

Athens City Schools

2021-22 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	<p>Athens City Schools fund five (5) instructional coaches with an overall effectiveness score of 4 or 5. The Instructional coach will work in partnership with teachers and administrators in improving student achievement. The primary role of the coach is to work as a colleague with teachers to improve curriculum, instruction, and assessment through differentiated coaching and professional development.</p> <p>Instructional Coach Responsibilities: Support the philosophy and vision of Athens City Schools; Build strong relationships with teachers, administrators, and Instructional Coach; Work collaboratively as a member of the school leadership team in the disaggregation of student performance data, by school and by teacher, and assist in developing school improvement plans; Collaborate with teachers to analyze formative and summative data to identify student learning trends, set goals, monitor and modify instruction, and increase student achievement; Work collaboratively with Instructional Coach in planning and facilitating PLC meetings; Work collaboratively with teachers to align standards, curricula, instructional strategies, and assessment tools with district-wide consistency; Assist teachers with planning and pacing standards-based lessons/units of study, the development of differentiated lessons, and the selection of best practices to meet the needs of their students; Support teachers in using effective instructional strategies through modeling in the classroom as requested by instructional coach and/or principal; Celebrate student, teacher, school, and/or district success; Perform other duties as assigned</p> <p>Athens City Schools will fund five (5) Technology Leaders with an overall effectiveness score of 4 or 5. These teachers are paid for additional responsibilities and time worked during the year relating to the implementation of digital teaching and learning.</p> <p>Technology Leader Responsibilities: Support the philosophy and vision of Athens City Schools; Build strong relationships with teachers, administrators, and other coaches; Assess levels of teacher technology understanding, skills, and integration within the classroom; Model effective instructional strategies using technology in a co-teaching environment; Collaborate in preparing for TNReady; Work collaboratively with Instructional Coach in planning and facilitating PLC</p>
--------------------	--

meetings; Effectively use and provide support for current devices, latforms, and programs within the district; Research use of newer technologies in instruction; Facilitate or conduct technology-focused professional learning for school and district staff; Celebrate student, teacher, school, and/or district success; Perform other duties as assigned by Director of Schools.

Number of Unique Roles: 2

Eligibility Criteria

Level of overall effectiveness (LOE); Years of experience; Advanced degrees

Instructional Coach Qualifications: Valid Tennessee Professional Teaching License; Master's degree or beyond preferred; Minimum of five (5) years of successful classroom experience as measured by performance evaluations and student growth data; Score 4 or higher on evaluations (TAP/TEAM Rubric); Effective written and verbal communication skills; Demonstrated ability to maintain confidentiality; Willingness to work beyond the school day; Proven ability to work cooperatively and effectively with colleagues, including the ability to create and nurture a professional community of adult learners; Demonstrated leadership qualities and strong interpersonal skills, including giving and receiving constructive feedback; Proven ability in using student-level data to guide instructional decisions; Models continual improvement, demonstrates lifelong learning, and applies new learning to help all students achieve

Technology Leader Qualifications: Valid Tennessee Professional Teaching License; Minimum of five (5) years of successful classroom experience as measured by performance evaluations and student growth data; Score 4 or higher on evaluations (TAP/TEAM Rubric); Willingness to work beyond the school day; Proven understanding of technology programs/devices/platforms used throughout the district; Proven ability to work cooperatively and effectively with colleagues, including the ability to create and nurture a professional community of adult learners; Demonstrated leadership qualities and strong interpersonal skills, including giving and receiving constructive feedback; Models continual improvement, demonstrates lifelong learning, and applies new learning to help all students and adults achieve

Compensation Type and Size	Instructional Coaches: \$4,000.00 per coach Technology Leader: \$1,500.00 per position
-----------------------------------	---

Reach	10
--------------	----

Estimated Cost	\$27,500
-----------------------	----------

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Athens City Schools will maintain its existing salary schedule, including payment for advanced degrees that will include BS +15, BS +30, MA, MA +15, MA +30, MA +45, EDS, and Doctorate.

Other

Any licensed employee of Athens City Schools receiving National Teacher Certification while employed with Athens City Schools shall receive a one-time stipend of \$2,000. In addition, beginning with the year immediately following stipend, the salary will be increased \$1,000 per year as long as they are employed in Athens City Schools.

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