

HAYWOOD COUNTY--380					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is 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?	How much does the district estimate it will pay out for this differentiated pay element?
Hard-to-Staff (School, Subject, or Placement)					
Performance					
Additional Instructional Roles or Responsibilities	1. Teacher Leadership Roles and Responsibilities of the Job: 1.Act as a building and district leader and representative a. Support and assist in implementing the district vision b.Sharing instructional leadership vision and practices with principal by working with school administrators to develop, implement, and evaluate the schools' goals	Level of Overall Effectiveness (LOE)  Individual TVAAS  Certified in content/grade area  Attendance minimum (i.e. miss no more than 12 days)  Teacher Leadership Qualifications: 1.Must have a 3, 4, or 5 (with preference given to 4's and 5's) on the TEAM composite score.	Teacher Leaders \$3,000  Portfolio Instructors \$250	27	\$73000

	<p>c.Develops relationships with other Teacher Leaders, Instructional Facilitators, building principals and other district personnel</p> <p>d.Serve on district level teams</p> <p>e.Release time will be provided for teacher leaders to observe teachers implementing strategies and techniques covered during professional learning opportunities</p> <p>2. Create a collaborative culture-</p> <p>a.Utilize group processes to help colleagues work collaboratively to solve problems, manage decisions, and promote meaningful change</p> <p>b.Model effective skills in listening, presenting ideas, leading discussions, and identifying the needs of self and others in order to advance professional learning in the building</p> <p>c.Create trust among colleagues and</p>	<p>2.Must have worked in the school for at least one year.</p> <p>3.Must attend and participate in one day of the summer training for teachers who score a 1 or 2 on TEAM composite score.</p> <p>4.Must chair or co-chair a PLC for the building for grade level. Will collaborate with the Instructional Facilitator.</p> <p>5.Must be available for mentoring and modeling for grade level teachers.</p> <p>6.Duties may occur during and after school.</p> <p>7.Must be very knowledgeable about the TEAM rubric, Common Core State Standards, and other local or state led initiatives.</p> <p>8.Must be able to dis-aggregate student data and analyze school level data in order to work towards school improvement goals.</p> <p>9.Applicant will commit to a minimum of 8 hours per month outside the regular school day.</p>			
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	<p>build actions that supports student learning</p> <p>d.Strive to create an inclusive culture where diversity is welcomed in addressing challenges</p> <p>3. Support research based practices and student learning-</p> <p>a.Assists colleagues in accessing and using research in order to select appropriate strategies to improve learning</p> <p>b.Teaches and supports colleagues to collect, analyze, and communicate data from their classrooms to improve teaching and learning</p> <p>c. Work to further teachers' understanding of curriculum and Common Core State Standards</p> <p>4. Professional learning for continuous improvement</p> <p>a.Collaborate with colleagues and school administrators to plan professional learning that is team based, job embedded, sustained over time, aligned with content</p>	<p>Teacher Leadership &amp; Portfolio Support Personnel</p> <p>Eligibility Rules:</p> <ul style="list-style-type: none"> <li>•Central office staff, substitutes, homebound teachers, student teachers, contracted employees, part-time employees, classified staff and any other staff who do not fit the criteria below are NOT eligible.</li> <li>•Employees who are currently employed must be in "good standing". Good standing is interpreted as holding a valid transitional, apprentice or professional license by the first day of the second semester.</li> <li>•Employee must earn a 3 or higher on their TEAM composite evaluation score.</li> <li>•Employees must be supervised and evaluated at least 2 times by the principal or his/her designee on the campus where they are serving students.</li> <li>•Includes all certified staff who receive a TEAM score.</li> </ul>			
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	<p>standards and linked to school improvement goals.</p> <p>b. Identifies and uses appropriate technologies to promote collaborative and differentiated professional learning.</p> <p>c. Provides constructive feedback to colleagues to strengthen teaching practice and improve student learning</p> <p>d. Attend professional learning events and serve as a facilitator to disseminate information to colleagues</p> <p>5. Improve instruction and student learning</p> <p>a. Facilitates the collection, analysis and use of classroom and school based data to identify opportunities to improve curriculum, instruction, assessment, school organization and school culture</p> <p>b. Engages in reflective dialogue with colleagues based on observation of instruction, student work, and assessment data and</p>	<p>• Employees must be employed by October 1st to be eligible for an ACCESS bonus award for that school year. Employee must be continuously employed in an eligible position through the last day of school.</p> <p>• Employee leave- The following types of leave will be held harmless (not count as days absent) but must be approved prior to taking them in order to not be counted against attendance. These leaves must match the Board's current policies and term definitions and shall include: military leave, FMLA- Family Medical Leave, assault leave, jury duty, religious holidays, and any off campus duty (such as professional development opportunities, field trips or activities approved by the district).</p> <p>• Employees who are terminated any time during the year are NOT</p>			
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	<p>helps make connections to research based effective practices</p> <p>c. Provides demonstration lessons and models best practices with students</p> <p>d.Collaborates with colleagues during lesson planning and selection of instructional materials</p> <p>e.Supports colleagues in their professional growth by serving as a mentor, coach and content facilitator</p> <p>6. Assessment and Data</p> <p>a.Increases the capacity of colleagues to identify and use multiple assessment tools aligned to state standards</p> <p>b.Creates a climate of trust in order to engage colleagues in challenging conversations about student learning data that may lead to improved student outcomes</p> <p>c.Works with colleagues to use assessment and data findings to promote changes in instructional practices or organizational</p>	<p>eligible to receive their ACCESS award.</p> <ul style="list-style-type: none"> <li>•Employees who are non-renewed due to district budget circumstances are eligible to receive a pro-rated ACCESS award.</li> <li>•In the case of the death of an employee in good standing, the estate of the employee will received a pro-rated ACCESS award.</li> <li>•Employees who leave the district at the end of the year on their own accord shall not be eligible for their award.</li> <li>•Employees who are transferred during the year by central office decision are still eligible for the award as long as they remain in a teaching position. The rate of the reward will be calculated by the percent of time they have spent in each position.</li> <li>•Employees who are transferred to a non-classroom teaching position will still be eligible for their award. The rate of the reward will be calculated by the</li> </ul>			
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	<p>structures to improve student learning.</p> <p>2. Portfolio Support Personnel</p> <p>The district has expanded support for portfolio participants. A team of support personnel was added to instructional roles in 16-17. These individuals will have received additional training on the development and scoring of their respective portfolios. The knowledge and information gained through such additional trainings will be shared with participants through monthly scheduled professional development sessions and additional supports as needed. There will be approximately 5 roles available. The award for support personnel will be given yearly in the form of a \$250 Stipend per person. Each individual will earn \$25 per hour (1 hour per month for 10 months). These individuals are expected to meet</p>	<p>percent of time they have spent in each position.</p> <ul style="list-style-type: none"> <li>•Employees who are transferred to a central office position will still be eligible for their award.</li> </ul> <p>The rate of the reward will be calculated by the percent of time they have spent in each position.</p>			
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	attendance requirements listed in the eligibility rules, and maintain or improve their TEAM score of 3, 4, or 5.				
<b>Education*</b>					
<b>Other</b>					

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