

## Oak Ridge Schools

### 2019-20 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

We have designated PLC, Data and STEM Coaches at each building to serve as Teacher Leaders to work with staff:

##### *PLC Coaches*

1. Serve as a resource for support and encouragement of teachers and collaborative teams by communicating the purpose of collaboration utilizing common language.
2. Clarify expectations of highly functioning teams.
3. Assess and facilitate the progress of the collaborative teams to create highly functioning PLC's.
4. Maintain the focus on student learning by fostering a growth mindset.
5. Work with Data Coach to assist collaborative teams in implementing a guaranteed, viable curriculum, in administering common formative and summative assessments, and in using student data to refine teaching practices.
6. Model professionalism, model and share research-based best practices, and model transparency to foster safety and trust.

##### *Data Coaches*

1. Serve as a resource to the school by compiling, analyzing and communicating data.
2. Collaborate with PLC Coaches to serve as a resource to collaborative teams by assisting with data collection and analysis.
3. Serve on the school RTI team and participate in RTI data collection and analysis.
4. Model professionalism, model and share research-based best practices, and model transparency to foster safety and trust.

##### *STEM Coaches*

1. Help teachers identify the best available tools to help them meet their objectives.
2. Encourage participation.
3. Provide support for problem based learning activities.
4. Identify/catalog/share best practices and instructional activities.
5. Conduct needs assessment and develop a STEM action plan.
6. Model professionalism, model and share research-based best practices, and model transparency to foster safety and trust.

#### Number of Unique Roles: 3

##### Eligibility Criteria

Level of overall effectiveness (LOE)

All certified staff are provided a description of teacher leader position

openings. Interested staff are required to write a letter of intent to their building principal, include a resume and submit written responses to five applicant questions.

|                                   |  |
|-----------------------------------|--|
| <b>Compensation Type and Size</b> | The amount of compensation per instructional role is \$1,750.00 per school year. |
| <b>Reach</b>                      | 38   |
| <b>Estimated Cost</b>             | \$66,500   |

#### Performance

N/A

#### Alternative Salary Schedule

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

#### Education\*

We have a salary schedule that recognizes and provides additional compensation for certified staff earning an advanced degree (MS, MS+10/20/30, EDS, DR).

#### Other

N/A

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