

Davidson County 2023-24 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

TEAM Ambassador: A TEAM Ambassador serves as a liaison between the Office of Talent Management and the teachers in a school. This creates a cycle of support through which the TEAM Ambassador receives information related to TEAM evaluations throughout the school year, communicates that information and provides ongoing support to teachers, and elevates teacher voice to the Office of Talent Management. Ultimately, the work of the ambassador will increase teacher awareness of and engagement in the TEAM evaluation policy and process.

Capstone Lead Teacher: Participate in principal designated activities, lead meetings and manage program goals.

Special Programs Lead Teacher: Facilitate and lead special programs, such as Montessor, Paideia, AVID, etc. These positions are approved by the Executive Director for the school.

Freshman Seminar Lead Teacher: Participate in principal designated activities, lead meetings, and manage program goals.

IB/Cambridge Lead Teacher: Provide training, leadership and management in meeting program requirements.

Lead Teacher (Team, Grade Level, Content, Academy): Participate in principal designated activities, lead team/grade level/content meetings

Partnership Coordinator: Plan and provide family engagement activities, coordinate with community partnership activities.

Leadership Team Member: Participate on school leadership team, which includes SIP development activities in addition to attendance at scheduled school leadership team meetings

Building Level Teacher Mentor: Provide active support and mentoring to new teachers

NBCT Cadre of Professional Learning Facilitators (PLFs): Provide educator support and professional learning related to the achievement and/or maintenance of National Board Certification (as granted by the National Board for Professional Teaching Standards)

K - 4 Math Scope & Sequence Revision Team: The members of this team review the curricular materials for alignment to the TN Math State Standards and create unit-level guidance documents to support teachers in the implementation of the materials. When

existing materials do not fully align to the standards, committee members collaboratively develop adaptations for teachers to implement in order to ensure alignment to the standards.

MNPS Librarian Instructional Leader: Up to 8 current MNPS librarians will attend a quarterly PLC meeting, will create 1 exemplar lesson per quarter to support the scope & sequence, and will collaborate with tier level partners to create a document of collaborative opportunities for librarians across all subject areas.

MNPS Librarian EDI Leader: Up to 8 current MNPS librarians will attend a quarterly PLC meeting, will create list of literacy events, programming opportunities, and materials that promote equity, diversity, and inclusion in our school libraries to be shared with all school librarians.

Social Studies: Scope and Sequence Revision Team: Social studies educators who helped revise the social studies scope and sequence documents for the 2022-23 school year.

Wellness & PE Scope and Sequence Guide Review Team July 2021: PE & Wellness educators who helped revise the scope and sequence documents for the 2021-22 school year.

Wellness and PE Inservice Service Planning Team: PE & Wellness educators who planned professional learning for District wide Inservice

English Learner Fellow: Yearlong teacher leadership cadre centered around advocacy for English Learner students and families. Teacher Leadership Institute for Equity: Three Year leadership cadre centered around identifying and eliminating inequities in local school contexts.

English Learner Lead Fellow: Lead role of the EL Fellowship guiding cadre of teachers in professional learning centered around advocacy for English Learner students and families.

SIFE Leadership Cohort: Cohort supporting Students with Interrupted Formal Education (SIFE) Program for teachers' commitments centered around family engagement, professional learning, site level leadership work and collaborative planning and trauma informed practices.

Reimagine Teacher Leaders: Schools in the teaching job cohort have designed teacher leader roles to pilot this year - with the intent of supporting new teachers through modeling, co-teaching, and providing feedback

Number of Unique Roles: 5 or more

Eligibility Criteria

Level of overall effectiveness (LOE)

Years of experience

To be eligible for a District MNPS Mentor, educators must have an overall observation average above 3.00 and a Professionalism rating of 3.00 or higher. Additionally, the educator must spend 50% of his/her time providing direct supports to students and have three or

	more years of MNPS experience. TEAM Ambassadors must be in a role that spends 50% or more time providing direct supports to students.
Compensation Type and Size	\$25/hour to \$6,000
Reach	2,000
Estimated Cost	\$4,000,000
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
Educators submit advance degree changes (MA, MA+, EdS, Doctorate) to TDOE, then send notification to the MNPS Employee Resource Center (ERC). The ERC verifies the degree and makes changes in the HRIS to move the employee to the appropriate pay scale.	
Other	
National Board Certification \$4,000	