



2023-24 Differentiated Pay Plan Submission

District Name Maury County

Hard-to-Staff Schools, Subjects, and/or Grades

Is your district implementing a Hard-to-Staff component for the 2023-24 school year? No

Instructional Roles and Responsibilities

Is your district implementing instructional roles and/or responsibilities for the 2023-24 school year? Yes

How many unique instructional roles will be implemented for the 2023-24 school year? 5 or more

Description of Instructional Roles and Responsibilities

Instructional Coach: The school-based Instructional Coach is responsible for supporting student achievement in all content areas to include supporting the implementation and fidelity of Tier 1 instruction.

Assessment Coach: The school-based assessment coach is responsible for supporting school teams with assessment practices, platform usage for assessment creation and implementation, and data preparation for the purpose of PLC and RTI meetings.

Acceleration Coach: The school-based acceleration coach is responsible for supporting student achievement and growth within the framework of response to intervention as well as enrichment for academic needs.

Lead Mentor: The school-based Lead Mentor is responsible for supporting new teachers (years 1-3) at the building level.

Computer Science (CS) School based Coach: in each elementary school (10) and the three-unit schools (3) for a total of 13 unique roles. The CS Ambassadors (2 for elementary) are responsible for turn-around training provided to schools. During the 2023-2024 SY, all elementary schools must be provided with a train the trainer model for turnaround professional development for all classroom teachers to incorporate CS into their daily instructional practices. These CS coaches will attend a sixty minute- pd, for a total of six hours, three 60-minute meetings in the fall and three 60-minute meetings in the spring. The CS school-based coach would be responsible for planning (6 hours) and sharing (6 hours) this pd model with their school level staff for a total of six times during the 23-24 SY.

Grow Your Own Mentors: The Grow Your Own Mentors are responsible for mentoring educational assistants enrolled in the Grow Your Own program.

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| Describe the eligibility criteria for the Instructional Roles and Responsibilities component: | Level of overall effectiveness (LOE) Certified in content/grade area Years of experience |
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| Provide any additional details about eligibility criteria for the Instructional Roles and Responsibilities component: | Aspire to the following values: leadership and advancement; effective communication; student engagement and ownership in learning; growth mindset; commitment to district's HQIM expectations. |
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| What is the amount of the compensation per instructional role? | Instructional Coach-22 coaches paid \$25.00 an hour for a 35 hour contract each. Assessment Coach-22 coaches paid \$25.00 an hour for a 35 hour contract each. Acceleration Coach-22 coaches paid \$25.00 an hour for a 35 hour contract each. Lead Mentor-22 coaches paid \$25.00 an hour for a 35 hour contract each. Computer Science Ambassadors-4 ambassadors paid \$25.00 an hour for a 23-hour contract. Grow Your Own Mentors- 15 mentors paid \$25 an hour for a 35 hour contract each. |
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| Estimate the number of teachers that will receive compensation for instructional roles in 2023-24: | 128 |
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| Estimate total district cost of the Instructional Roles and Responsibilities component: | \$113,425.00 |
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| Estimate the percentage of total salary expenditures that the Instructional Roles and Responsibilities component represents: | 0.12 |
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Performance

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| Is your district implementing a performance based bonus for the 2023-24 school year? | No |
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Alternative Salary Schedule

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| Is your district implementing an alternative salary schedule? | No |
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2023-24 Salary Schedule

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| Describe how educators are compensated for earning advanced degrees in your district: | Educators receive the following increases for earning advanced degrees: Master's Degree= 8% increase over Bachelor's Degree; Master's +30= 8% increase over Master's Degree; EdS= 2% increase over Master's +30; Doctorate Degree = 4% increase over the EdS. |
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