

Bristol

2023-24 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	<p>Academic coaches will still be classroom teachers, but they will also be responsible for:</p> <ul style="list-style-type: none"> Plans for and assists with summer inservice training sessions for teachers Lead PLC meetings, to include lesson prep, review of student work, response to data and pacing Leading inservice learning days for teachers Visit classrooms and provide coaching to new and existing teachers Participates in data reviews for assigned area of responsibility with principal and admin staff Meets monthly with principal and admin staff to review department information and data and set goals Check elearn platform to ensure accurate lesson plans are included for teachers in their area of responsibility Mentor new teachers <p>Number of Unique Roles: 1</p>
Eligibility Criteria	<ul style="list-style-type: none"> Level of overall effectiveness (LOE) Individual TVAAS Certified in content/grade area Years of experience Works effectively with teacher, principals, and district leaders 3 or more years of highly effective teaching experience Builds strong relationships Has strong knowledge of a variety of instructional practices and data Values and understand the PLC process Maintains confidentiality Has a positive attitude Understands the additional commitment Open to continuing their professional development Willing to plan and lead professional development sessions Open to providing model lesson/videoing Support staff in Mastery Connect and Canvas Passion for coaching others Facilitating student and teacher success
Compensation Type and Size	\$1,500 per academic year
Reach	9
Estimated Cost	\$40,500

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

We have separate pay lanes that pay teachers by years of experience and degree earned.

Other