

HENRY COUNTY--400					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is the eligibility criteria for receiving the award (such as minimum attendance or evaluation score)?	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation?	How much does the district estimate it will pay out for this differentiated pay element?
Hard-to-Staff (School, Subject, or Placement)					
Performance					
Additional Instructional Roles or Responsibilities	1. Elementary Lead Teachers: Responsible for the overall functionality of grade-level PLCs. Complete paperwork related to PLC self-analysis and improvement planning. Be active participant in all appropriate 504 meetings, IEPs, and Behavioral Assessments. Train, supervise, and mentor cluster or grade level teachers Serve as lead learner of the grade cluster	Teachers completed an application and sat for an interview and school principals selected members of each team.	\$1,000	90	\$90,000

	<p>Attend called meetings before or after school</p> <p>Ensure that district and school based initiatives are carried out with fidelity</p> <p>Assist other teachers in collecting, understanding and analyzing student achievement data</p> <p>Develop and maintain consistent behavioral plans for grade levels or clusters</p> <p>Ensure clear lines of communication exist between parents and grade teams</p> <p>Actively seek out opportunities to model appropriate communication techniques to colleagues.</p> <p>Serve on other school or district committees, task forces, or boards</p> <p>Keep the focus of all work on improving student achievement in alignment with the TNReady standards</p> <p>2. High School Lead Teachers:</p> <p>Train, supervise, and mentor cluster or grade level teachers</p> <p>Serve as lead learner of the grade cluster</p> <p>Attend called meetings before or after school</p> <p>Lead Professional Development opportunities</p>				
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	<p>Ensure that district and school based initiatives are carried out with fidelity</p> <p>Assist other teachers in collecting, understanding and analyzing student achievement data</p> <p>Ensure clear lines of communication exist between parents and grade teams</p> <p>Actively seek out opportunities to model appropriate communication techniques to colleagues.</p> <p>Serve on other school or district committees, task forces, or boards</p> <p>Keep the focus of all work on improving student achievement in alignment with the TNReady standards</p> <p>Conduct a technology needs analysis for the school.</p> <p>Use the results of the needs analysis to develop and maintain an action plan that is specific to increasing the use of technology to engage and differentiate instruction for students.</p> <p>Plan and co-teach lessons using programs such as Nearpod, Prezi, Webquests, TNTel, Google Docs, Doc, Assist, and Kahoot.</p> <p>Work with individual teachers to maximize the use of all existing classroom technology including</p>				
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	<p>but not limited to Smart Boards, clickers, document presenters, Interwrite Boards.</p> <p>3.School Improvement Council:  Work collaboratively in the development of the school action plan based on the goals of the district and the individual needs of the school  Attend called meetings before or after school  Ensure that staff members, parents, and community stake holders are informed of the schools mission,vision, and action plan  Act as a representative for the cluster or group of teachers they represent during the action planning process  Take the lead in implementing and/or monitoring specific action steps  Lead professional development trainings  Foster a culture of continuous and collaborative reflection, learning and improvement  Attend 1 day of action plan development in the Summer (This day acts as part of stipend and will not count for in-service credit)</p>				
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	<p>Serve on other school or district committees, task forces, or boards</p> <p>Keep the focus of all work on improving student achievement in alignment with the TNReady standards</p> <p>4. New Teacher Mentors:</p> <p>Answer any protégé questions pertaining to the policies and procedures of the district or school</p> <p>Actively seek out opportunities to guide and grow their protégé through mentoring and modeling</p> <p>Prepare protégé to meet challenging situations by sharing appropriate professional advice and give appropriate guidance when challenges arise</p> <p>Direct protégé to resources and supports to improve classroom management and instructional planning</p> <p>Meet with protégé on a regular basis to ensure they do not feel overwhelmed or defeated</p> <p>Lend an understanding ear to a protégé who needs an opportunity to "decompress"</p> <p>Work with the principal to improve the protégé's overall instructional planning and classroom management</p>				
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	<p>Guide protégé to the appropriate district personnel or school administration to assist them in various situations.</p> <p>5. Elementary School 21st Century Coach:</p> <p>Serve as an active member of the school's ILT Team.</p> <p>Monitor any School Improvement Goals that directly relate to the use of technology.</p> <p>Spend 10 hours a week in direct contact with classroom teachers.</p> <p>Attend grade level or subject specific PLCs as possible in order to suggest ways to incorporate technology to engage and differentiate instruction for students.</p> <p>Conduct a technology needs analysis for the school.</p> <p>Use the results of the needs analysis to develop and maintain an action plan that is specific to increasing the use of technology to engage and differentiate instruction for students.</p> <p>Plan and co-teach lessons using programs such as Nearpod, Prezi, Webquests, TNTel, Google Docs, Doc, Assist, and Kahoot.</p> <p>Work with individual teachers to maximize the use of all existing classroom technology including but not limited to Smart Boards,</p>				
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	<p>clickers, document presenters, Interwrite Boards.</p> <p>Lead small and large group trainings modeling the use of a technology in a manner that engages and differentiates instruction for students.</p> <p>Train new teachers concerning the technological expectations of the home school.</p>				
<b>Education*</b>	<p>We will recognize the following levels of education for our salary schedule: Bachelor's, Master's, Master's plus 30 hours, and Advanced Degree (EdS/EdD/PhD). Levels of pay for education differ as follows: Master's degree (\$3600.00 above BS); Master's plus 30 (\$2200.00 above MS); Advanced degree (\$2800.00 above MS plus 30). Prior approval must be obtained by the principal and superintendent for anyone receiving compensation for any degree above Master's.</p>				
<b>Other</b>					

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