

Alcoa City Schools

2018-19 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

Alcoa Elementary School and Alcoa Intermediate School will interview and select two (one in each building) current teachers to be Instructional/Intervention Coaches. They have the following responsibilities:

- They will facilitate professional development activities to identify best practices.
- They will Chair each school's data analysis team to identify academic trends and potential areas for reinforcement and refinement of practices.
- They will Chair each school's RTI Team, continually assessing correct process and integrity of the program

Number of Unique Roles: 1

Eligibility Criteria

Level of Overall Effectiveness (LOE), Individual TVAAS
 Certified in content/grade area
 Eligibility requirements include both written application and interview. LOE and TVAAS level, as well as expertise in RTI processes and data knowledge and experience are criteria for this position

Compensation Type and Size

\$19,378

Reach

2

Estimated Cost

\$38,756

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Educators are compensated by degrees that are conferred by approved institutions of higher learning. Alcoa City Schools are compensated for three levels of degrees; BA/BS, Masters, PhD/EdD. Incremental or hours (ex. Masters+15) are no longer recognized on our pay scale.

Other

N/A

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