

Arlington Community Schools

2018-19 Differentiated Pay Plan

Hard-to-Staff	<input checked="" type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input checked="" type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
Description	<p>Teachers who are hired to fill hard-to-staff positions such as math, science, special education, foreign language or any other teaching vacancy deemed difficult to staff or has a high programmatic impact as determined by the superintendent, will be placed on the current ACS salary schedule that recognizes experience parity and educational lanes beyond the customary "up to 10 years of outside experience" given for non hard-to-staff areas if the teacher is bringing beyond 10 years of accredited experience (see attached salary schedule). This strategy will not only assist in recruiting teachers for hard-to-staff areas but will also assist ACS in retaining teachers for our district. Our data reflecting recruitment efforts aimed at building an applicant pool would indicate that elementary, fine arts, English and Social Studies teachers are readily available. However, this data reflects that very few applicants/leads were available in the critical areas of science, math, special education, foreign language and social work. This data supports this need for pay differentiation in these hard to staff areas.</p> <p>Priority Areas: K-4 (ESL/ELL, Special Education, Other), 5-8 (Math, Science, ESL/ELL, Special Education, Other), 9-12 (Math, Science, ESL/ELL, Special Education, Other)</p>
Eligibility Criteria	<p>Certified in content/grade area</p> <p>Years of experience</p> <p>Advanced degrees</p> <p>Compensation will be paid as the base salary for qualifying teachers. The amount that teachers will receive will be contingent upon experience and education for the critical areas identified.</p> <p>Current teachers & New hires</p>
Compensation Type and Size	<p>Compensation Type: Base Pay Increase</p> <p>Bonus Type:</p> <p>Compensation Amount: \$8,000 - 10,000 per teacher</p>
Reach	8
Estimated Cost	\$80,000

Instructional Roles or Responsibilities	
Description	<p>TEAM Facilitator</p> <ul style="list-style-type: none"> Assist local school administration with TEAM Evaluations Assist with local/district professional learning activities including: <ul style="list-style-type: none"> New Teacher Orientation TEAM/TNCompass Training Tier I Revisions PD My Learning Plan contact for school Teacher support (as requested by principal) Must be TEAM Evaluator certified

Description (continued)

- Exhibit professionalism by providing a supportive environment and maintaining confidentiality
- Total of 60 hours required including orientation & quarterly meetings/trainings

Instructional Support Coach

- Assist with New Teacher Orientation
- Mentor/Coach new teachers & teachers on ELPs (as applicable)
- Assist school/district with planning for professional development activities
- Attend & redeliver PD (and provide ongoing support) related to such topics as:
 - Literacy, numeracy, and/or integration across content areas
 - TN Academic Standards
 - Best Practices
- Exhibit professionalism by providing a supportive environment and maintaining confidentiality
- Total of 40 hours required including orientation and quarterly meetings/trainings

PLC Coach

- Focus on assessments being used in the building, analysis of data, & support of teachers in using data to drive instruction
 - Facilitate assessment design in the form of CFA's to ensure standards alignment
 - Participate in PD related to assessment/PLCs and redeliver, as applicable
 - Meet with building level PLCs quarterly to review data/assessments (release time will be provided)
 - Coordinate and guide the activities of PLC teacher teams including providing feedback
 - Work closely with building level leadership team in the implementation of professional learning communities
 - Collect, organize, and disseminate information necessary for reflection and action plan development
 - Exhibit professionalism by providing a supportive environment and maintaining confidentiality
 - Total of 50 hours required including orientation and twice quarterly meetings/trainings
 - Focus on assessments being used in the building, analysis of data, & support of teachers in using data to drive instruction
 - Facilitate assessment design in the form of CFA's to ensure standards alignment
 - Participate in PD related to assessment/PLCs and redeliver, as applicable
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Description (continued)

- Meet with building level PLCs quarterly to review data/assessments (release time will be provided)
- Coordinate and guide the activities of PLC teacher teams including providing feedback
- Work closely with building level leadership team in the implementation of professional learning communities
- Collect, organize, and disseminate information necessary for reflection and action plan development
- Exhibit professionalism by providing a supportive environment and maintaining confidentiality
- Total of 50 hours required including orientation and twice quarterly meetings/trainings

Instructional Technology Coach

- Work closely with the school base CTT
- Maintain an inventory of all digital resources available in the school
- Assist with training/support with SAMR Model
- Schedule ongoing one-on-one and small group technology coaching sessions with administrators and teachers on a monthly basis (minimum of 2)
- Assist in supporting the school conversion to digital/electronic teaching and projects
- Provide one technology workshop experience per month for faculty/staff (minimum of 1)
- Total of 30 hours required including orientation and quarterly meetings/trainings

Administrator to manage alternative school/school safety an extra hour per day:

ACS will "house" our own alternative school on an alternate schedule from our high school, the location for the alternative school. This will necessitate having a high school administrator work an additional hour per day to provide oversight for the alternative school when students are assigned. The administrator will also be responsible for after school campus supervision.

Saturday School Teacher:

Saturday school will be utilized to increase proficiency on the ACT/SAT exams. Students who are selected to attend are referred by Teachers, Parents, and Counselors or a student may self-refer.

Number of Unique Roles: 5 or more

Eligibility Criteria

Level of Overall Effectiveness (LOE)
Individual TVAAS
Certified in content/grade area

Attendance minimum (i.e. miss no more than 12 days)

Years of experience

Advanced degrees

TEAM Facilitator

- Master's degree preferred
- At least 5 consecutive years of performance at or above level 4 based on TEAM Level of Effectiveness (L.O.E.) score
- Maintain a level 4 or 5 rating as measured by formal observations for the duration of serving in the Team Facilitator role
- Demonstrate effective collaboration skills
- Demonstrate effective oral and written communication skills
- Willingness to attend/present professional development in both small and whole group settings
- Such alternatives to the above qualifications as the Director of Academics finds appropriate and acceptable

Instructional Support Coach

- At least 3 consecutive years of performance at or above level 4 based on TEAM Level of Effectiveness (L.O.E.) score
- Maintain a level 4 or 5 rating as measured by formal observations for the duration of serving in the Instructional Support Coach role
- Demonstrate effective collaboration skills
- Demonstrate effective oral and written communication skills
- Willingness to attend/present professional development in both small and whole group settings
- Such alternatives to the above qualifications as the Director of Academics finds appropriate and acceptable

PLC Coach

- At least 3 consecutive years of performance at or above level 4 based on TEAM Level of Effectiveness (L.O.E.) score
- Maintain a level 4 or 5 rating as measured by formal observations for the duration of serving in the PLC Coach role
- Experience in facilitating professional learning communities, developing formative assessments, and using data to improve instruction
- Demonstrate effective collaboration skills
- Demonstrate effective oral and written communication skills
- Willingness to attend/present professional development in both small and whole group settings
- Such alternatives to the above qualifications as the Director of Academics finds appropriate and acceptable

Instructional Technology Coach

- At least 3 consecutive years of performance at or above level 4
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- based on TEAM Level of Effectiveness (L.O.E.) score
- Maintain a level 4 or 5 rating as measured by formal observations for the duration of serving in the Instructional Technology Coach role
 - Experience with integrating technology within the classroom environment
 - Demonstrate effective collaboration skills
 - Demonstrate effective oral and written communication skills
 - Willingness to attend/present professional development in both small and whole group settings
 - Such alternatives to the above qualifications as the Director of Academics finds appropriate and acceptable

Administrator to manage alternative school/school safety an extra hour per day:

Must be a current administrator at the high school who is willing to work an extra hour a day and provide oversight for the alternative program.

Saturday School Teacher:

Must be a certified teacher who has experience in ACT preparation.

Compensation Type and Size	TEAM Facilitator: \$4,000 (1 per school)= \$16,000 Instructional Support Coach: \$2,000 (2 per school)= \$16,000 PLC Coach: \$2,500 (1 per school) = \$10,000 Instructional Technology Coach: \$1,500 (1 per school; 2 at high school)= \$7,500 Administrator to manage alternative school/school safety an extra hour per day: \$12,000 Saturday School Teacher: \$1,000
Reach	23
Estimated Cost	\$62,500
Performance	
Description	All employees will receive a \$250 stipend if our district is identified as an Exemplary School District.
Eligibility Criteria	Eligible Teachers: Tested teachers, Non-tested teachers, Portfolio teachers Eligibility Criteria: ALL employees (both classified and certified) will receive this stipend as the district recognizes all employees impact (regardless of role) on being named an Exemplary School District.
Compensation Type and Size	\$250 per employee (combining all criteria)
Reach	437
Estimated Cost	\$112,500

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

As represented on our salary schedule, educators are provided increased salary compensation for degrees beyond the Bachelor's level to include Masters, Masters + 30/45, Educational Specialist, and Educational Doctorate.

Other

Teachers who hold or receive the National Board Certification will be awarded a \$3,000 stipend. This compensation will be paid as a bonus/stipend and paid out 2 times during the school year. Qualifying teachers will receive \$3,000. We have 1 teacher who currently qualifies to result in a \$3,000 payout.

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