (TAP/TEAM Rubric)
- Effective written and verbal communication skills
- Demonstrated ability to maintain confidentiality
- Willingness to work beyond the school day
- Proven ability to work cooperatively and effectively with colleagues, including the ability to create and nurture a professional community of adult learners
- Demonstrated leadership qualities and strong interpersonal skills, including giving and receiving constructive feedback
- Proven ability in using student-level data to guide instructional decisions

- Models continual improvement, demonstrates lifelong learning, and applies new learning to help all students achieve
- Grade Level/Content Leader Qualification:
- Valid Tennessee Professional Teaching License
  - Master's degree or beyond preferred
  - Minimum of five (5) years of successful classroom experience as measured by performance evaluations and student growth data
  - Score 4 or higher on evaluations (TAP/TEAM Rubric)
  - Effective written and verbal communication skills
  - Demonstrated ability to maintain confidentiality
  - Willingness to work beyond the school day
  - Proven ability to work cooperatively and effectively with colleagues, including the ability to create and nurture a professional community of adult learners
  - Demonstrated leadership qualities and strong interpersonal skills, including giving and receiving constructive feedback
  - Proven ability in using student-level data to guide instructional decisions
  - Models continual improvement, demonstrates lifelong learning, and applies new learning to help all students achieve

<b>Compensation Type and Size</b>	Instructional Coach: 200-day teacher contract with alternate scheduling allowing 10 days in the summer. Alternate scheduling will allow for the IC to attend training as well as provide training during the summer months without the need for additional compensation. Grade Level/Content Leaders: \$1,500
<b>Reach</b>	16
<b>Estimated Cost</b>	\$24,000

#### Performance

N/A

#### Alternative Salary Schedule

***Is the district implementing an alternative salary schedule?*** No

#### Education\*

Athens City Schools will maintain its existing salary schedule, including payment for advanced degrees that will include BS +15, BS +30, MA, MA +15, MA +30, MA +45, EDS, and Doctorate.

#### Other

Any licensed employee of Athens City Schools receiving National Teacher Certification while employed with Athens City Schools shall receive a one-time stipend of \$2,000. In addition, beginning with the year immediately following stipend, the salary will be increased \$1,000 per year as long as they are employed in Athens City Schools.

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