TN Department of Education

Haywood County
2023-24 Differentiated Pay Plan

Hard-to-Staff	☒
Instructional Roles	☒
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Hard to Staff (School, Subject, or Placement)

Description	We offer a supplement for hard-to-fill positions. We have found our Career and Technical positions are often hard to fill because they can make more money in the workforce. Health Science is a hard-to-fill area because of the pay cut they take when moving from a nursing position to a teaching position that teaches students about nursing. Industrial Maintenance is a hard-to-fill position because of the pay cut they take when moving from their industry job to a teaching position that teaches students about industrial maintenance. **Priority Areas: K-4 ()**, **5-8 (), 9-12 (**Other (Explain Below)**)**
Eligibility Criteria	Certified in content/grade area They hold a license/certification in their field. They get enrolled in a teacher prep program in order to get a teaching license. Current teachers New hires
Compensation Type and Size	**Compensation Type:** Bonus **Bonus Type:** Retention **Compensation Amount:** 15% of their base pay.
Reach	3
Estimated Cost	$21,955

Instructional Roles or Responsibilities

Description	Teacher Leader: HCS has established a network of teachers who have proven to be highly effective based on evaluation scores and leadership qualities. We wish to increase their impact on other teachers by having them fulfill additional roles and responsibilities. Teacher leaders will support district and school-level instructional leadership. These teachers have helped us begin a pipeline of aspiring school leaders. Roles and Responsibilities of the Job: 1. Act as a building and district leader and representative • Support and assist in implementing the district vision • Sharing instructional leadership vision and practices with the principal by working with school administrators to develop, implement, and evaluate the schools' goals • Develops relationships with other Teacher Leaders, Instructional Facilitators, building principals, and other district personnel • Serve on district-level teams • Release time will be provided for teacher leaders to observe teachers implementing strategies and techniques covered during

2. Create a collaborative culture.
• Utilize group processes to help colleagues work collaboratively to solve problems, manage decisions, and promote meaningful change
• Model effective skills in listening, presenting ideas, leading discussions, and identifying the needs of self and others in order to advance professional learning in the building
• Create trust among colleagues and build actions that support student learning
• Strive to create an inclusive culture where diversity is welcomed in addressing challenges

3. Support research-based practices and student learning
• Assists colleagues in accessing and using research in order to select appropriate strategies to improve learning
• Teaches and supports colleagues to collect, analyze, and communicate data from their classrooms to improve teaching and learning
• Work to further teachers' understanding of our highly effective curriculum

4. Professional learning for continuous improvement
• Collaborate with colleagues and school administrators to plan professional learning that is team-based, job-embedded, sustained over time, aligned with content standards, and linked to school improvement goals
• Identifies and uses appropriate technologies to promote collaborative and differentiated professional learning
• Provides constructive feedback to colleagues to strengthen teaching practice and improve student learning
• Attend professional learning events and serve as a facilitator to disseminate information to colleagues

5. Improve instruction and student learning
• Facilitates the collection, analysis, and use of classroom and school-based data to identify opportunities to improve curriculum, instruction, assessment, school organization, and school culture
• Engages in reflective dialogue with colleagues based on observation of instruction, student work, and assessment data and helps make connections to research-based effective practices
• Provides demonstration lessons and models best practices with students
• Collaborates with colleagues during lesson planning and selection of instructional materials
• Supports colleagues in their professional growth by serving as a mentor, coach, and content facilitator

6. Assessment and Data
• Increases the capacity of colleagues to identify and use multiple assessment tools aligned to state standards
• Creates a climate of trust in order to engage colleagues in

challenging conversations about student learning data that may lead to improved student outcomes
• Works with colleagues to use assessment and data findings to promote changes in instructional practices or organizational structures to improve student learning.
STEAM Lead Teacher:
Responsibilities of the STEAM Lead Teacher role will include but are not limited to the following:

- Organizing and preparing PLCs
- Researching grant opportunities
- Grant writing
- Visiting STEAM labs
- Offering support during the school week
- Participate in the planning process

Number of Unique Roles: 5 or more

Eligibility Criteria	Level of overall effectiveness (LOE) Individual TVAAS Certified in content/grade area Attendance minimum (i.e., miss no more than 12 days) There will be an application process. A team of administrators will choose the Teacher Leaders
Compensation Type and Size	$1,500
Reach	18
Estimated Cost	$27,057

Performance
N/A

Alternative Salary Schedule
Is the district implementing an alternative salary schedule? No

Education*
When they receive an advanced degree they move to a lane on our salary schedule that pays more than the lane they were previously on.

Other