

Putnam County 2023-24 Differentiated Pay Plan

Hard-to-Staff	<input checked="" 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)	
Description	<p>As a district, we accept the fact that certain classes are more difficult to staff. In recognition of this challenge, the Putnam County School System Model offers the following:</p> <p>* An annual stipend of \$1,500 for positions deemed hard-to-staff due to specialized skills and demands of the position such as TRACS (Training in Responsibility, Accountability and Coping Skills) behavioral special education classes grades K-12. The \$1,500 stipend will be divided by 12 and paid in equal increments in each monthly payroll during the 2022-2023 school year.</p> <p>Priority Areas: K-4 (Special Education), 5-8 (Special Education), 9-12 (Special Education)</p>
Eligibility Criteria	<p>Certified in content/grade area</p> <p>TRACS - An Annual stipend of \$1,500 for positions deemed hard-to-staff due to specialized skills and demands of the position, such as TRACS (Training in Responsibility, Accountability, and Coping Skills) behavioral special education classes grades K-12</p> <p>Current teachers</p> <p>New hires</p>
Compensation Type and Size	<p>Compensation Type: Bonus Bonus Type: Signing/Recruitment</p> <p>Compensation Amount: An Annual stipend of \$1,500 for positions</p>
Reach	7
Estimated Cost	\$10,500
Instructional Roles or Responsibilities	
Description	<p>Instructional Roles or Responsibilities:</p> <p>Description:</p> <ul style="list-style-type: none"> * 3-Math Instructional Specialist - K-4 * 1-Math Instructional Specialist - 5-8 * 1-Math Instructional Specialist - 9-12 * 1-ELA Instructional Specialist - 5-8 * 1-ELA Instructional Specialist - 9-12 * 1-PK Coordinator/Instructional Specialist * 3-Reading Specialist - K-4 each are assigned to the elementary schools * 65-75 Lead and School Mentors <p>Number of Unique Roles: 5 or more</p>
Eligibility Criteria	<p>Level of overall effectiveness (LOE)</p> <p>Individual TVAAS</p> <p>Certified in content/grade area</p>

Years of experience

Advanced degrees

Math Specialist (5) Grades (K-4, 5-8 & 9-12)

* Qualifications: Valid Tennessee Teacher Certificate; Bachelor's Degree or Higher; At least 5-years experience as a teacher; Excellent organizational, communication, and interpersonal skills; Able to plan and work within time schedules; Experience in curriculum, planning, pacing, assessments, data, PLCs; Strong knowledge of Math standards, processes, practices; Strong understanding of RTI2 process including Tier 2 and Tier 3 instructions

* Essential Duties & Responsibilities: Foster a Collaborative Culture of Support Educator Development and Student Learning utilizing group processes; Use collaborative culture to promote an environment of collegiality, trust, and respect that focuses on continuous improvement in instruction and student learning; Model effective skills in listening, presenting ideas, leading discussions, clarifying, mediating and identifying needs of self and others in order to advance shared goals and professional learning; Employ facilitation skills to create trust among colleagues, develop collective wisdom, build ownership and action that supports student learning; Assist colleagues to access and use research to improve practice and student learning in order to select appropriate strategies to improve student learning; Facilitate and support teachers with the analysis of student and subgroup data, collection, and interpretation of results with the application of findings to improve teaching and learning; 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/district improvement goals; Identify and use appropriate technologies to promote collaborative and differentiated learning; Collaborate and assist other departments to assist the community, school, and district strategic goals and processes.

ELA Specialist (2 each Grades 5-8 & 9-12)

* Qualifications: Valid Tennessee Teacher Certificate; Bachelor's Degree or Higher; At least 5-years experience as a teacher; Excellent organizational, communication, and interpersonal skills; Able to plan and work within time schedules; Experience in curriculum, planning, pacing, assessments, data, PLCs; Strong knowledge of Math standards, processes, practices; Strong understanding of RTI2 process including Tier 2 and Tier 3 instruction

* Essential Duties & Responsibilities: Foster a Collaborative Culture of Support Educator Development and Student Learning utilizing group processes; Use collaborative culture to promote an environment of collegiality, trust, and respect that focuses on continuous improvement in instruction and student learning; Model effective skills in listening, presenting ideas, leading discussions, clarifying, mediating, and identifying needs of self and others in order

to advance shared goals and professional learning; Employ facilitation skills to create trust among colleagues, develop collective wisdom, build ownership and action that supports student learning; Assist colleagues to access and use research to improve practice and student learning in order to select appropriate strategies to improve student learning; Facilitate and support teachers with the analysis of student and subgroup data, collection, interpretation of results with application of findings to improve teaching and learning; Collaborate with colleagues and school administration to plan professional learning that is team-based, job-embedded, sustained over time, aligned with content standards, and linked to school/district improvement goals; Identify and use appropriate technologies to promote collaborative and differentiated learning; Collaborate and assist other departments to assist the community, school, and district strategic goals and processes.

PK Coordinator/Instructional Specialist

*The PK Coordinator/Instructional Specialist is a self-motivated relationship builder with deep knowledge and experience in early reading instruction and some experience in instructional coaching.

* Qualifications: Bachelor's degree or higher in relevant field or Reading Specialist certificate (preferred but not required); Deep knowledge of literacy development and instruction; Deep knowledge of literacy development and instruction; Deep understanding of literacy development and instruction; Deep understanding of the Tennessee Academic Standards and the instructional shifts for English Language Arts; Experiences a reading specialist or reading teacher, with a record of student achievement; Experience working with adults and an understanding of how adults learn; Ability to work collaboratively with various stakeholders, including school and district leaders; Strategic thinker who uses evidence to make decisions; Strong planning and organizational skills; Strong oral and written communication skills; active listener; Enthusiastic about giving and receiving feedback and helping others; to learn and grow

Reading Specialist (Grades K-4)

*The Reading Specialist is a self-motivated relationship builder with deep knowledge and experience in early reading instruction and some experience in instructional coaching.

* Qualifications: Bachelor's degree or higher in relevant field or Reading Specialist certificate (preferred but not required); Deep understanding of the Tennessee Academic Standards and the instructional shifts for English Language Arts; Experience as a reading specialist or reading teacher, with a record of student achievement; Experience working with adults and an understanding of how adults learn; Ability to collaboratively with various stakeholders, including school and district leaders; Strategic thinker who uses evidence to make decisions; Strong planning and organizational skills; Strong oral and written communication skills; active listener; Enthusiastic about

giving and receiving feedback and helping others to learn and grow

Lead Mentor Teacher

* Oversees and organizes activities between mentors and mentees; resolves any issues arising with support of mentee teacher; invites and encourages the participation of all related teachers; works well with team members and maintains productive relationships; and performs all duties of an inactive mentor with an assigned mentee as defined by the number of new teachers to the building.

* Qualifications: Bachelor's degree or higher in relevant field; A minimum of three years teaching experience; Principal recommendation; Deep understanding of the Tennessee Academic Standards and the instructional shifts; Assist Principals in establishing Mentor/Mentee partnerships; Lead monthly Mentor/Mentee meetings (Materials: Mentoring in the 21st Century); Submission of all required paperwork by due dates.

Mentor Teacher

* Mentor teacher goals entail (a) helping novice teachers gain competencies, confidence, realistic values, experience, etc. and grow into a fully-functioning, autonomous, and competent professional, (b) encouraging self-reliance and self-reflection, (c) supporting a commitment to the professional, and (d) promoting the realization of a dream.

* Qualifications: Bachelor's degree or higher in relevant field; Deep understanding of the Tennessee Academic Standards and the instructional shifts; A minimum of 20 contact hours with protege/mentee; Attendance at Mentor training or institute; Completion of two formative surveys and one summative survey by due dates; Submission of all required paperwork by due dates; Participation as directed by the building level principal in meetings and activities involving their mentee.

Enrichment Specialist

*Determined by School Administration annually

*Qualifications: Bachelor's degree or higher in relevant field; Deep understanding of the Tennessee Academic Standards and the instructional shifts; Experience working with adults and an understanding of how adults learn; Ability to work collaboratively with various stakeholders, including school and district leaders; Strategic thinker who uses evidence to make decisions; Strong planning and organizational skills; Strong oral and written communication skills; active listener, Enthusiastic about giving and receiving feedback and helping others to learn and grow.

Compensation Type and Size	The amount various based on experience
Reach	10
Estimated Cost	\$753,996.29
Performance	
N/A	

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Step and Level Salary Pay Scale reintroduced.

MS = \$2,600

EDS = \$2,600

PHD = \$2,600

Other

National Board Certification is calculated as an advanced degree (\$2,600)