

## Benton County Schools

### 2020-21 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	
	<ol style="list-style-type: none"> <li>1. Intervention Strategist - Research intervention strategies and conduct professional development</li> <li>2. Instructional Technology Lead - Serve as model classroom being open to other teachers to observe, trainer/mentor for new teachers, and research appropriate apps/programs/curriculum to share</li> <li>3. Content Consultant - Analyze academic and non-academic data, research best practices and share with colleagues, and lead work to align instruction to meet the intention of the standards</li> <li>4. STEAM Coordinator - Research/share STEAM activities, conduct professional development with science and math at the forefront, collaborate to create Integrated units, and lead revisions and updates in deconstructing state standards</li> <li>5. ACT Correlator - Research best practices and resources to aid with ACT prep, assist with the alignment of ACT standards and TN Academic standards, assist teachers with differentiating ACT practice and prep, engage in textbook adoption through the lens of ACT, preview possible ACT programs, and lead planning and implementation of sophomore ACT test</li> <li>6. PLC Facilitator - Lead data analysis from common assessments and work with data coach/instructional coaches/content leads to provide professional development</li> <li>7. New or struggling teacher Mentor - Assist teachers with TEAM evaluation process, best practices, classroom management, and day-to-day responsibilities</li> <li>8. Briarwood Leadership Team - Grade level representatives assist administration with analyzing strategies and determining next steps to improve school climate and student success</li> </ol>

**Number of Unique Roles:** 5 or more

Eligibility Criteria	
	<p>Level of overall effectiveness (LOE); Certified in content/grade area; Years of experience; Advanced degrees</p> <p>Teachers with an overall effectiveness of 3 or above and 3 years of experience are eligible. Teachers will be required to submit an application and go through an interview process.</p>

Compensation Type and Size	
	<ol style="list-style-type: none"> <li>1. Intervention Strategist (5) x \$1200</li> <li>2. Instructional Technology Lead (4) x \$1200</li> <li>3. Content Consultant (10) x \$1200</li> <li>4. STEAM Coordinator (1) x \$1200</li> <li>5. ACT Correlator (2) x \$1200</li> </ol>

6. PLC Facilitator (15) x \$500
7. New or struggling teacher Mentor (6) x \$1000
8. Briarwood Leadership Team (5) x \$400

**Reach** 38

**Estimated Cost** \$38,000

#### Performance

N/A

#### Alternative Salary Schedule

***Is the district implementing an alternative salary schedule?*** No

#### Education\*

The district recognizes the following advanced degrees through the salary schedules: Masters, Masters plus 30, EDS, and Doctorate.

#### Other

N/A

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