

## Germantown Municipal School District 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

GMSD's Strategic Plan 2025 Goal 3 focuses on recruiting, developing, and retaining an exemplary staff. Within this goal, we utilize differentiated pay positions to leverage teacher leaders to share pedagogical strategies in timely professional differentiated development sessions. Additionally, these instructional leaders assist in retaining highly effective and engaged staff. GMSD will implement six (6) unique instructional roles for the 2020-2021 school year.

Instructional Lead Role: To ensure teachers in high stakes testing areas are aligned with state standards and use curriculum with fidelity while providing remediation to address individual student needs.

Instructional Lead Responsibilities:

- \*Hold monthly and/or quarterly meetings with content teachers
- \*Schedule times to meet individually with content teachers to address concerns as needed or requested
- \*Act as a liaison between department, administration, and the Teaching, Learning, and Assessment department
- \*Conduct PD provided in coordination with district-level administration to content teachers
- \*Maintain documentation of all associated instructional lead meetings and tasks
- \*Attend all Instructional Lead trainings and meetings as scheduled by District Office
- \*Work with school administration around current trends (shifts) in content instruction
- \*Assist with support roles in the TEAM evaluation process for quality feedback

Response to Intervention (RTI) Coach Role: Helps teachers and instructional staff develop research-based, instructional practices that provide students the skills necessary to access Tier 1 instruction in ELA and math.

RTI Coach Responsibilities:

- \*Facilitates the RTI team process with the principal, instructional staff, and parents.
- \*Works with the Academic Education team, Building Administrators, and School Psychologists to facilitate eligibility for special education.

Additional duties include:

- \*Lesson Planning for Tier 3 students
- \*Monthly RTI building meetings
- \*PLC grade level meetings
- \*Progress Monitoring Tier 3 students
- \*Communicate with parents
- \*Communicate with psychologist
- \*Professional development for teachers before/after school on instructional strategies
- \*Share data with administrators and teachers
- \*Attend monthly district RTI meetings
- \*Develop/modify RTI handbook
- \*PD for new teachers regarding RTI procedures
- \*Attend parent conferences

Instructional Technology Coach (ITC) Role: To provide support and training to staff and teachers for educational software tools as well as instructional planning support for integrating technology into the curriculum.

ITC Responsibilities:

- \*Be available to offer a minimum of 10 professional development sessions for staff per semester outside of regular work day hours.
- \*Work with school principals to offer additional professional development training as needed to support the School Improvement Plan (SIP) and district goals throughout the school year.
- \*Represent district office as a teacher leader by modeling and communicating high expectations regarding the effective integration of technology in the classrooms.

Blue Chip Mentor Role: To ensure new teachers and teachers new to GMDS (Blue Chips) are supported in transitioning into our district and understand expectations with their pursuits in gaining tenure, alignment with our strategic plan, and having a welcoming and hospitable climate and culture.

Blue Chip Mentor Responsibilities:

- \*Plan, implement and attend orientation and pinning ceremonies
- \*Hold monthly and/or quarterly meetings with Blue Chip cohorts
- \*Schedule times to meet individually with Blue Chips to address concerns
- \*Act as a liaison between Blue Chips and administration
- \*Attend and redeliver PD provided by district-level administrators and Blue Chip cohorts
- \*Assist in providing guidance and knowledge of TEAM evaluation rubric indicators
- \*Exhibit professionalism by providing a supportive environment and maintaining confidentiality

School Support Staff Lead Roles: To ensure support staff have a liaison with the district administration and receive support while providing additional

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services to students and staff. These roles include a librarian, visual arts, physical education, ELL, music, science and CTE at the high school, and a special education teacher.

School Support Staff Lead Responsibilities:

- \*Meet monthly/quarterly with district colleagues
- \*Compile reports on services and program updates to submit to district office
- \*Attend and provide PD sessions applicable to specific colleagues, administrators, or the complete faculty
- \*Progress monitor for student achievement and assist in providing interventions

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

<b>Eligibility Criteria</b>	<p>Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Years of experience</p> <ul style="list-style-type: none"> <li>Instructional Leads and School Support Staff Leads are selected each year as a decision from the Teaching, Learning, and Assessment department with consideration given to the feedback from school administration and colleagues. Based on teaching assignments, these positions could change.</li> <li>Blue Chip Mentors, RTI Coaches, and Instructional Technology Coaches are positions that tend to be maintained year to year based on assigned roles within the district.</li> </ul>
<b>Compensation Type and Size</b>	<ul style="list-style-type: none"> <li>Blue Chip Mentors (differentiated based on responsibilities due to supporting different teacher cohorts): Year 1 BC Mentors (6) @ \$1,500/year, Year 2 BC Mentors (6) @ \$1,000/year, Year 3 and Beyond BC Mentors (6) @ \$500/year</li> <li>Instructional Leads: (26) @ \$1,500/year Instructional Leads: (3) @ \$3,000/year</li> <li>RTI Coach Leads: (6) @ \$1,500/year</li> <li>Instructional Technology Coach: (3) @ \$2,000/year</li> <li>School Support Leads: (8) @ \$1,500/year</li> </ul>
<b>Reach</b>	64
<b>Estimated Cost</b>	\$98,500

#### Performance

N/A

#### Alternative Salary Schedule

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

#### Education\*

Educators are compensated based on the salary schedule for the level of the advanced degree (MA + Beyond MA). For teachers who were not employed with legacy Shelby County, we include a pay increase for teachers with a masters degree and an additional pay increase for teachers with a masters degree plus 30 hours and beyond (EDS or EDD) for each step of the salary schedule.

#### Other

Teachers who have received National Board Certification and maintain the certification receive a \$3,000.00 stipend.

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