



BEST FOR
ALL

We will set all students on a path to success.

Strategic Compensation Policy: Proposed Revisions

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Tennessee Department of Education, Office of Preparation and Performance

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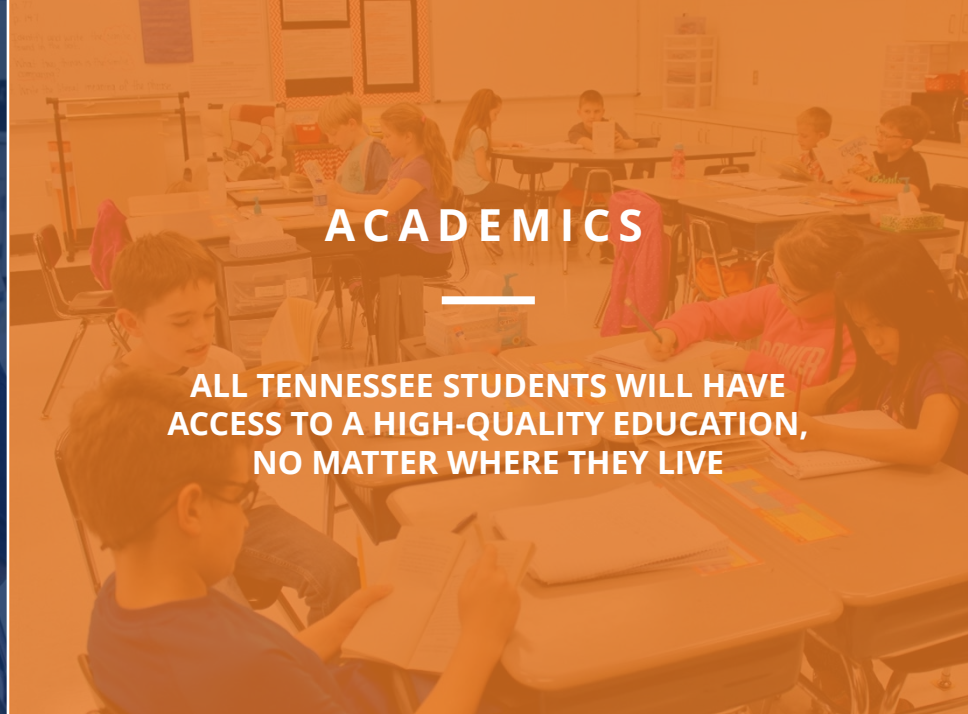
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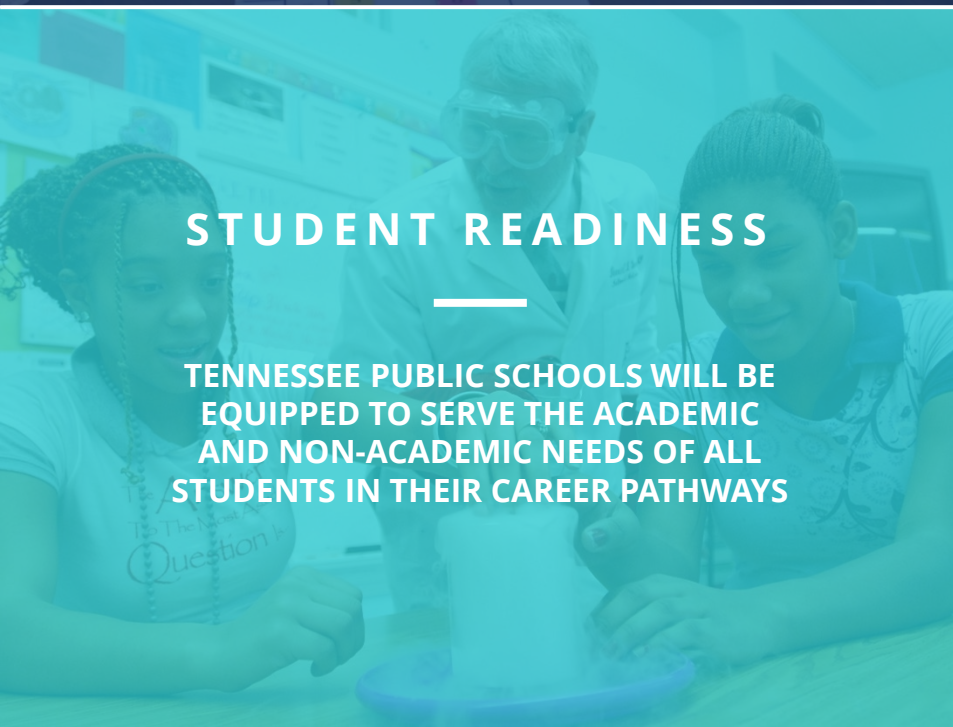
ACADEMICS

ALL TENNESSEE STUDENTS WILL HAVE ACCESS TO A HIGH-QUALITY EDUCATION, NO MATTER WHERE THEY LIVE



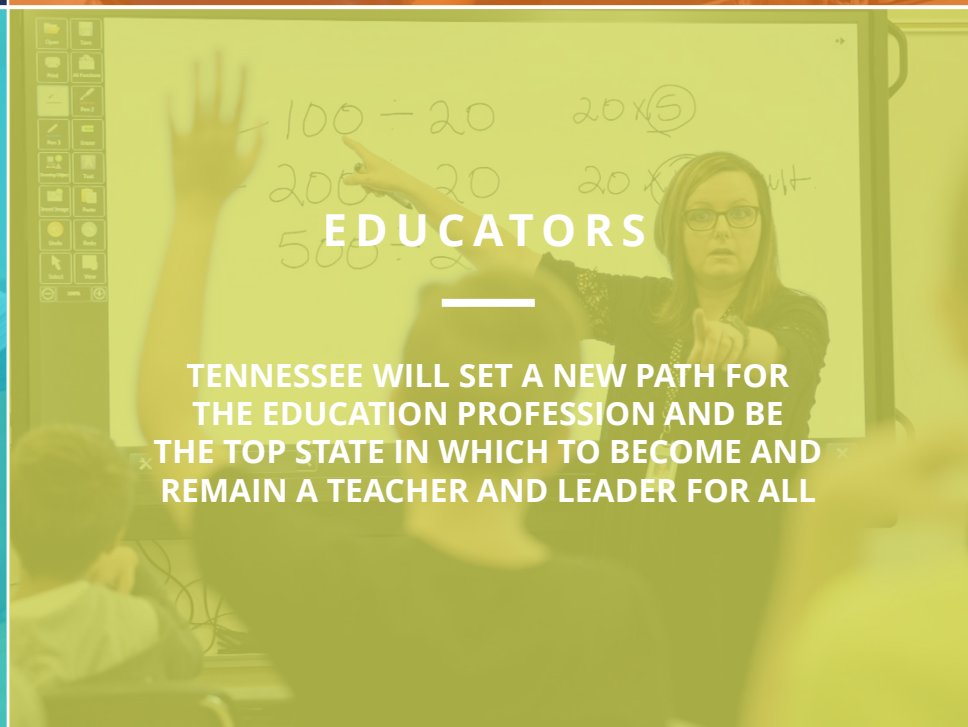
STUDENT READINESS

TENNESSEE PUBLIC SCHOOLS WILL BE EQUIPPED TO SERVE THE ACADEMIC AND NON-ACADEMIC NEEDS OF ALL STUDENTS IN THEIR CAREER PATHWAYS



EDUCATORS

TENNESSEE WILL SET A NEW PATH FOR THE EDUCATION PROFESSION AND BE THE TOP STATE IN WHICH TO BECOME AND REMAIN A TEACHER AND LEADER FOR ALL



Relevant Statute and Policy



TCA 49-3-306

- Salary Schedules
- Alternative Salary Schedules
- Differentiated Pay Plans

SBE Policy 5.600 Strategic Compensation

- Differentiated Pay Plans
- Vacancy Data Collection
- Alternative Salary Schedules

State Salary Schedule

Tennessee Code Annotated

49-3-306



- A state salary schedule must be:
 - established the commissioner and state board for each school year
 - applicable to all licensed personnel in every LEA
 - include an established base salary per school year
 - two hundred (200) days
 - beginning licensed personnel with a bachelor's degree and zero (0) years of experience
- Licensed personnel having more training and experience shall receive more than the established base per school year

State Salary Schedule

Tennessee Code Annotated

49-3-306



Alternative salary schedules may be submitted for approval by districts annually and:

- must be approved by the commissioner and SBE (if approved valid for 3 years as per SBE policy 5.600)
- may not result in the reduction of the salary of a teacher employed by the LEA at the time of the adoption of the salary schedule
- allow districts to structure compensation differently than the traditional experience/degree lane pay schedule

Differentiated Pay

Tennessee Code Annotated

49-3-306



An LEA shall develop, adopt and implement a differentiated pay plan:

- designed to meet the guidelines established by the State Board of Education
- to be reviewed annually
- to aid in staffing hard to staff subject areas and schools
- to aid in hiring and retaining highly qualified teachers

Strategic Compensation

SBE Policy 5.600



Differentiated pay plans must pay on **at least one** of the following criteria:

Criteria	Examples
High needs subject areas/schools (hard to staff)	Schools with historically disadvantaged or low performing student populations, low teacher retention/high turnover, equity/effective teaching gaps, and/or subject area vacancies
Instructional roles and responsibilities	Duties in addition to classroom instruction to support effective educator practice such as teacher leader roles or those that provide support to populations with unique needs (dual enrollment coordinators, 504 plan coordinators)
Performance	Increased pay based on effectiveness data (typically TVAAS or level of overall effectiveness (LOE)); may be paid as a stipend or base pay increase (base pay changes require an alternative salary schedule submission/approval)

Vacancy Data Collection SBE Policy 5.600 (current)



Differentiated pay plan approval contingent upon:

- Evidence of previous year's implementation
- Evidence that plan meets criteria
- Submission of vacancy data within thirty (30) days of initial submission (currently this is due July 30)

Proposed Changes

Change “educator” to “teacher” for specificity

- Differentiated pay plans target **teacher** pay. Districts may elect to provide stipends for leaders, but those are not considered differentiated pay plan criteria.

Allow for vacancy data informed changes to differentiated pay plans

- This allows districts to make updates to plans after the school year is underway, providing additional **flexibility and responsiveness** to current and changing needs.

Clarification regarding single criteria plans to ensure payouts (specifically hard to staff)

- This allows the department to support districts with **effective development and implementation** of strategic compensation and ensure compliance.

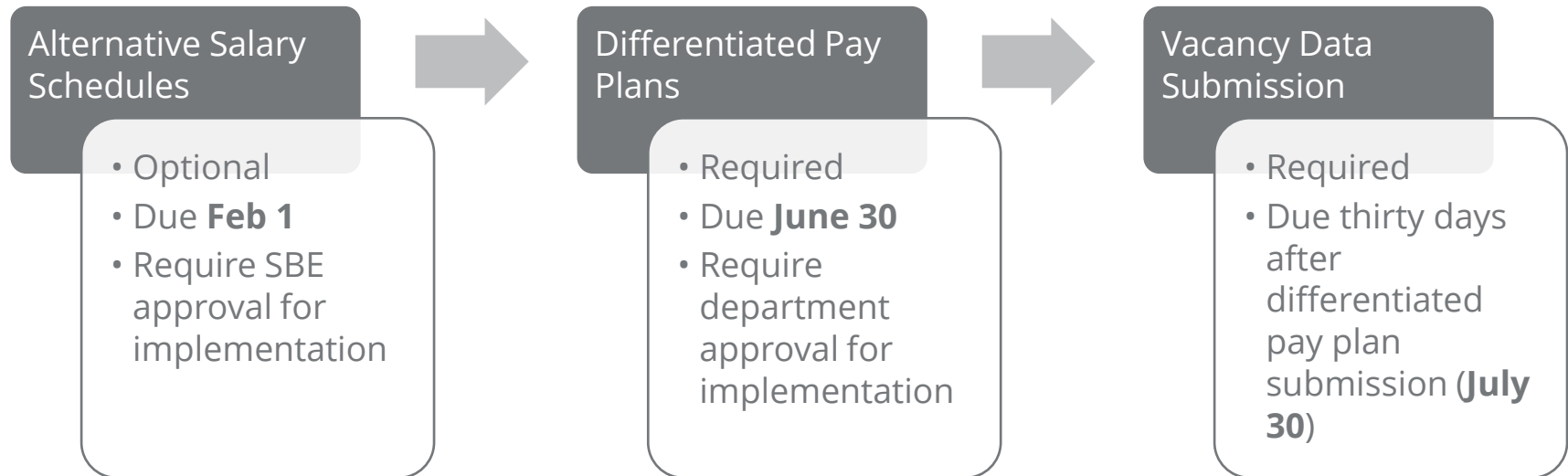
Move vacancy data collection timeline to October

- This allows districts to **more accurately identify** open positions that are **negatively impacting student progress** (vs. a July reporting date).

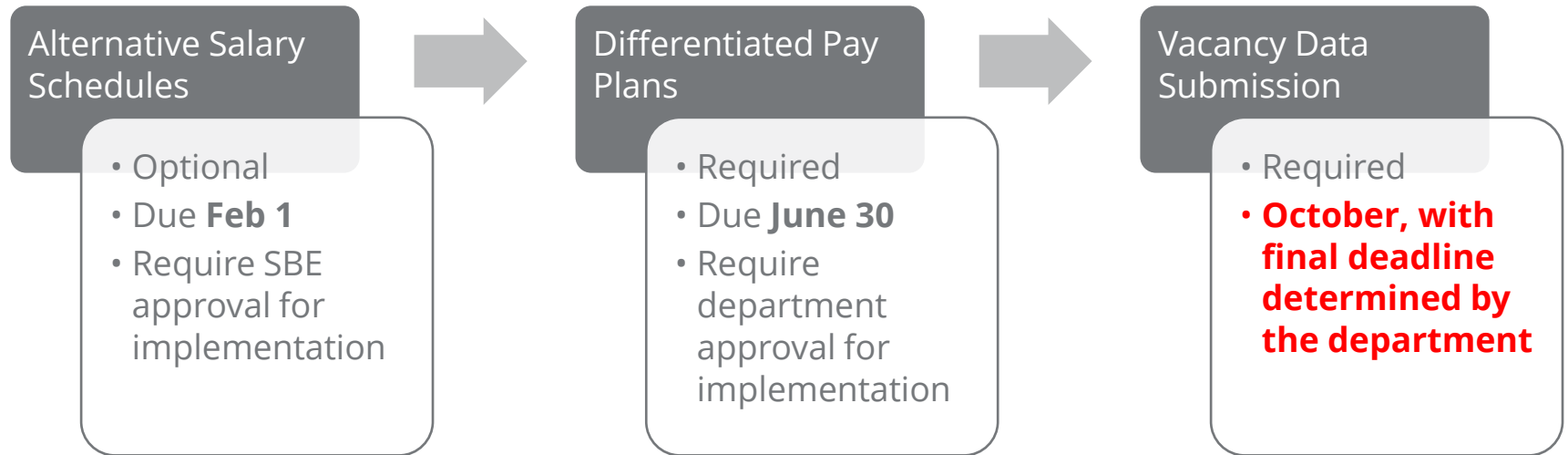
Removal of Tennessee Teacher Leader and Professional Learning Standards for clarity

- These policies no longer exist.

Strategic Compensation SBE Policy 5.600 – Current Timeline



Strategic Compensation SBE Policy 5.600 – Proposed Timeline



Next steps

The department has:

- updated the method of collecting vacancy data to ensure accuracy and useability of data.
- removed the requirement for districts to submit permit/waiver information and is instead providing that information to the district for review/approval.
- convened a multi-division team to address the issues surrounding teacher vacancies and to develop targeted district supports.
- sought feedback from stakeholder groups.
- developed a communications plan to ensure districts understand the change in approach and the next steps the department will take place.

Questions?



Thank You

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TN

Department of
Education