

Hardeman County Schools 2022-23 Differentiated Pay Plan

Hard-to-Staff	<input type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input checked="" type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
N/A	
Instructional Roles or Responsibilities	
Description	<p>Teacher Leader: Assist and support all teachers in researching best practices, collecting and analyzing data and curriculum to enhance instructional planning. Teacher Leaders will assist new and lower performing teachers with effective instructional planning and provide reflective mentoring sessions to model demonstrations monthly. In addition, teacher leaders will serve as Co-chairs of (2) of the (4) designated committees: School Improvement, School Leadership, RTI2-Behavior, and/or School Crisis Management. Teacher leaders will collaboratively work with district staff in developing, presenting, and/or facilitating professional trainings, to include, but not be limited to the following: effective instruction and academic feedback, small/whole group differentiated instruction, data-driven instruction, effective technology use in the classroom, collaborative coaching and peer modeling.</p> <p>Number of Unique Roles: 1</p>
Eligibility Criteria	<p>Level of overall effectiveness (LOE) Certified in content/grade area Attendance minimum (i.e., miss no more than 12 days) Years of experience Minimum of five years of successful teaching experience with considerable knowledge of effective and varied teaching strategies and assessment techniques. Must be able to disaggregate student data and analyze school-level data for overall school improvement. Duties may occur before school, during scheduled planning times, and after school. Personal characteristics conducive to working effectively with students, parents, teachers, school personnel, and community groups.</p>
Compensation Type and Size	Teacher Leader (1) x \$1,000.00
Reach	16
Estimated Cost	\$18,614.40
Performance	
Description	<p>The Hardeman County Schools System will compensate certificated educators based on their individual value-added scores (TVAAS) based on Grades 3-8 TN Ready Assessments and Grades 9-12 TCAP End-of-Course (EOC) Assessments.</p>

Eligibility Criteria	Eligible Teachers: Tested teachers Eligibility Criteria: Level of overall effectiveness (LOE) Individual TVAAS or portfolio growth score Certificated educators must earn a Level 4 or Level 5 Individual Value-Added Score based on state assessments. Educators must be employed within the first 20-calendar days of the start of school and remain through the end of the school year, and not qualify for PYE.
Compensation Type and Size	Level 5 teachers @ \$800.00 Level 4 teachers @ \$500.00
Reach	27
Estimated Cost	\$20,592.18
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
Hardeman County Schools Salary Scale is based on degree level and years of experience. The advanced degrees consist of Master's Degree, Master's Degree plus 45 Semester, Educational Specialist, and Doctorate Degree.	
Other	