

Collierville Schools

2020-21 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

- 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 in-person or virtual Instructional Coach trainings (initial training will not take place during the summer – date TDB), New Teacher Orientation, two ½ day IC trainings during the school year (release time provided).
- Complete a minimum of 20 documented hours of service within the Instructional Coach role outside of trainings
- Submit a minimum of two PD videos modeling best practices/effective instructional strategies *One video of IC and one video of a colleague per admin recommendation
- 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
- Independently design and facilitate 2 in-person or virtual (determined by the district) district-wide PD sessions and 1 in-person or virtual (determined by the district) school-based PD session (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

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

- Attend in-person or virtual Support Team Leader Training
- Assist with designing and leading Instructional Coach trainings and New Teacher Orientation/trainings in-person or virtual (determined by the district).
 - New Teacher Orientation
- Design and facilitate a minimum of 2 in-person or virtual (determined by the district) district-wide PD sessions outside of school hours
- Complete a minimum of 25 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 *One video of STL and two videos of a colleague per admin recommendation
- 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

Extended Contract Responsibilities

Educators selected to lead an Extended Contract activity will be responsible for-

- Working collaboratively with school admin teams to determine student needs
 - Providing remediation opportunities for students beyond the regular school day
 - Maintaining and submitting sign-in sheets for each activity session during the program to the school’s Extended Contract Coordinator. Educators may use the sign-in sheet provided by CS or one of their own; however, sign in sheets must be submitted to the ECC at the end of the year to document attendance.
 - Distributing a survey at the end of the course to get feedback from
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the students and parents participating in the activity and compiling/submit the results.

- Maintaining and submitting a time log (provided by CS) to the school's Extended Contract Coordinator documenting their work within this role. (Time logs must reflect the number of hours required for the ECU in order to receive a stipend. Up to fifteen percent of the total required hours may be documented for planning.)

Teacher Leader Responsibilities

Teachers meeting the eligibility requirements will have opportunities to serve as teacher leaders as needed during the 2020-2021 school year. These positions are intended to support teachers with curriculum, distance learning, how to best meet the academic, social and emotional needs of students. Responsibilities include, but are not limited to:

- Working collaboratively with school admin teams to determine student needs
- Designing and facilitating in-person and virtual school-based and district-wide professional learning sessions.
- Frequently review and update the current scope and sequence of work at specific grade levels
- Developing a guaranteed and viable curriculum across the district
- Evaluating effectiveness of curriculum and supplemental educational resources
- Ensuring appropriate supports for essential knowledge, skills, and dispositions necessary for all students
- Performing additional duties outside of the teacher role to support school/district goals

Number of Unique Roles: 4

Eligibility Criteria

Level of overall effectiveness (LOE); Certified in content/grade area; Attendance minimum (i.e., miss no more than 12 days); Years of experience; Advanced degrees

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
- Possesses 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)

Extended Contract Eligibility Requirements

- Educators must apply annually to serve in an Extended Contract position
- 3 or more years of highly effective teaching experience required
- Works effectively with teachers, school administrators and district leaders
- Possesses strong relationship, leadership, and instructional skills
- Embraces a growth mindset for themselves, colleagues, and students
- Confidentiality agreement must be signed
- District administrators will make Extended Contract selections

Teacher Leader Eligibility Requirements

- 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 standards
- Works effectively and collaboratively with teachers, school administrators and district leaders
- Possess knowledge of technology devices and integration of best practices

Application/information regarding our instructional roles is sent to all educators in the district. Educators who meet the eligibility requirements must apply for the respective position via an electronic application by the given deadline. Central Office staff and school administrators work collaboratively to make the selections for instructional roles.

Compensation Type and Size	<p>Stipends are paid out for all instructional roles upon the completion of all duties/responsibilities.</p> <ul style="list-style-type: none"> • Instructional Coaches: (24) X \$2000 • Support Team Leaders: (3) X \$2500 • Extended Contracts: (24 units) X \$1,000 per ECU • Teacher Leaders: (400 units) X \$125 per each support unit
Reach	200
Estimated Cost	\$138,916
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
<p>Teachers that earn advanced degrees, are compensated by Collierville Schools as noted on the attached district salary schedule. 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:</p> <ul style="list-style-type: none"> • 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	
<p>Educators who are National Board Certified receive \$1,000 per year. Half of the stipend is paid out on the educator's first check in December and the other half on the first check in May. Employees must present their current certification for payment.</p>	

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