

Clay County Schools

2020-21 Differentiated Pay Plan

Hard-to-Staff	<input 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)

N/A

Instructional Roles or Responsibilities

Description

1. Aspiring Administrators Leadership Team - Teachers who possess an administrative license or are currently enrolled in an administrative licensure program from an approved educator preparation provider will be eligible to participate in this team. Participants will be offered a bonus for being a member of this team. Participants will job shadow current administrators across the district at both elementary and high schools. Each participant will perform different administrative duties weekly, and substitutes will be provided for the participant's classroom on his/her assigned days. Participants must complete 80% of total assigned days to be eligible for the full bonus. Prorating will be considered by the Supervisor of Instruction and the Director of Schools based on individual circumstances.
2. Teach to Grow Professional Development Opportunity - The district will offer stipend pay to certified teachers with LOE scores of 4 or 5 or state-recognized endorsement/qualification who design and present professional learning opportunities to other faculty/staff within the district in an effort to improve classroom instruction, student learning, and overall achievement. Teachers will be eligible to present pre-approved professional development topics to faculty and staff members within the district. Professional development needs and topics will be submitted to the Supervisor of Instruction and approved as determined by the Supervisor of Instruction/Director of Schools. Professional development sessions will be offered as half-day sessions (3 hours) or full-day sessions (6 hours). Professional development opportunities will not be scheduled on any of the 180 instructional days as outlined in the board-approved school calendar.

Number of Unique Roles: 2

Eligibility Criteria

- Certified in content/grade area; Attendance minimum (i.e., miss no more than 12 days); Advanced degrees
1. Aspiring Administrators Leadership Team - Teachers who possess an administrative license but do not currently serve in an administrative position or teachers who are currently enrolled in an administrative licensure program from an approved educator preparation provider will be eligible to participate in this team.
 2. Teach to Grow Professional Development Opportunity - Certified teachers with an overall level of effectiveness score of 4 or 5 will be eligible to present professional development. Teachers may also provide specific

qualifications, such as endorsements, and prior training experiences in specific skill sets to be eligible to present professional development (for example, a Google for Education certified trainer).

Compensation Type and Size

1. Aspiring Administrators Leadership Team - The compensation award will be given as a \$1000 bonus upon 80% to 100% completion of the program. If the annual program is not completed or completed less than 80%, the award will be prorated based on the time completed and the circumstances for which the program was terminated.

2. Teach to Grow Professional Development Opportunity - Teachers will be paid \$125 for each half-day of approved professional development provided, which includes the presenter's time for planning, preparation, and presenting. Teachers will be paid \$250 for each full-day of approved professional development provided, which includes the presenter's time for planning, preparation, and presenting.

Reach

12

Estimated Cost

\$7,000

Performance

Description

The district will offer a bonus based on the average teacher classroom level TNReady/EOC achievement (15% of the total LOE) for elementary levels 3 through 8 and tested high school content areas 9-12. Scores must be an average of 3, 4, or 5 and the teacher must complete instructional coaching sessions on a tiered level system to be eligible. To be eligible, all teachers must choose classroom level TNReady/EOC achievement measure to be eligible for the bonus. Alternate achievement measures are exempt.

To be eligible, all teachers must choose classroom level TNReady/EOC achievement measure to be eligible for the bonus. Alternate achievement measures are exempt. In addition, the teacher will complete instructional coaching session as outlined by each level below:

- Achievement measure of 3 with completion of five district-approved after-school instructional coaching sessions
- Achievement measure of 4
- Achievement measure of 4 with completion of two district-approved after-school instructional coaching sessions and leadership of two during-school district-approved instructional coaching sessions
- Achievement measure of 5
- Achievement measure of 5 with leadership of three district-approved during-school instructional coaching sessions

For example, a qualifying selection and score for the 15% achievement measure would be a score of 3, 4, or 5 on the TNReady/EOC assessment at the grade level and content area for which the teacher is assigned as the teacher of record and the teacher would complete the required quantity of instructional coaching sessions. However, if a teacher chooses graduation rate for an achievement measure, he/she will not qualify for the performance bonus.

Eligibility Criteria

Eligible Teachers: Tested teachers

Eligibility Criteria: Other: Achievement scores as posted in TNCompass and instructional coaching participation log recorded by the district
To be eligible, all teachers must choose classroom level TNReady/EOC achievement measure to be eligible for the bonus. Alternate achievement measures are exempt. In addition, the teacher will complete instructional coaching session as outlined by each level below:

- Achievement measure of 3 with completion of five district-approved after-school instructional coaching sessions
- Achievement measure of 4
- Achievement measure of 4 with completion of two district-approved after-school instructional coaching sessions and leadership of two during-school district-approved instructional coaching sessions
- Achievement measure of 5
- Achievement measure of 5 with leadership of three district-approved during-school instructional coaching sessions

For example, a qualifying selection and score for the 15% achievement measure would be a score of 3, 4, or 5 on the TNReady/EOC assessment at the grade level and content area for which the teacher is assigned as the teacher of record. However, if a teacher chooses graduation rate for an achievement measure, he/she will not qualify for the performance bonus.

Compensation Type and Size

Bonus will be awarded at year end to the teacher that meets the following criteria: 1) teacher selected a qualifying 15% achievement measure; and 2) teacher earned a 3, 4 or 5 as recorded in TNCompass; and/or 3) the teacher completed or led district-approved instructional coaching sessions as outlined by the levels below.

- If the teacher earns an achievement measure of 3 as recorded in TNCompass and participates in five district-approved instructional **after-school** coaching sessions (1.5 hours each) as logged by the district administration, the teacher will receive a \$300.00 bonus.
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- If the teacher earns an achievement measure of 4, as recorded in TNCompass, the teacher will receive a \$400.00 bonus.
- If the teacher earns an achievement measure of 5, as recorded in TNCompass, the teacher will receive a \$500.00 bonus.
- If the teacher earns an achievement measure of 4 as recorded in TNCompass, leads two district-approved **during-school** instructional coaching sessions as logged by the district administration, and participates in two district-approved **after-school** instructional coaching sessions (1.5 hours each) as logged by the district administration, the teacher will receive a \$500.00 bonus.
- If the teacher earns an achievement measure of 5, as recorded in TNCompass, and leads three district-approved **during-school** instructional coaching sessions (1.5 hours each) as recorded by district administration, the teacher will receive a \$600.00 bonus.

Reach	35
Estimated Cost	\$20,000
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
The district honors advanced degrees including Masters, Masters Plus, EdS, and Doctorate.	
Other	
N/A	

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