

Arlington Community Schools 2020-21 Differentiated Pay Plan

Hard-to-Staff	<input checked="" 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)	
Description	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 our district. Our data reflection 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 reflect 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. 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)
Eligibility Criteria	Certified in content/grade area; Years of experience; Advanced degrees 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. Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Base Pay Increase Compensation Amount: \$8,000 - \$10,000 per teacher
Reach	14
Estimated Cost	\$80,000

Instructional Roles or Responsibilities	
Description	<p>TEAM Facilitator</p> <ul style="list-style-type: none"> Assist with local/district professional learning activities including: New Teacher Orientation, TEAM/TNCompass Training, and other PD as requested by principal or district Present collaboratively (with at least one other teacher leader) a minimum of one PD session each semester Frontline contact for school Attend TEAM Teacher Evaluator Training & receive certification prior to conducting evaluations Assist local school administration with TEAM Evaluations Teacher support (as requested by principal) Exhibit professionalism by providing a supportive environment and maintaining confidentiality

- Total of 60 hours required including orientation & quarterly meetings/trainings
- Stipend: \$4000

Instructional Support Coach

- Assist with New Teacher Orientation
- Mentor/Coach new teachers & teachers on Educator Learning Plans (ELPs) as applicable
- Conduct monthly meetings with teachers new to the district
- Assist school/district with planning for professional development activities
- Attend & redeliver PD and provide ongoing support
- Present collaboratively (with at least one other teacher leader) a minimum of one PD session each semester
- Exhibit professionalism by providing a supportive environment and maintaining confidentiality
- Total of 40 hours required including orientation and quarterly meetings/trainings
- Stipend: \$2000

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
- Meet with building level PLCs quarterly to review data/assessments
- Coordinate and guide the activities of PLC teacher teams
- Work closely with building level leadership team in the implementation of PLCs
- Collect, organize, and disseminate information for reflection and action plan development
- Present collaboratively (with at least one other teacher leader) a minimum of one PD session each semester
- Exhibit professionalism by providing a supportive environment and maintaining confidentiality
- Total of 40 hours required including orientation and quarterly meetings/trainings
- Stipend: \$2000

Instructional Technology Coach

- Lead support for local instructional technology program, Hour of Code, and Digital Citizenship
 - Schedule on-going one-to-one and small group instructional technology coaching sessions with teachers on
 - select school-wide programs
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- Assist in supporting Instructional Technology Facilitator (ITF) with school conversion to digital teaching and projects
- Conduct a minimum of one parent meeting per semester
- Participate and present at local conferences when applicable
- Present collaboratively (with at least one other teacher leader) a minimum of one PD session each semester
- Exhibit professionalism by providing a supportive environment and maintaining confidentiality
- Total of 40 hours required including orientation and quarterly trainings/meetings
- Stipend: \$2000

Number of Unique Roles: 4

Eligibility Criteria

Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; 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 Chief 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 Chief of Academics finds appropriate and acceptable

PLC Coach

- At least 3 consecutive years of performance at or above level 3 based on TEAM Level of Effectiveness (L.O.E.) score
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- 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 Chief of Academics finds appropriate and acceptable

Instructional Technology 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 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 Chief of Academics finds appropriate and acceptable

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: \$2,000 (1 per school) = \$8,000

Instructional Technology Coach: \$2,000 (1 per school; 2 at high school) = \$10,000

Reach 23

Estimated Cost \$63,000

Performance

N/A

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 of 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 of 2 times during the school year. Qualifying



teachers will receive \$3,000. We have 1 teacher who currently qualify to result in a \$3,000 pay out for the district. This represents less than 1% of the budgeted amount for salaries.

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