

## Sumner County Schools

### 2018-19 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

**Teacher Leaders** - There are two teacher leaders per school (86 teacher leaders in the district). Teacher leaders are full-time teachers who work outside of their original scope of employment. They serve as a liaison between the district's instruction department and teachers. They collaborate with lead educators in the RTI implementation. They support and provide guidance regarding Scopes of Work and implementation of standards and Tier I instruction. Teacher leaders support school-wide data analysis and the progress monitoring of SMART goals; they are responsible for data analysis of district-wide common assessments and building-level common assessments. Teacher leaders are responsible for establishing a culture of continuous job-embedded learning through the work of Professional Learning Communities (PLCs). They meet regularly with other teacher leaders in order to collaborate.

**Lead Educators** - There are 31 lead educators/instructional coaches in Sumner County. Lead educators act as liaisons between the instruction department and teachers. They provide academic and emotional supports for identified teachers. They provide training and support for RTI implementation. Lead educators are core classroom instructional coaches. They support and provide guidance regarding Scope of Work transition. They model best practices and coach teachers in their refinement areas. They are responsible for the training, roll-out, and tracking of the universal screening process. They progress monitor student gains and school gains. Lead educators coordinate data teams around problem solving of each student's most basic skill deficit. They support shifts in interventions for students who lack positive rate of improvement and guide student transition between tiers.

**Mentor Teachers** - The district has 71 mentor teachers.

**Model/Demonstration Classroom** - The district has 36 model classroom teachers. Model classroom teachers attend and complete training specific to each subject area taught. They post weekly lesson plans online for other teachers to access. They create and maintain an open classroom culture that is "guest friendly." Model classroom teachers review guiding questions from visiting teachers prior to the visit; they debrief with the visiting teacher during their planning period or after school. They present on instructional content and strategies for teacher training throughout the

year as planned (face-to-face, email, Twitter, Skype, FaceTime). They attend demonstration teacher meetings once a semester for collaboration and updates.

Professional Learning Presenters - The district has 12 professional learning presenters who have completed extensive training to become certified Quantum Learning (QL) presenters. These educators assist with the implementation of QL within the district. Professional Learning Educators who present work with the instruction department and building principals to support the use and maintenance of effective QL applications in schools and classrooms. They facilitate professional learning sessions for the district.

Portfolio Peer Reviewers - The district has budgeted for 30 peer reviewers. These teachers review their peers' portfolios.

**Number of Unique Roles:** 5 or more

<b>Eligibility Criteria</b>	Individual TVAAS Teacher leaders and lead educators are all required to complete an instructional coaching certificate. Model classroom teachers, portfolio peer reviewers, and professional learning presenters are required to complete additional training in order to coach and facilitate professional learning sessions.
<b>Compensation Type and Size</b>	Teacher Leaders = \$2,000 stipend annually Lead Educators = \$2,000 stipend annually Portfolio Peer Reviewers = \$1,000 stipend annually Model Classroom Teachers = \$1,000 stipend annually Professional Learning Presenters = \$1,000 stipend annually Mentor Teachers = \$400 stipend annually
<b>Reach</b>	266
<b>Estimated Cost</b>	\$400,000

**Performance**

N/A

**Alternative Salary Schedule**

**Is the district implementing an alternative salary schedule?** No

**Education\***

There are separate pay bands based on education on our pay scale. Educators are compensated for advanced degrees. Advanced degrees include: Master's, Master's+30, EDS, EDD, and PhD.

**Other**

\$2,000 Stipend if employee becomes National Board Certified

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