



Strategic Compensation Updates

State Board of Education Workshop
February 15, 2024

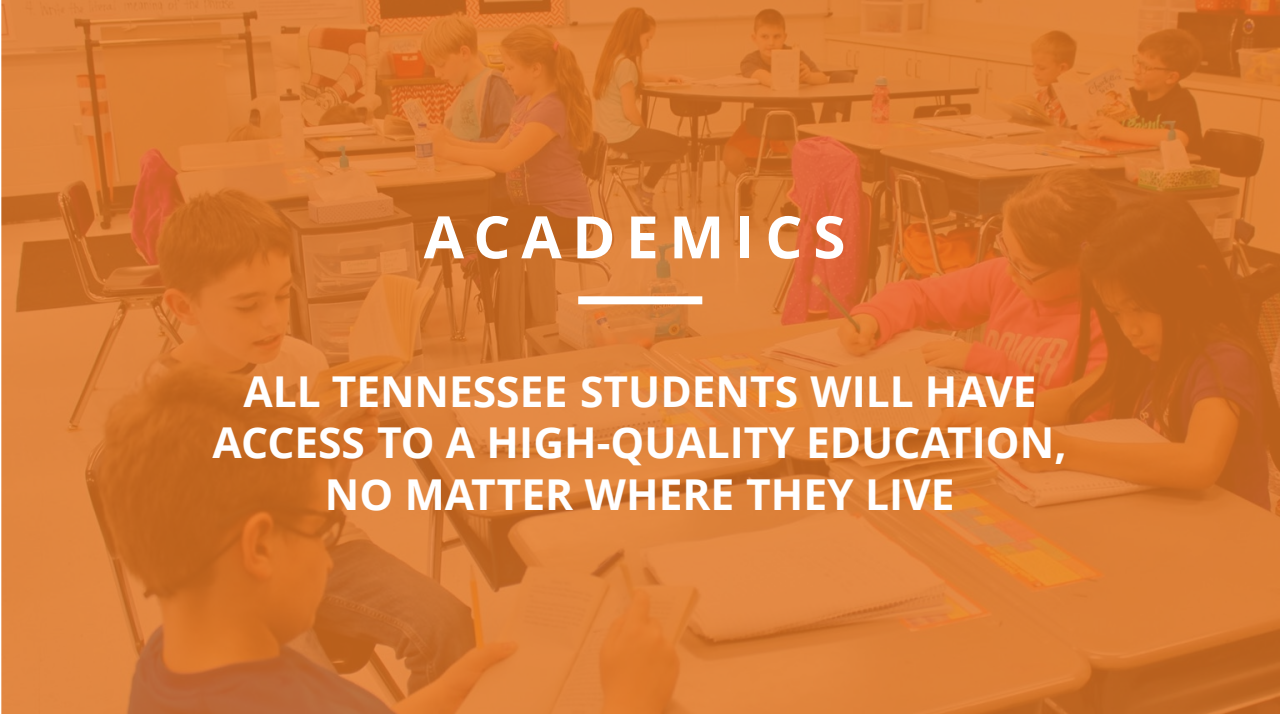
Martha Moore—Senior Director, Educator Effectiveness





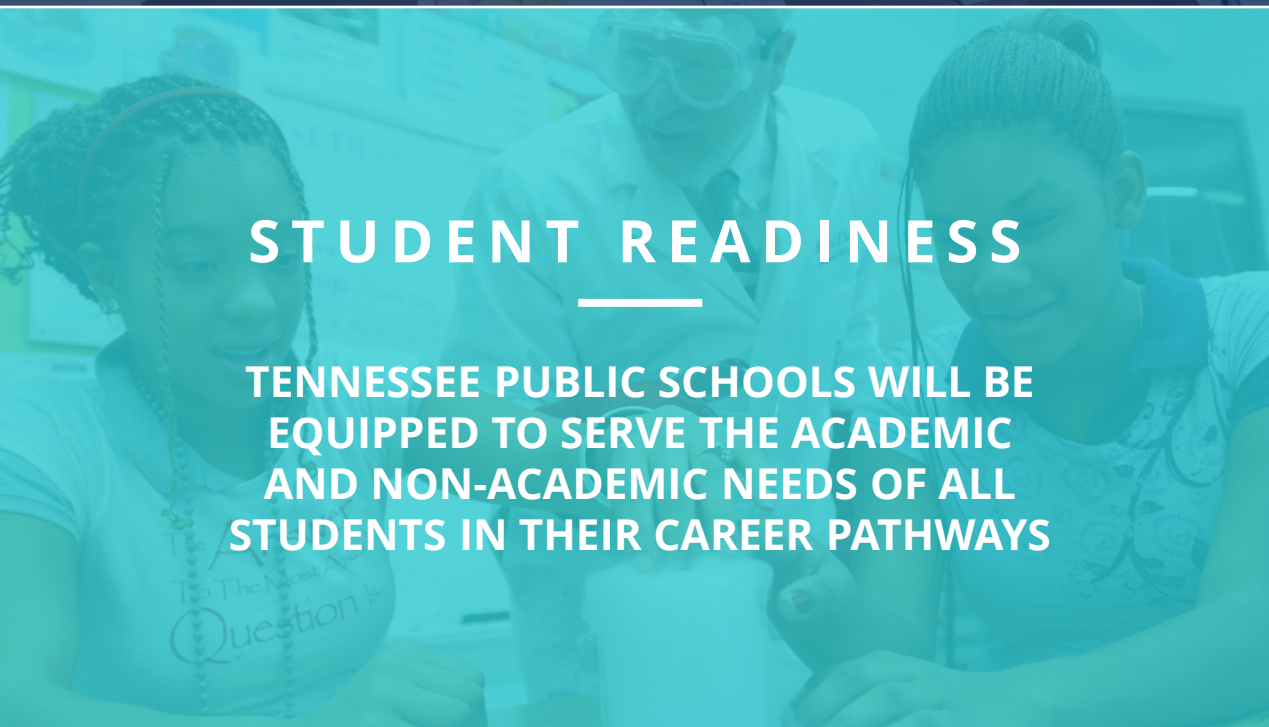
BEST FOR
ALL

We will set all students on a path to success.



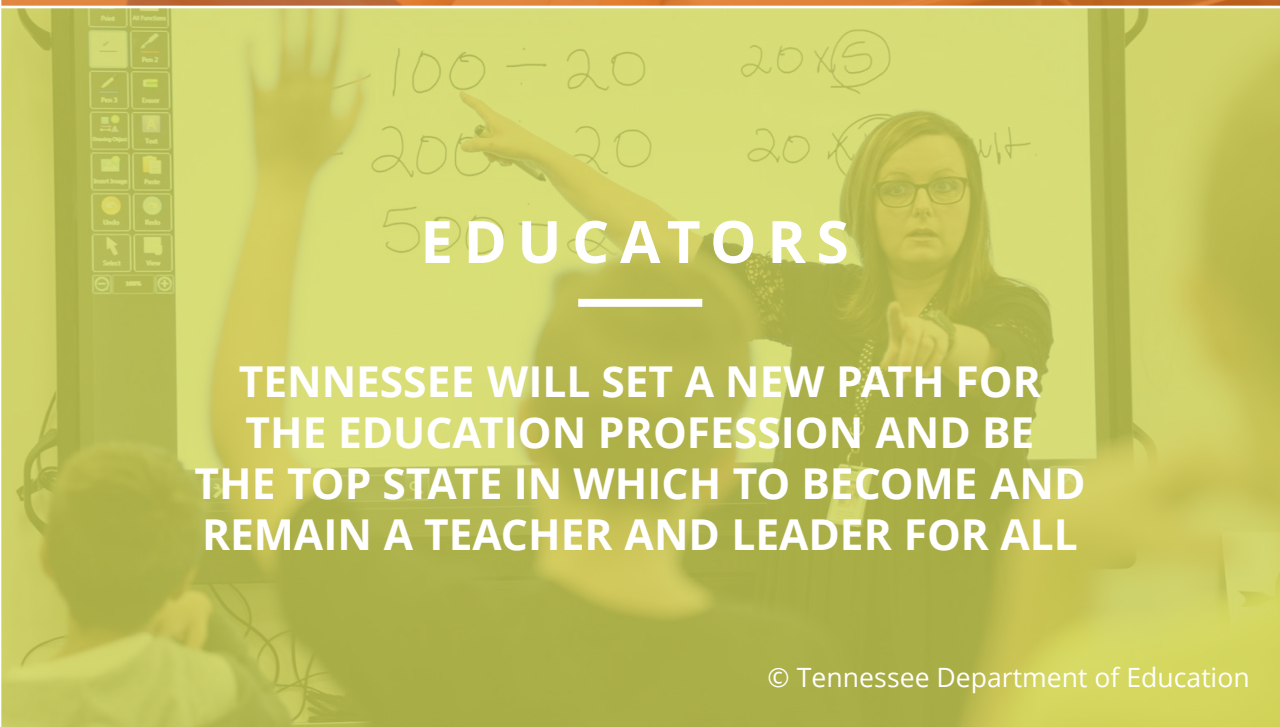
ACADEMICS

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



Agenda

- Policy Overview
- Components
- Approval Process
- Feedback and Resulting Changes
- Successes, Challenges, and Considerations

Strategic Compensation Policy 5.600

- Pursuant to T.C.A. § 49-3-306:
 - Each LEA must adopt and implement a differentiated pay plan.
 - The primary purpose is to support teacher effectiveness and to recruit and retain quality teachers in hard-to-staff subject areas and schools.
 - Each LEA must submit vacancy data.
- Requirements for Strategic Compensation
 - A minimum of one of the following components must be used:
 - Hard-to-Staff grades/subject areas/schools
 - Instructional Roles and Responsibilities
 - Performance
- Alternative Salary Schedules
 - Salary schedules that deviate from the state minimum salary schedule which:
 - Do not automatically recognize advanced degrees at the Master's level
 - Provide **base pay** increases based on performance or effectiveness data

Distribution of Components

Component	Number of Districts Implementing for 2023-24
Hard to Staff	85
Instructional Roles	118
Performance Pay	42



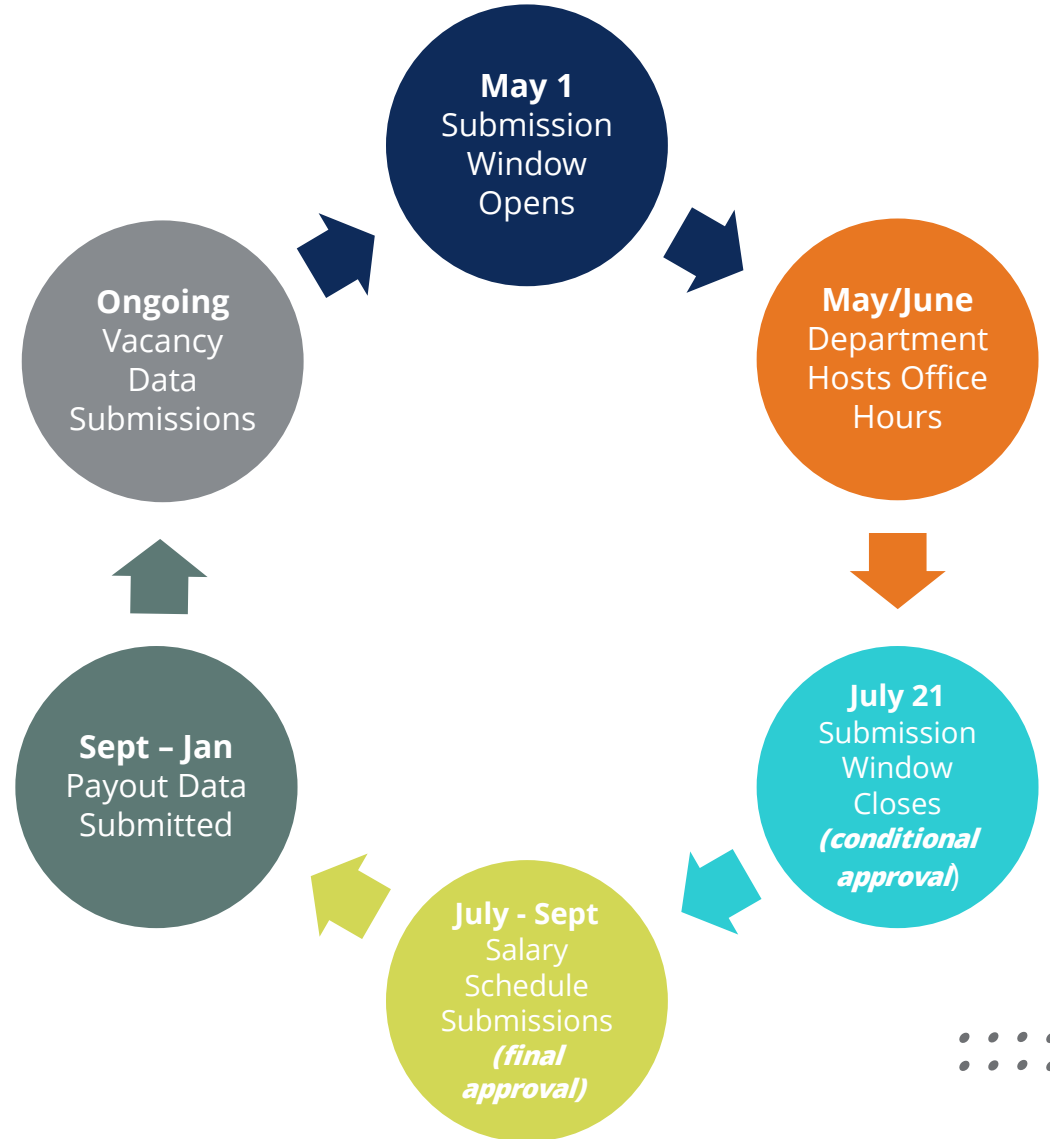
Alternative Salary Schedules

Alternative Salary Schedule 2022-23 SY (11)	Alternative Salary Schedule 2023-24 SY (6)
Chester County Schools	Gibson County Special School District
Fentress County Schools	Jefferson County Schools
Gibson County Special School District	Johnson County Schools
Jefferson County Schools	Lincoln County Schools
Johnson County Schools	Rhea County Schools
Lincoln County Schools	Sequatchie County Schools
Putnam County Schools	Achievement School District*
Rhea County Schools	
Sequatchie County Schools	
Trousdale County Schools	
Achievement School District*	



*Not implemented due to lack of direct run schools.

Differentiated Plan Approval Process



Stakeholder Feedback

- Differentiated Pay Focus Group
 - Met on April 25, 2023
 - Attendees:

NAME	TITLE	SCHOOL DISTRICT
James Aldinger	Chief of Human Resources & Federal Programs	Bartlett City Schools
Mark Florence	Director of Schools	Benton County
Joddie Morgan	Finance Manager	Sevier County
Grant Swallows	Director of Schools	Warren County
Courtney Woods	9-12 Instructional Supervisor	Giles County



Differentiated Pay Stakeholder Feedback

Positives	Concerns	Suggestions	Changes Made	Outcomes
Submission process standardized and easy to follow.	Local board approval for salary schedules do not always coincide with submission date.	<p>Allow updates to previous plan vs. full resubmission.</p> <p>Allow districts to continue to use previously approved plans.</p>	<p>Process updated so district can participate in tiered update strategy:</p> <ul style="list-style-type: none"> • <i>Continue with previous plan</i> • <i>Make minor adjustments to previous year's plan</i> • <i>Submit a new plan</i> 	<p>Time required by districts decreased.</p> <ul style="list-style-type: none"> • 51% continued with previous plan • 38% made minor adjustments • 11% submitted new plan
Department responsiveness to questions from the field.	Performance payouts have been challenging due to the late release of performance data and LOE generation delays.	<p>Release data as soon as possible.</p> <p>Provide better resources for data completion (growth and achievement selections).</p>	<p>Collaborated with Accountability team to ensure TVAAS files were delivered in a timely fashion.</p> <p>Produced new resources and implemented office hours with just-in-time support for evaluation deadlines.</p>	<p>Generated 80% of LOEs on first run in October, a historic high.</p> <p>Currently 96.8% of LOEs have generated, allowing district access to data necessary for performance payouts.</p>



Successes

- Developed **Teacher Transparency Portal (TTP)**:
 - Interactive platform for identifying vacancy data in real time
 - Incorporates SIS/EIS data to ensure accuracy and useability of data
 - Decreases time required by districts as they can confirm data vs. create data
 - Will add candidate and EPP functionality to support teacher recruitment and placement
 - Will launch in 2024
- Updates to the submission and approval process were well-received and supported districts' needs.
- Robust communications plan ensured districts were well informed of requirement and next steps.



District Challenges

- Local challenges with budgeting for performance pay, as well as concern about increasing compensation for a particular type of teacher role has led to plans reflecting stronger alignment to instructional roles rather than to high-need staffing areas.
- Districts cite additional implementation challenges including local school board timelines and salary schedule submission timelines, the need to meet a higher base salary, and budgeting for differentiated pay plans.
- The collection of educator diversity goals separately from overall teacher recruitment and retention practices may not support a cohesive local human capital approach.



Considerations

- Developing a more cohesive human capital strategy to support teacher recruitment and retention practices, including Grow Your Own initiatives, diversity goals, strategic compensation, and licensure updates.
- Ensuring candidate/district/EPP partnerships are well supported through technology solutions.
- Providing districts with resources and guidance to meet the increase in teacher base pay while developing and implementing targeted strategic compensation plans that support both retention and recruitment.





Thank You!

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