

Collierville 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

Instructional Coach Responsibilities (Approximately 2 per school)

- Attend summer TEAM Training (if not currently TEAM certified)
- Attend PD offerings and redeliver content as needed
- Model/share best practices of technology integration with colleagues
- Complete TEAM certification/recertification
- Attend Instructional Coach trainings (includes 3 summer days: IC Training: July 19, 2019- full day, and New Teacher Orientation- July 29- half day am. & July 30- half day am), and
- quarterly IC trainings during the school year (release time provided)
- Complete a minimum of 40 documented hours of service within the Instructional Coach role
- outside of trainings
- Submit a minimum of one PD video modeling best practices/effective instructional strategies
- Collaborate with school administrators to identify school needs
- Maintain a model classroom for scheduled teacher visits
- Provide peer-to-peer coaching support by means of informal evaluations
- Maintain documentation of Instructional Coach services
- Design and facilitate 4 district-wide and 2 school-based PD sessions (outside of school hours)
- Conduct TEAM walkthrough observations
- Support teachers as needed including, but not limited to:
 - Providing specific, actionable feedback
 - Conducting coaching conversations
 - Providing resources and research-based strategies
 - Conducting non-evaluative observations
 - Facilitating personal learning plans
 - Modeling effective teaching
 - Implementing reflective practice
 - Analyzing data to determine teacher/student needs
 - Assist with peer to peer observations

Support Team Leader Responsibilities (3 per district)

- Attend summer TEAM Training (if not currently TEAM certified)
- Complete TEAM certification/recertification

- Attend Support Team Leader Training (July 16, 2019)
- Assist with designing and leading 3 summer trainings:
 - Instructional Coach Training (July 19, 2019)
 - New Teacher Orientation (am)/Team Training (pm) (July 29, 2019)
 - New Teacher Team Orientation (July 30, 2019)
- Facilitate New Teacher Trainings: 2 Elementary/2 Secondary (per semester)
- Assist with designing and leading quarterly New Teacher Trainings and quarterly Instructional Coach Trainings (release time provided)
- Design and facilitate a minimum of 4 district-wide PD sessions outside of school hours
- Complete a minimum of 60 documented hours of service within the Support Team Leader role outside of trainings and PD delivery
- Submit a minimum of three PD videos modeling best practices/effective instructional strategies
- Maintain documentation of Support Team Leader services
- Maintain a model classroom for scheduled teacher visits
- Conduct TEAM walkthrough observations
- Serve School Support Teams as needed including, but not limited to:
 - Coaching/mentoring School Support Teams
 - Conducting "train the trainer" PD sessions
 - Collecting and analyzing teacher/student/school data to determine needs and drive delivery of Support Team services
 - Communicating regularly with School Support Teams
 - Collaborating regularly with district supervisor
 - Providing resources and research-based strategies
 - Conducting non-evaluative observations
 - Documenting/facilitating personal learning plans
 - Modeling effective teaching
 - Implementing reflective practice
 - Assisting with peer to peer observations
 - Assisting with organizing school/district PD
 - Other duties as directed by district supervisor

Vanguard Team (Approximately 38 per district)

- The Vanguard team is made up of two roles:
 - Vanguard Member- first year with the Vanguard Team (will receive intensive training)
 - Vanguard Coach- second year with the Vanguard Team (will focus on providing training)
 - Vanguard Team Eligibility Responsibilities
 - Vanguard Member role:
 - Attend all Vanguard Member trainings- dates TBD
 - Design and facilitate 2 school-based PD sessions during the 2019-2020 school year (1 per semester)
-

- PD sessions must be entered in MLP 3 weeks prior
 - Dates/topics to be determined based on identified school needs
 - Works collaboratively with school ITF to support teachers and plan PD
 - Vanguard Coach role
 - Attend all Vanguard Coach trainings- dates TBD
 - Design and facilitate 1 school-based PD session, 2 district-wide PD sessions (1 per semester), and 1 virtual PD session
 - PD sessions must be entered in MLP 3 weeks prior
 - Dates/topics to be determined based on identified school needs
 - Works collaboratively with school ITF to support teachers and plan PD
 - Maintains time log of Vanguard Coach services
 - Models/shares best practices of technology integration with colleagues
 - Curriculum Facilitator Responsibilities (Approximately 83 per district: ELA, Math, Science and Social Studies)
 - Frequently review and update the current scope and sequence of work at specific grade levels
 - Develop a guaranteed and viable curriculum across the district
 - Evaluate effectiveness of curriculum and supplemental educational resources
 - Ensure appropriate supports for essential knowledge, skills, and dispositions necessary for all students
 - Redeliver content from state and/or district summer trainings
 - Lead one professional development per quarter- district initiated or teacher-created
 - Meet regularly with your same grade-level and content teachers to act as a liaison between the school and district.
 - Serve as a district-wide, grade-level content lead
 - Note: Curriculum Facilitators may not serve dual roles (Support Team Leader, Vanguard Educator, Interventionist, other district identified support leaders)
 - Teacher Leader Responsibilities (Approximately 100 per district)
 - Attend school/district/state trainings per district request
 - Redeliver trainings as deemed necessary
 - Collaborate with school and district administrators to identify school needs
 - Maintain a model classroom for scheduled teacher visits
 - Share best practices by way of video recording, resources, peer observations, and professional
 - development sessions
 - Design and facilitate professional development sessions to
-

- support school/district goals
- Submit activity proposals and documentation for all professional development and support sessions
- Perform additional duties outside of teacher role to support school/district goals

Number of Unique Roles: 5 or more

Eligibility Criteria

Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Years of experience

Instructional Coach Eligibility Requirements

- Educators must apply annually for the Instructional Coach position
- School administrators will make Instructional Coach selections
- 3 or more years of highly effective teaching experience required
- Master's degree preferred
- Works effectively with teachers, school administrators and district leaders
- Works collaboratively with the School Support Team members
- Possesses strong relationship, leadership, and instructional skills
- Embraces a growth mindset for themselves, colleagues, and students
- Confidentiality agreement must be signed
- Note: Instructional Coaches may not serve dual roles (Support Team Leader, Vanguard Educator, Interventionist, other district identified support leaders)

Support Team Leader Eligibility Requirements

- Educators must apply annually for the Support Team Leader position
- District administrators will make Support Team Leader selections
- 3 or more years of highly effective teaching experience required
- Previously served in a Teacher Leader role (LC, MT, STL, IC etc.)
- Master's degree preferred
- Works effectively with teachers, school administrators and district leaders
- Works collaboratively with the School Support Team members
- Possess strong relationship, leadership, and instructional skills
- Embraces a growth mindset for themselves, colleagues, and students
- Confidentiality agreement must be signed
- Note: Support Team Leaders may not serve dual roles (Instructional Coach, Vanguard Educator, Interventionist, other district identified support leaders)

Vanguard Team Eligibility Requirements

- School Administrators and Central Office will collaborate to make Vanguard selections from applications
- 3 or more years of highly effective teaching experience required
- Works effectively with teachers, school administrators, and district leaders

- Works collaboratively with the Technology and Curriculum teams
- Possesses strong interpersonal, leadership, and instructional skills
- Technology expertise not required, must be willing to gain knowledge of technology integration best practices
- Vanguard Coach role: must have one year of Vanguard Member experience

Curriculum Facilitator Eligibility Requirements

- Master's degree preferred
- Educators must currently serve in an ELA, Math, Social Studies, and/or Science position
- 3 or more years of highly effective teaching experience required
- Possesses strong presentation skills and experience in working with adult learners
- Embraces a growth mindset for themselves, colleagues, and students
- Has an in-depth understanding of TN academic standards, including the shifts, intentions, and depth of academic standards
- Works effectively and collaboratively with teachers, school administrators and district leaders

Teacher Leader Eligibility Requirements

- Educators serving as Teacher Leaders will be identified based on, but not limited to the following:
 - o TEAM evaluation scores/reinforcement areas
 - o Student achievement
 - o Curriculum expertise and experience
 - o Technology expertise and experience
 - o Leadership skills
 - o Teachers representatives selected to lead school/district programs
 - o Recommendations by school and/or district administrators
 - o Works effectively with teachers, school administrators and district leaders
 - o Works collaboratively with the School Support Team members
 - o Possesses strong relationship, leadership, and instructional skills
 - o Embraces a growth mindset for themselves, colleagues, and students
 - o Maintains confidentiality

Compensation Type and Size

Instructional Coach Stipend Guidelines

- Instructional Coaches are eligible to receive \$3500 upon completion of all Instructional Coach responsibilities outlined above
- Stipends will be disbursed after the school year is completed
- No partial stipends will be disbursed
- Note: Instructional Coaches are leaders in the building with a focus on teacher growth and student achievement. Professionalism,

confidentiality, and strong work ethic are expected at all times. An Instructional Coach may be asked to relinquish his/her position if not satisfactorily meeting expectations, at which time no stipend will be paid.

Support Team Leader Stipend Guidelines

- Support Team Leaders are eligible to receive \$4000 upon completion of all Support Team Leader responsibilities outlined above
- Stipends will be disbursed after the school year is completed
- No partial stipends will be disbursed
- Note: Support Team Leaders are leaders in the building with a focus on teacher growth and student achievement. Professionalism, confidentiality, and strong work ethic are expected at all times. Support Team Leaders may be asked to relinquish his/her position if not satisfactorily meeting expectations, at which time no stipend will be paid.

1:1 Vanguard Coach Stipend Guidelines

- Vanguard Coaches are eligible to receive \$500 upon completion of the Vanguard Coach responsibilities outlined above
- Time logs must be submitted by May 1, 2020
- Stipends will be disbursed after the school year is completed (No partial stipends)
- Note: Vanguards are leaders in the district with a focus on 1:1 device support. Professionalism, confidentiality, and strong work ethic are expected at all times. Vanguards may be asked to relinquish his/her position if not satisfactorily meeting expectations, at which time no stipend will be paid.

Curriculum Facilitator Stipend Guidelines

- Curriculum Facilitators are eligible to receive \$750 (\$1,000- Lead Facilitators) upon completion of all Curriculum Facilitator responsibilities outlined above
- Stipends will be disbursed after the school year is completed
- No partial stipends will be disbursed
- Note: Curriculum Facilitators are leaders in the building with a focus on teacher growth and student achievement. Professionalism, confidentiality, and strong work ethic are expected at all times. A Curriculum Facilitator may be asked to relinquish his/her position if not satisfactorily meeting expectations, at which time no stipend will be paid.

Teacher Leader Stipends

- Teacher Leaders are eligible to receive a stipend for the responsibilities outlined above.
 - Stipends will be based on a predetermined rate per work/session.
 - Note: Teacher Leaders must have a focus on teacher growth and student achievement.
 - Professionalism, confidentiality, and strong work ethic are expected at all times. A Teacher Leader may be asked to relinquish his/her
-

position if not satisfactorily meeting expectations, at which time no stipend will be paid.

Reach	323
Estimated Cost	\$285,907

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Teachers that earn advanced degrees (MA, MA+45, EDS, EDD) are compensated by Collierville Schools as noted on the attached district salary schedule. Advanced degree compensation accounts for 1.53% of the district's budget for 2019-2020. After completion of course work the teacher must first have the additional status added to their TN teaching license through the Department of Education. The teacher must then submit official transcripts and a request for salary adjustment form to the Department of Human Resources of the district. After all information is verified, the teacher is eligible for a salary increase for the current fiscal year with the following guidelines:

- Course work must be completed by December 31st of the current fiscal year
- The degree must be conferred by the university and application for increase must be filed with HR prior to February 1st of the current fiscal year
- It is the responsibility of the teacher to petition for the increase within the established deadline dates. Missing deadlines will allow the employee to be eligible for increase during the next fiscal year.

Other

Collierville Schools honors National Board Certification with a salary stipend. Teachers must submit a copy of their valid certificate to the Office of Human Resources. Any teacher that provides verification of holding valid certification is eligible for payment. Yearly stipends of \$1,000 are paid in two \$500 installments. The first installment is paid on the December 15th pay period and the balance is paid on May 15th. The district does not require any additional roles or responsibilities for National Board Certified teachers.

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