

Sumner County 2022-23 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>Additional Course Stipends (HS) (estimated and budgeted for 70/year; 35/semester) Teachers teaching a class during their planning period to increase student's access to courses that may not make due to scheduling conflicts and/or teacher schedule conflicts. These stipend are issued to high school principals to resolve scheduling conflicts and are approved on an individual, as needed, basis.</p> <p>AP Access Coordinators (6 stipends) Building testing coordinators that are organizing all virtual Advanced Placement course offerings and the corresponding exams that students are required to sit for. This responsibility is above and beyond the typical roles and responsibilities of a school counselor, as they are coordinating a data platform to organize the ordering, processing, and registration information for students district wide who are accessing the AP Access for All virtual course options throughout six of our traditional high schools.</p> <p>K-12 Counselor Leadership Team (9 stipends) Leadership team bi-monthly to provide leadership aligned with the TN Comprehensive School Counseling Model. Team of 9 would be trained as trainers/coaches to lead and provide support to grade-band specific counselors, act as demonstration counselors for counseling programs, small group counseling, CARE Teams, College and Career program coaching, needs assessments, individual counseling, classroom guidance, and data implementation. The Leadership team would co-Lead Cluster/Grade band meetings. Meet monthly to discuss goals for K-12 counseling and determine areas of continued support and coaching to Sumner counselors over the course of the year. Provide PL opportunities to fellow counselors outside of the school day. Make-up of Leadership team would hold at least one counselor from each cluster.</p> <p>K-12 Math Leadership Team (24 stipends) Think tank that brainstorms, collaborates, and identifies needed supports for math instruction & assessment. This team will prepare for the adoption of new standards and new curriculum. This team facilitates ongoing professional learning; joins check-ins with committee members, facilitates PLCs on curriculum-based content</p>

and instructional best practices. Leadership team will meet 6 times a year - days may be broken down into smaller quantities of time on more than 6 days throughout the year. All Math Leadership Team members serve as demonstration classroom teachers for high quality instructional practices in math- aligned with Instructional Playbook. (8 clusters, 3 grade bands, 2 teachers per grade band)

K-12 English (Curriculum Support) Team (38 stipends)

Planning team that evaluates data/student outcomes, reflects on team outcomes, & strategizes to determine and plan next steps for support with high-quality literacy instruction, coaching, and professional learning. This team leads ELA project canvases; actively participates in district PLCs; LE grade-level leads communication & check-ins; creates ELA surveys; plans & leads ELA Step-back, professional learning, and LE meeting curriculum-based content.

Lead Educators (42 stipends)

Lead educators act as liaisons between the instruction department and teachers. They provide professional, instructional and data support to teachers and leaders. They provide training and support for RTI implementation and targeted student subgroups to strengthen overall student achievement rates. They are responsible for the training, roll-out, and tracking of the universal screening process. They progress monitor student gains and school gains. Lead educators coordinate data teams around problem solving of each student's most basic skill deficit. They support shifts in interventions for students who lack positive rate of improvement and guide student transition between tiers. Lead educators are core classroom instructional coaches. They model best practices and coach teachers in their refinement areas.

PreK-Kindergarten Portfolio Leads (3 total) The district has budgeted for 5 teacher-peer reviewers. These teachers review their peers' portfolios and provided guidance to kindergarten teachers completing this evaluation and student-growth reporting metric.

Newline Technology Trainer (1 stipend): Teacher or Lead Educator that provides technology support and training for use of Newline panels for teachers and leaders.

Robotics Club Sponsorship (10 stipends) To be paid to teacher sponsors that engage students in robotics and develop extracurricular robotics club opportunities and will participate in at least one robotics competition.

STEM Leadership team (K-12) (6 stipends)

STEAM Leadership Team (SLT) will assist with STEAM decisions across the district and also be instrumental in building a STEAM webpage for the district. (Six total educators 1 HS, 2 MS, 3 ES) Other responsibilities would be making decisions on STEM Spotlight award, providing STEAM PL, helping with robotics competitions, adding information to the STEAM Newsletter, creating a district STEM Expo, etc.

Sumner Connect Leads / IT Coaches A lead teacher designated by each principal that will assist their building and all teachers within their building with G-Suite training and technology troubleshooting as teachers become more familiar and frequently utilizing Google Classroom & G-Suite to reach students outside of traditional school hours and potentially to be used during hybrid instruction times, as needed. There are 49 Sumner Connect Leads across the district.

Teacher Leader (106 stipends) There are two teacher leaders per school (106 teacher leaders in the district). Teacher leaders are full-time teachers who work outside of their original scope of employment. They serve as a liaison between the district's instruction department and teachers. They collaborate with lead educators in the RTI implementation. They support and provide guidance regarding Scopes of Work and implementation of standards and Tier I instruction. Teacher leaders support school-wide data analysis and the progress monitoring of SMART goals; they are responsible for data analysis of district-wide common assessments and building-level common assessments. Teacher leaders are responsible for establishing a culture of continuous job-embedded learning through the work of Professional Learning Communities (PLCs). They meet regularly with other teacher leaders in order to collaborate.

Teacher Mentor (42 stipends) The district has mentor teachers. These designated mentor teachers assist first and second year teachers in our district become acclimated to the profession of teaching, local programs and policies of Sumner County Schools and support new teachers in specific ways depending on their grade level position and/or building placement.

Teacher Leader Advisory Team (6 stipends)

Teacher leaders from within the cohort of 106 across the district will serve in an advisory council team to organize and facilitate professional learning sessions and implementation for DRIVE Conference, continued supporting TLs growth and development, projects and meetings coordination

Number of Unique Roles: 5 or more

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
 Certified in Content/grade area; years of experience; advanced degrees and leadership abilities may be required depending on the specific role or responsibility.
 Teacher leaders and lead educators are all required to complete an instructional coaching certificate.
 Demo classroom teachers and professional learning presenters are required to complete additional training in order to coach and

facilitate professional learning sessions.
Sumner Connect Leads will become Google Certified, Level 1 by the completion of their first quarter in serving their school in this capacity.

Compensation Type and Size

Comp. Amount: Additional Course Stipend = \$3,000 stipend/semester
AP Access Coordinators = \$3,000 stipend/annually
K-12 Math Leadership Team = \$1,500 stipend/annually
K-12 English (Curriculum Support) Leadership Team = \$1,500 stipend/annually
K-12 Counselor Leadership Team = \$1,000 stipend/annually
Lead Educators = \$2,000 stipend annually
Mentor Teachers = \$500 stipend/annually
Newline Technology Trainer = \$750 stipend/annually
Pre-K & Kindergarten Portfolio Peer Reviewers = \$1,000 stipend/annually
Robotics Club Sponsorship = \$1,000 stipend/annually
STEM Leadership Team = \$750 stipend/annually
Sumner Connect Leads = \$1,000 stipend/annually
Teacher Leaders = \$2,000 stipend/annually
Teacher Leader Advisory Council = \$500 stipend/annually

Reach

412

Estimated Cost

\$717,248

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Employees are moved into the range that is equivalent to their degree. We have 5 ranges on our salary scale for degrees...see attached scale.

Pay increases as ranges increase.

Other

Must maintain active National Board Certification.

\$2,000 per year.