

Paris Special School District 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	<ul style="list-style-type: none"> Instructional Role: Data Champions - teacher leaders in each building who assist with tracking assessment data such as benchmarks, RTI, TNReady, and TVAAS for data driven instruction. Instructional Role: Portfolio Leaders - PreK, K, and 1st grade teacher leaders to assist in training and developing capacity for their peers in these grade levels with portfolio. In addition, they will serve as the district scoring team under the direction of the Supervisor of Instruction. Local Grant Coordinator - Assist teacher with writing local grants funded through a community foundation partnership. Liason between the school district and the Plus Endowment Foundation to insure grants are written correctly and implemented with fidelity. District Social Emotional Learning Leader - One guidance counselor will work alongside district leadership to facilitate the selection and implementation of a seamless SEL curriculum in PSSD. The transition from what we have always done in guidance into a more intentional and focused curriculum will be best led in the peer - to peer fashion.
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Number of Unique Roles: 4

Eligibility Criteria	Level of overall effectiveness (LOE) of 3.5 or higher; Certified in content/grade area; Attendance minimum (i.e., miss no more than 12 days); Years of experience (5+ years)
Compensation Type and Size	\$1,000.00 per instructional role. Data Champions = 3 x \$1,000.00 = \$3,000.00 Portfolio Leaders = 3 x \$1,000.00 = \$3,000.00 Local Grant Coordinator - 1 x \$1,000.00 SEL Curriculum and Instructional Lead = 1 x \$1,000.00
Reach	8
Estimated Cost	\$8,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Salary steps for Masters, Masters +30, Educational Specialist, and Doctorate of Education.

Other

N/A

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