

Hardeman County Schools

2022-23 Differentiated Pay Plan

Hard-to-Staff	<input type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input checked="" type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)

N/A

Instructional Roles or Responsibilities

Description Teacher Leader: Assist and support all teachers in researching best practices, collecting and analyzing data and curriculum to enhance instructional planning. Teacher Leaders will assist new and lower performing teachers with effective instructional planning and provide reflective mentoring sessions to model demonstrations monthly. In addition, teacher leaders will serve as Co-chairs of (2) of the (4) designated committees: School Improvement, School Leadership, RTI2-Behavior, and/or School Crisis Management. Teacher leaders will collaboratively work with district staff in developing, presenting, and/or facilitating professional trainings, to include, but not be limited to the following: effective instruction and academic feedback, small/whole group differentiated instruction, data-driven instruction, effective technology use in the classroom, collaborative coaching and peer modeling.

Number of Unique Roles: 1

Eligibility Criteria Level of overall effectiveness (LOE)
 Certified in content/grade area
 Attendance minimum (i.e., miss no more than 12 days)
 Years of experience
 Minimum of five years of successful teaching experience with considerable knowledge of effective and varied teaching strategies and assessment techniques. Must be able to disaggregate student data and analyze school-level data for overall school improvement. Duties may occur before school, during scheduled planning times, and after school. Personal characteristics conducive to working effectively with students, parents, teachers, school personnel, and community groups.

Compensation Type and Size Teacher Leader (1) x \$1,000.00

Reach 16

Estimated Cost \$18,614.40

Performance

Description Certificated tested teachers in Grades 3-12 who have earned a Level 4 or Level 5 Overall TVAAS Composite Score for the 2022-2023 school year. Educators must be employed within the first 20-calendar days of the start of school and remain through the end of the school year, and

not qualify for PYE.

Eligibility Criteria	Eligible Teachers: Tested teachers Eligibility Criteria: Level of overall effectiveness (LOE)
Compensation Type and Size	Level 5 teachers @ \$800.00 Level 4 teachers @ \$500.00
Reach	27
Estimated Cost	\$20,592.18

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Hardeman County Schools Salary Scale is based on degree level and years of experience. The advanced degrees consist of Master's Degree, Master's Degree plus 45 Semester, Educational Specialist, and Doctorate Degree.

Other