

Lakeland School System					
2016-17 Differentiated Pay Plan					
Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include the eligibility criteria for receiving the award (such as minimum attendance or evaluation score).	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
Hard-to-Staff (School, Subject, or Placement)					
Performance	<p><i>A. The Lakeland School System will recognize and reward all high performing teachers that have a Composite Evaluation Score of 4 or 5.</i></p> <p><i>B. The Lakeland School System will recognize and reward high performing teachers <u>who teach in tested areas</u> and receive an individual TVAAS score of 4 or 5.</i></p>	<p><i>A. Compensation will be awarded as a \$300.00 bonus to teachers that meet the identified criteria.</i></p> <p><i>B. Compensation will be awarded as a \$150.00 bonus to tested area teachers that meet the criteria.</i></p>	<p><i>A. Currently 59 teachers are eligible for this \$300 bonus.</i></p> <p><i>B. Currently 18 teachers are eligible for this \$150 bonus</i></p>	<p><i>A. The estimated pay out for this differentiated pay element is \$17,700.00</i></p> <p><i>B. The estimated pay out for this differentiated pay element is \$2700.00</i></p>	<p><i>This differentiated pay element will comprise less than 1% of district salary expenditures.</i></p>

Additional Instructional Roles or Responsibilities	<p><i>The Lakeland School System will enhance teacher and student outcomes by identifying a Leadership Team at Lakeland Elementary School. The goal of the Leadership Team is to improve teaching performance, teacher effectiveness and student outcomes school-wide by providing leadership and teacher support.</i></p> <p><i>Selection will be based on meeting the stated minimum qualifications and capacity to follow the stated Leadership Team Role Requirements as stated in the job posting/description (attached). The individuals selected will be required to sign the Leadership Team Assurances Page and the Leadership Team Stipend Disbursement Guidelines (attached).</i></p>	<i>Compensation will be awarded as a \$1500.00 bonus to teachers that fulfill the required components of the role description.</i>	<p><i>Up to 6 teachers will be selected for the additional role.</i></p> <p><i>100% of the teachers at Lakeland Elementary School hold a valid Tennessee teaching license. Any level 4 or 5 educator is eligible to apply for the Leadership Team positions. Applicants will be screened based on the stated criteria in the job posting/description.</i></p>	<i>The estimated pay out for this differentiated pay element is \$9000.00</i>	<i>This differentiated pay element will comprise less than 1% of district salary expenditures.</i>
Education*					
Experience*					
Other					

**Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*

Lakeland School System
LEAD Leadership Team Job Description
2016-17

Job Goal: The goal of the leadership team is to improve teaching performance, teacher effectiveness and student outcomes school wide by providing leadership and teacher support.

Minimum Qualifications and Eligibility

- Valid Tennessee teaching license
- 3 or more years of effective teaching experience
- Level 5 rating as measured by composite (tested teachers) or qualitative (non-tested teachers) TEAM scores
- All indicators meeting “At Expectations” or above in all TEAM observations

Leadership Team Requirements

(By agreeing to perform this role, you agree to the following):

- Minimum 60 documented support hours before, during, and after school (30 each semester)
- Assist school administration in providing professional development for new teachers during in-service week and on an on-going basis
- Plan and facilitate PLC's
- Analyze and disaggregate school-wide data
- Attend mandatory training sessions during the 2016-17 school year (dates and locations TBD)
- Meet monthly with leadership cohort
- Provide reports/documentation monthly to local school administration and the Instructional Specialist
- Commit to on going professional development
- Serve on the teacher interview panel
- Complete monthly documentation in district approved learning management system
- Complete and submit additional paperwork as necessary
- Conduct informal classroom observations for each teacher assigned to your caseload
- Maintain confidentiality

Leadership Team Role Description

- Develop assigned teachers to caseload towards Meeting Expectations or Above on the TEAM Evaluation Rubric leading to improving student outcomes
 - Develop mentees into their most effective selves through coaching
 - Plan and execute coaching interventions for mentees in response to performance data
 - Develop coaching questions, resources, and strategies to support mentees in achieving their growth goals
 - Model effective teaching strategies and engage in active practice sessions with mentee
 - Work collaboratively with assigned mentees to analyze student data to make connections between current teacher practices and student outcomes
- Informally Evaluate and Track Performance
 - Use data to identify trends in teacher performance for each grade level as well as school-wide
 - Accurately assess mentee's proficiency on the TEAM Evaluation Rubric in order to identify the highest priority development area
 - Clearly communicate performance and development as well as work collaboratively with mentees
- Relationship Building
 - Build relationships with mentees in relation to teacher and student achievement
 - Communicate caring and investment in the success of the mentee to affect student achievement
- Promote a Culture of Reflection, Growth and Collaboration
 - Promote analytical self reflection in mentees in order to accelerate growth and student achievement
- Contribute to Improving Teaching Performance and Student Outcomes School-Wide
 - Implement interventions and support structures to ensure all teachers improve their teaching practice
 - Meet with other coaches and highly effective teachers to assist in the planning of purposeful training to improve teacher and student performance

Leadership Team Confidentiality Policy

The role of the Leadership Team is a professional role model, coach, liaison, and support system. It is expected that the Leadership Team will provide an environment that is risk free, non-threatening, supportive, and non-judgmental. Confidentiality and trust must be an integral component of the partnership if it is to work to the benefit of the teacher, Leadership Team, students and the district as a whole. As a Leadership Team member representing Lakeland School System, I agree to refrain from sharing any information regarding teachers with colleagues, students, or parents.

**Lakeland School System
Leadership Team Assurances Page
2016-17**

I have read the minimum qualifications and eligibility, Leadership Team requirements, Leadership Team role description, the Leadership Team confidentiality policy and the stipend disbursement guidelines and would like to be considered for the 2016-17 school year. I commit to all of the information.

Teacher Name

Date

Teacher Signature

Date

As a principal, I commit to supporting and honoring the above criteria to enable this teacher to successfully carry out the role as a Leadership Team member for the 2016-17 school year.

Principal Name

Date

Principal Signature

Date

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Lakeland School System
Leadership Team Stipend Disbursement Guidelines
2016-17

All Leadership Team members are eligible to receive a \$1,500 stipend: \$500 is contingent upon attendance at one after school orientation session, attendance at one pre-scheduled meeting each month and attendance at one reflective close out session; the remaining \$1,000 is contingent upon completion of remaining Leadership Team Member responsibilities.

Required Orientation, Required Pre-Scheduled Monthly Meetings and Required Reflective Close Out: All Leadership Team members are expected to attend one after school orientation session, attend one pre-scheduled meeting each month and attend one reflective close out session. \$500 stipend will be paid after successful completion. No partial stipends will be disbursed.

Leadership Team Member Responsibilities: Leadership Team members will receive the remaining \$1,000 stipend after successfully documenting a minimum of 60 support hours during the 2016-17 school year (approximately 30 hours in the Fall semester and 30 hours in the Spring semester) as outlined in the Leadership Team Application. Stipends are paid after the completion of all responsibilities outlined on the 2016-17 Leadership Team Application. No partial stipends will be disbursed.

The only exception to the rule above is in the case that a Leadership Team member is **only** assigned struggling, veteran teachers on their support roster. In this case, the Leadership Team member can earn a \$1,000 stipend upon completion of a minimum of 30 documented support hours. This exception will only be considered if the Leadership Team member is assigned **only** veteran struggling teachers during the **entire** 2016-17 school year. This means that the Leadership Team member has never supported a new teacher. No partial stipends will be disbursed.

All Leadership Team members responsibilities must be met in order to be eligible for a stipend.

Please Initial:

_____ I understand that **no** partial stipends will be paid during the 2016-17 school year.

Professionalism and cooperation with school and central office personnel is expected at all times. Upon administrative or central office request, Leadership Team members may be asked to relinquish their appointment if not satisfactorily meeting expectations/requirements at any time.

I have read the requirements and responsibilities of a Leadership Team member and understand the stipend guidelines above for the 2016-17 school year.

Signature

Date

**Lakeland School System
Leadership Team Job Application
2016-17**

Please complete all information.

Applicant Name:	
Current School:	
Current Grade Assignment:	
Number of Years Teaching:	
Have you been assigned a student teacher before?	
Please provide a listing of professional development activities you have presented or been involved with at the local, district, or state level.	

Please provide a description of any school team or school committee you have served on at the local, district or state level.	
2014-15 Performance Evaluation Score. Upload a copy of your summative evaluation to this file.	
2013-14 Performance Evaluation Score. Upload a copy of your summative evaluation to this file.	
Are all indicators meeting "At Expectations" or above in all TEM/TEAM observations?	

<p>If selected as a leadership team member, describe the steps you would take to position yourself to be an effective leader in this position to help support and improve teacher effectiveness and student outcomes.</p>	
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**You cannot serve in both a Master Teacher Role and Leadership Team Role in the same school year.*

Lakeland School System offers educational and employment opportunities without regard to race, color, creed, national origin, religion, sex, age, or disability and adheres to the provisions of the Family Rights and Privacy Act (FERPA).