

## Arlington Community Schools 2021-22 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)	
<b>Description</b>	<p>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.</p> <p><b>Priority Areas: 5-8 (Math, Science, Special Education), 9-12 (Math, Science, Special Education, Foreign Language)</b></p>
<b>Eligibility Criteria</b>	Certified in content/grade area; Years of experience; Advanced degrees; Current teachers and new hires are eligible.
<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Base Pay Increase</p> <p><b>Compensation Amount:</b> \$8,000 - \$10,000 per teacher</p>
<b>Reach</b>	42
<b>Estimated Cost</b>	\$213,368

Instructional Roles or Responsibilities	
<b>Description</b>	<p>TEAM Facilitator</p> <ul style="list-style-type: none"> <li>Assist with local/district professional learning activities including: New Teacher Orientation, TEAM/TNCompass Training, and other PD as requested by principal or district</li> <li>Present collaboratively (with at least one other teacher leader) a minimum of one PD session each semester</li> <li>Frontline contact for school</li> <li>Attend TEAM Teacher Evaluator Training &amp; receive certification prior to conducting evaluations</li> <li>Assist local school administration with TEAM Evaluations</li> <li>Teacher support (as requested by principal)</li> <li>Exhibit professionalism by providing a supportive environment and maintaining confidentiality</li> <li>Total of 60 hours required including orientation &amp; quarterly meetings/trainings</li> </ul>

#### 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

#### 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

#### 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
  - Assist in supporting Instructional Technology Facilitator (ITF) with school conversion to digital teaching and projects
  - Present collaboratively (with at least one other teacher leader) a minimum of one PD session each semester
  - Conduct a minimum of one parent meeting per semester
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- Assist with New Teacher Orientation (school/district level)
- Exhibit professionalism by providing a supportive environment and maintaining confidentiality
- Total of 40 hours required including orientation and quarterly trainings/meetings

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**Number of Unique Roles: 4**

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**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
  - 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
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- 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

<b>Compensation Type and Size</b>	District has a total of 4 schools: <ul style="list-style-type: none"> <li>TEAM Facilitator: \$4,000 (1 per school) = \$16,000</li> <li>Instructional Support Coach: \$2,000 (2 per school) = \$16,000</li> <li>PLC Coach: \$2,500 (1 per school) = \$10,000</li> <li>Instructional Technology Coach: \$2,000 (1 per school) = \$8,000</li> </ul>
<b>Reach</b>	21
<b>Estimated Cost</b>	\$50,000

#### 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, including 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.

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