



Department of
Education

2023-24 Differentiated Pay Plan Submission

District Name	ACHIEVEMENT SCHOOL DISTRICT--985
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Contact Information

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CORE Region	Southwest

Update Options

Which update option is your district choosing?	My district is submitting a newly developed plan for implementation in 2023-24.
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Hard-to-Staff Schools, Subjects, and/or Grades

Is your district implementing a Hard-to-Staff component for the 2023-24 school year?	Yes
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Hard-to-Staff Priority Areas	K-5 = Math, ESL/ELL, Fine Arts, Special Education, Other (explain below) 6-8 = Math, Science, Reading/ELA, ESL/ELL, Special Education, Other (explain below)
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Describe any additional hard-to-staff areas that were not listed above.	Physical Education
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Describe the eligibility criteria for Hard-to-Staff component:	Individual TVAAS Certified in content/grade area Years of experience
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Who is eligible for your Hard-to-Staff component?	Current teachers New hires
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What types of Hard-to-Staff bonuses are available?	Signing/Recruitment Retention
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What is the amount of the compensation per Hard-to-Staff role?	Varies depending on the charter school operator
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Estimate the number of teachers who will receive Hard-to-Staff compensation in 2023-24:	20
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Estimate the total district cost of the Hard-to-Staff component:	100000.00
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Estimate the percentage of total salary expenditures that the Hard-to-Staff component represents:	2.00
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Instructional Roles and Responsibilities

Is your district implementing instructional roles and/or responsibilities for the 2023-24 school year?	Yes
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How many unique instructional roles will be implemented for the 2023-24 school year?	5 or more
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Description of Instructional Roles and Responsibilities

The roles and responsibilities vary depending on the charter school operator. Examples include:

(1) Master Teacher

Requirements

- ? 3+ years of achieving TVAAS level 4 or 5 or 60+% of students meeting CEG goal on year-end MAP,
- ? Maximum 3 per school
- ? Implements effective and engaging instructional strategies
- ? Exemplary classroom culture
- ? Absences do not surpass the allotted of days allowed by the personnel policy or miss more than 1 meeting
- ? Demonstrates the ability to support peers with planning and practice and lead PD
- ? DOI/DOC recommend candidates and Principal makes final decision

Responsibilities

- ? Mentors 1-2 new or novice teachers
- ? Serves as a model teacher and delivers exemplar instruction
- ? Assists in facilitating PD as needed
- ? Attends monthly leadership development meeting after school
- ? Serves on the Advisory Council
- ? Be willing to meet after school 3x a month to meet with mentee

(2) Grade Chair:

Requirements

- ? 2+ years teaching experience, minimum one grade level chair for k-2 and one for each grade 3-8, maximum one teacher per grade. Max 1 SPED leader per school.
- ? Absences do not surpass the allotted number of days allowed by the personnel policy or miss more than 1 meeting
- ? Effective communication and team building skills
- ? Exemplary classroom culture
- ? Above average student achievement data on MAP or TN Ready
- ? DOI/DOC recommend candidates and Principal makes final decision

Responsibilities

- ? Leads Bi-Weekly/ Monthly Grade Level or SPED team Meetings
- ? Ensure grade level or SPED team is normed around systems, routines, and procedures
- ? Acts as a liaison between the leadership team and their grade level or SPED dept
- ? Serves as a member of the Advisory Council

(3) Mentor teacher - Provide school level coaching to grade level teammates (culture) and content teammates (instruction); advise school administration on key decision-making and support school level PD; support JCS-wide PD; and serve as school-based mentor for 0-3 year teachers.

(4) Family outreach coordinator - Collaborate with school leadership to develop, implement, and monitor goals and action plan for family involvement; develop and nurture positive relationships with families and the community.

(5) Special education lead - Advise on student placement/services for students with IEPs and monitor timelines and compliance; collaborate with the Program Specialist and support special education team at the school site.

Describe the eligibility criteria for the Instructional Roles and Responsibilities component:	Level of overall effectiveness (LOE) Individual TVAAS Certified in content/grade area Attendance minimum (i.e., miss no more than 12 days) Years of experience
Provide any additional details about eligibility criteria for the Instructional Roles and Responsibilities component:	This depends on the charter school operator due to their autonomy. Examples include: (1) Teammates complete an application process with written responses, and (2) requirements listed in the job description.
What is the amount of the compensation per instructional role?	This depends on the charter school operator due to their autonomy.
Estimate the number of teachers that will receive compensation for instructional roles in 2023-24:	20
Estimate total district cost of the Instructional Roles and Responsibilities component:	100000.00
Estimate the percentage of total salary expenditures that the Instructional Roles and Responsibilities component represents:	1.00
Performance	
Is your district implementing a performance based bonus for the 2023-24 school year?	Yes
Which teachers are eligible for the Performance Bonus component?	Tested teachers Non-tested teachers Portfolio teachers School administrators Other instructional staff
Which performance criteria are required to receive this bonus component?	Individual TVAAS, portfolio growth score or alternative growth score - universal reading screener School-level TVAAS
Provide any additional details about the performance criteria:	The performance criteria depends on the charter school operator due to school autonomy. Examples include: (1) TVAAS Bonus program allows for individual teachers to receive a bonus for their individual results or school results. Non-tested teachers and support staff can earn TVAAS bonus for school level results.

What is the amount of compensation per performance criteria?	The compensation depends on the charter school operator due to school autonomy.
Estimate the number of teachers that will receive performance bonuses in 2023-24:	40
Estimate the total district cost of the Performance Bonus component:	120000.00
Estimate the percentage of total salary expenditures that the Performance Bonus component requires:	2.00

Alternative Salary Schedule

Is your district implementing an alternative salary schedule?	Yes
Has the alternative salary schedule been approved by the State Board of Education within the last three years?	Yes
Please indicate what type of alternative salary schedule the district is implementing:	Annual base pay increases determined using evaluation criteria
Which performance criteria are utilized to determine base pay increases?	Observation score
Description of criteria to determine base pay increases, including amount of compensation:	Most ASD operators do not use an alternative salary schedule. LEAD Public Schools has implemented an alternative salary schedule. Include advancement per criteria, formatted as "Criteria x Advancement Amount". For example, "LOE 3 x 1 step" or "LOE 3 x \$350 base pay increase". The LEAD Performance Based Compensation framework includes four bands: Apprentice, Practitioner, Professional, and Master Teacher. Raises are based on LOE scores.
Description of criteria for advanced degree attainment, including amount of compensation:	Include advancement per degree type, formatted as "Criteria/Degree Type x Advancement Amount". For example, "Approved Content Area Master's Degree x 4 steps (\$1,400)" or "Content Area Ed.D. x \$3,500 base pay increase".
Estimate the number of teachers that will receive base pay increases in 2023-24?	18
Estimate the total district cost of the Alternative Salary Schedule component:	100000.00

2023-24 Salary Schedule

Description Area	Make sure your salary schedule is labeled 2023-24 salary schedule.
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Data Used to Create Plan

Implementation Update on 2022-23 Differentiated Pay Plan

Total number of certified teachers in the district in 2022-23:	100
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Did your district pay out funds to educators for fulfilling a Hard-to-Staff component of your 2022-23 differentiated pay plan?	Yes
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What types of Hard-to-Staff bonuses were paid in 2022-23?	Signing/Recruitment Retention
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How many teachers received the Hard-to-Staff award in 2022-23?	18
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What is the amount the individual educators received per Hard-to-Staff role in 2022-23?	The amounts vary from CMO to CMO due to school autonomy.
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Actual total cost of the Hard-to-Staff component:	62000.00
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When did you pay out for the Hard-to-Staff component?	Varies due to school autonomy
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Implementation Update on 2022-23 Differentiated Pay Plan: Additional Roles/Responsibilities

Did your district pay out funds to educators for fulfilling additional roles and responsibilities as outlined in your 2022-23 differentiated pay plan?	Yes
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How many teachers received the Additional Roles and Responsibilities award in 2022-23?	30
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What is the amount the individual educators received per additional role in 2022-23?	Varies due to school autonomy
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Actual total cost of the Additional Roles and Responsibilities component:	67000.00
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When did you pay out for the Additional Roles and Responsibilities component? varies due to school autonomy

Implementation Update on 2022-23 Differentiated Pay Plan: Performance

Did your district pay out funds (or plan to pay out funds) to educators based on performance criteria as outlined in your 2022-23 differentiated pay plan?

2023-24 Differentiated Pay Plan Confirmation

Description Area

Please type your name below to certify that you have read and agree to the following statements: The differentiated pay plan described in this form submission contains at least one (1) eligible component per State Board Policy 5.600. All data reported within this plan is accurate to the best of my knowledge at the time of submission. The differentiated pay plan will not receive final approval until all components have been submitted, including the 2023-24 salary schedule, vacancy data, and implementation data (if applicable). Failure to submit all required components will result in noncompliance. The district will implement the submitted differentiated pay plan as approved by the department. If the district would like to make any changes or revisions to the approved plan, the district must notify the department and await additional approval before implementing revisions.

Type your name here to indicate agreement with the previous statements.

Eddie Keel

2023-24 Differentiated Pay Plan Feedback

What type of feedback would be most helpful in improving your 2023-24 differentiated pay plan?

Could there be a way for CMOs in the ASD and Charter Commission fill this form out individually rather than we fill it out?
