

Sumner County Schools

2019-20 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, administrators and teachers. They provide academic and instructional 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.
- Portfolio Peer Reviewers - The district has budgeted for 16 Kindergarten portfolio peer reviewers. These teachers review their peers' portfolios and provide collegial feedback as directed by TDOE.
- 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.

- Mentor Teachers - The district has 31 mentor teachers.

Number of Unique Roles: 5 or more

Eligibility Criteria	Individual TVAAS Teacher leaders and lead educators have an opportunity to enroll in coursework and complete 12 graduate credit hours to earn an instructional coaching certificate through a partnering university. 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.
Compensation Type and Size	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 Mentor Teachers = \$400 stipend annually
Reach	200
Estimated Cost	\$298,400

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. Advanced degrees include: MS, MS+30, EDS, and PhD/EDD.

Other

\$2,000 stipend if employee is National Board Certified

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