

ATHENS--541

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	Athens City Schools will fund five Instructional Coach (IC) positions. The IC will work a 200-day teacher contract with alternate scheduling allowing 10 days in the summer. Alternate scheduling will allow for the IC to attend training as well as provide	Level of Overall Effectiveness (LOE) Years of experience Instructional Coach Qualification: • Valid Tennessee Professional Teaching License	Instructional Coach: 200-day teacher contract with alternate scheduling allowing 10 days in the summer. Alternate scheduling will allow for the IC to attend training as well as provide training during the	16	\$24,000

	<p>training during the summer months without the need for additional compensation. The primary role of the instructional coaches is to work as a colleague with teachers to improve curriculum, instruction, and assessment through differentiated coaching and professional development to improve student achievement. The instructional coach will not be assigned to students and the position does not include evaluation of colleagues.</p> <p>Athens City Schools will provide compensation for 16 Grade/Level Content Leaders. The Grade/Content Level Leader will work in partnership with teachers and administrators in improving student achievement. The primary role of the Grade/Content Leader is to work as a colleague</p>	<ul style="list-style-type: none"> • Master's degree or beyond preferred • Minimum of five (5) years of successful classroom experience as measured by performance evaluations and student growth data • Score 4 or higher on evaluations (TAP/TEAM Rubric) • Effective written and verbal communication skills • Demonstrated ability to maintain confidentiality • Willingness to work beyond the school day • Proven ability to work cooperatively and effectively with colleagues, including the ability to create and nurture a professional community of adult learners • Demonstrated leadership qualities and strong interpersonal skills, including giving and receiving constructive feedback 	<p>summer months without the need for additional compensation.</p> <p>Grade Level/Content Leaders: \$1,500</p>		

	<p>with teachers to improve curriculum, instruction, and assessment through modeling in the classroom and facilitation of grade/content PLCs to improve student achievement. This position does not include evaluation of colleagues.</p>	<ul style="list-style-type: none"> • Proven ability in using student-level data to guide instructional decisions • Models continual improvement, demonstrates lifelong learning, and applies new learning to help all students achieve <p>Grade Level/Content Leader Qualification:</p> <ul style="list-style-type: none"> • Valid Tennessee Professional Teaching License • Master's degree or beyond preferred • Minimum of five (5) years of successful classroom experience as measured by performance evaluations and student growth data • Score 4 or higher on evaluations (TAP/TEAM Rubric) • Effective written and verbal communication skills • Demonstrated ability to maintain confidentiality • Willingness to work beyond the school day 			
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Education*	Athens City Schools will maintain its existing salary schedule, including payment for advanced degrees that will include BS +15, BS +30, MA, MA +15, MA +30, MA +45, EDS, and Doctorate.				

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