

Bristol

2023-24 Differentiated Pay Plan

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|-----------------------------|-------------------------------------|
| 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

Academic coaches will still be classroom teachers, but they will also be responsible for:

- 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

Number of Unique Roles: 1

Eligibility Criteria

- 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