

## Sumner County 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

**Additional Course Stipends (HS) (estimated and budgeted for 70/year; 35/semester):** Teachers teaching a class during their planning period to increase student's access to courses that may not make due to scheduling conflicts and/or teacher schedule conflicts. These stipends are issued to high school principals to resolve scheduling conflicts and are approved on an individual, as needed, basis.

**K-12 Counselor Leadership Team:** Leadership team bi-monthly to provide leadership aligned with the TN Comprehensive School Counseling Model. Team of 9 would be trained as trainers/coaches to lead and provide support to grade-band specific counselors, act as demonstration counselors for counseling programs, small group counseling, CARE Teams, College and Career program coaching, needs assessments, individual counseling, classroom guidance, and data implementation. The Leadership team would co-Lead Cluster/Grade band meetings. Meet monthly to discuss goals for K-12 counseling and determine areas of continued support and coaching to Sumner counselors over the course of the year. Provide PL opportunities to fellow counselors outside of the school day. Make-up of Leadership team would hold at least one counselor from each cluster.

**K-12 Support Team:** Think tank that brainstorms, collaborates, and identifies needed supports instruction & assessment. This team will prepare support adoption of new standards and new curriculum. This team facilitates ongoing professional learning; joins check-ins with committee members, facilitates PLCs on curriculum-based content and instructional best practices. Planning team that evaluates data/student outcomes, reflects on team outcomes, & strategizes to determine and plan next steps for support with high-quality instruction, coaching, and professional learning.

**Lead Educators:** Lead educators act as liaisons between the instruction department and teachers. They provide professional, instructional and data support to teachers and leaders. They provide training and support for RTI implementation and targeted student subgroups to strengthen overall student achievement rates. They are responsible for the

training, roll-out, and tracking of the universal screening process. They progress monitor student gains and school gains. Lead educators coordinate data teams around problem solving of each student's most basic skill deficit. They support shifts in interventions for students who lack positive rate of improvement and guide student transition between tiers. Lead educators are core classroom instructional coaches. They model best practices and coach teachers in their refinement areas.

**PreK-Kindergarten Portfolio Leads:** The district has budgeted for 5 teacher-peer reviewers. These teachers review their peers' portfolios and provided guidance to kindergarten teachers completing this evaluation and student-growth reporting metric.

**Robotics Club Sponsorship:** To be paid to teacher sponsors that engage students in robotics and develop extracurricular robotics club opportunities and will participate in at least one robotics competition.

**STEM Leadership team (K-12):** STEAM Leadership Team (SLT) will assist with STEAM decisions across the district and also be instrumental in building a STEAM webpage for the district. (Six total educators 1 HS, 2 MS, 3 ES) Other responsibilities would be making decisions on STEM Spotlight award, providing STEAM PL, helping with robotics competitions, adding information to the STEAM Newsletter, creating a district STEM Expo, etc.

**Sumner Connect Leads / IT Coaches:** A lead teacher designated by each principal that will assist their building and all teachers within their building with G-Suite training and technology troubleshooting as teachers become more familiar and frequently utilizing Google Classroom & G-Suite to reach students outside of traditional school hours and potentially to be used during hybrid instruction times, as needed. There are 49 Sumner Connect Leads across the district.

**Teacher Leader:** There are two teacher leaders per school (106 teacher leaders in the district). Teacher leaders are full-time teachers who work outside of their original scope of employment. They serve as a liaison between the district's instruction department and teachers. They collaborate with lead educators in the RTI implementation. They support and provide guidance regarding Scopes of Work and implementation of standards and Tier I instruction. Teacher leaders support school-wide data analysis and the progress monitoring of SMART goals; they are responsible for data analysis of district-wide common assessments and building-level common assessments. Teacher leaders are responsible for establishing a culture of continuous job-embedded learning through the work of Professional Learning Communities (PLCs). They meet regularly with other teacher leaders in order to collaborate.

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**Teacher Mentor:** The district has mentor teachers. These designated mentor teachers assist first and second year teachers in our district become acclimated to the profession of teaching, local programs and policies of Sumner County Schools and support new teachers in specific ways depending on their grade level position and/or building placement.

**TCI Training Cohorts:** Employees receive TCI training- (Therapeutic Crisis Intervention)

**TCI Train the trainers:** Employees to become trainers of TCI training to further train employees.

**Advanced Placement Stipends:** Stipends to support teachers teaching AP for additional duties.

<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE) Certified in content/grade area Attendance minimum (i.e., miss no more than 12 days) Advanced degrees Skill at presentation and teaching adults.
<b>Compensation Type and Size</b>	Additional Course Stipend = \$4,000 stipend/semester K-12 Counselor Leadership Team = \$1,000 stipend/annually Support Team = \$1,500 stipend/annually Lead Educators = \$2,000 stipend annually Pre-K & Kindergarten Portfolio Peer Reviewers = \$1,000 stipend/annually Robotics Club Sponsorship = \$1,000 stipend/annually STEM Leadership Team = \$750 stipend/annually Sumner Connect Leads = \$1,000 stipend/annually Instructional Technology Coaches = \$1,000 stipend/per semester Teacher Leaders = \$2,000 stipend/annually Mentor Teachers = \$500 stipend/annually TCI Training Cohorts = still being determined estimated \$1,500 stipend/annual TCI Train the trainers = still being determined \$2,000 stipend/annual Advanced Placement Stipends = \$500 stipend/annually
<b>Reach</b>	604
<b>Estimated Cost</b>	\$1,300,000
<b>Performance</b>	
N/A	
<b>Alternative Salary Schedule</b>	
<i>Is the district implementing an alternative salary schedule?</i> No	
<b>Education*</b>	
Our salary scale has steps based on degree.	

