

## Clay County 2022-23 Differentiated Pay Plan

Hard-to-Staff	<input type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input checked="" type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

### Hard to Staff (School, Subject, or Placement)

N/A

### Instructional Roles or Responsibilities

#### Description

1. Teach to Grow Professional Development Opportunity - Teachers will be paid \$125 for each half-day of approved professional development provided, which includes the presenter's time for planning, preparation, and presenting. Teachers will be paid \$250 for each full-day of approved professional development provided, which includes the presenter's time for planning, preparation, and presenting.

The district will offer stipend pay to certified teachers with LOE scores of 4 or 5 or state-recognized endorsement/qualification who design and present professional learning opportunities to other faculty/staff within the district in an effort to improve classroom instruction, student learning, and overall achievement. Teachers will be eligible to present pre-approved professional development topics to faculty and staff members within the district. Professional development needs and topics will be submitted to the Supervisor of Instruction and approved as determined by the Supervisor of Instruction/Director of Schools. Professional development sessions will be offered as half-day sessions (3 hours) or full-day sessions (6 hours). Professional development opportunities will not be scheduled on any of the 180 instructional days as outlined in the board-approved school calendar.

2. Anchor Teacher Leaders - All anchor teachers will be selected by a committee of the building principals; district instructional coaching staff; the district supervisor of instruction; and the director of schools from an application process. The requirements to be eligible to apply are:

Teacher must be currently employed as a full-time teacher at the campus-assigned position within the first 20 days of the school year. Teacher must hold an active Tennessee teaching license for his/her position's grade/content area.

Teacher will be supervised and evaluated by the principal or his/her designee of the campus where they are serving all or a majority of his/her students.

Teacher must attend 90% of scheduled trainings and webinars as designated by the district's supervisor of instruction.

Teacher must lead scheduled grade-level, content specific intellectual

preparation sessions as designated by the district and school administration twice per month.

**Number of Unique Roles:** 2

<b>Eligibility Criteria</b>	<p>Certified in content/grade area</p> <p>Attendance minimum (i.e., miss no more than 12 days)</p> <p>Years of experience</p> <p>Advanced degrees</p> <p>LOE scores of 4 or 5 or state-recognized endorsement/qualification</p> <p>Teacher must be currently employed as a full-time teacher at the campus-assigned position within the first 20 days of the school year.</p>
<b>Compensation Type and Size</b>	<p>Teach to Grow Professional Development Opportunity - Teachers will be paid \$125 for each half-day of approved professional development provided, Teachers will be paid \$250 for each full-day of approved professional development provided</p>
<b>Reach</b>	30
<b>Estimated Cost</b>	\$20,000

#### Performance

<b>Description</b>	<p>The district will offer a bonus based on the average teacher classroom level TNReady/EOC achievement measure selected for evaluation for elementary levels 3 through 8 and tested high school content areas 9-12.</p> <p>The district will offer a bonus based on the average teacher classroom level TDOE Universal Reading Screener (15% of the total LOE) for elementary levels K-2.</p>
<b>Eligibility Criteria</b>	<p><b>Eligible Teachers:</b> Tested teachers</p> <p><b>Eligibility Criteria:</b> Level of overall effectiveness (LOE)</p> <p>Achievement scores as posted in TNCompass and instructional coaching participation log recorded by the district</p> <p>To be eligible, all teachers must choose personal achievement measure to be eligible for the bonus. Alternate achievement measures are exempt.</p>
<b>Compensation Type and Size</b>	<p>Bonus will be awarded at year end to the teacher that meets the following criteria: 1) teacher selected a qualifying achievement measure selected for evaluation; and 2) teacher earned a 3, 4 or 5 as recorded in TNCompass; and/or 3) the teacher completed or led district-approved instructional coaching sessions as outlined by the levels below.</p> <p>If the teacher earns an achievement measure of 3 as recorded in TNCompass and participates in five district-approved instructional after-school coaching sessions (1.5 hours each) as logged by the district administration, the teacher will receive a \$300.00 bonus.</p> <p>If the teacher earns an achievement measure of 4, as recorded in TNCompass, the teacher will receive a \$400.00 bonus.</p> <p>If the teacher earns an achievement measure of 5, as recorded in TNCompass, the teacher will receive a \$500.00 bonus.</p> <p>If the teacher earns an achievement measure of 4 as recorded in TNCompass, leads two district-approved during-school instructional</p>

coaching sessions as logged by the district administration, and participates in two district-approved after-school instructional coaching sessions (1.5 hours each) as logged by the district administration, the teacher will receive a \$500.00 bonus. If the teacher earns an achievement measure of 5, as recorded in TNCompass, and leads three district-approved during-school instructional coaching sessions (1.5 hours each) as recorded by district administration, the teacher will receive a \$600.00 bonus.

<b>Reach</b>	20
<b>Estimated Cost</b>	\$10,000

#### Alternative Salary Schedule

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

#### Education\*

The district honors advanced degrees including Masters, Masters Plus, EdS, and Doctorate.

#### Other