

Carter 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

Curriculum Leaders will be selected to carry out additional duties and responsibilities as we work to increase best instructional practices as well as improve upon our curriculum and benchmark assessments. Eight math teachers, 10 ELA teachers, four science teachers, and four social studies teachers will be selected.

The Leaders will work with the K-12 curriculum Supervisor and system instructional coaches to carry out the following:

- Revise CIAs (Carter County curriculum)
- Build benchmark assessments in areas in which we currently do not have
- Lead district level PLCs in their areas of speciality to address the following:
 - Revisions to CIAs
 - Addition of benchmark assessments
 - Using benchmark data
 - K-3 strategies in guided reading and interactive read alouds
 - K-3 using appropriate data (cook level, sight words, etc.)
 - Modeling of instructional strategies
 - Lesson planning

Four portfolio peer reviewers will also be selected: responsible for reviewing portfolio assessments submitted by kindergarten teachers

Number of Unique Roles: 2

Eligibility Criteria

Level of overall effectiveness (LOE); Certified in content/grade area
A Principal recommendation is also necessary.

Compensation Type and Size

Curriculum Leader (25) X \$800
Portfolio Peer Reviewer (4) X \$1000

Reach

29

Estimated Cost

\$26,640

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Those with advanced degrees are compensated through the salary scale. The district compensates for: MA, MA+30, EDS, and ED.D.

Other

N/A

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