

Sumner County Schools

2020-21 Differentiated Pay Plan

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

- Teacher Leaders - There are two teacher leaders per school (86 teacher leaders in the district). Teacher leaders are full-time teachers who work outside of their original scope of employment. They serve as a liaison between the district's instruction department and teachers. They collaborate with lead educators in the RTI implementation. They support and provide guidance regarding Scopes of Work and implementation of standards and Tier I instruction. Teacher leaders support school-wide data analysis and the progress monitoring of SMART goals; they are responsible for data analysis of district-wide common assessments and building-level common assessments. Teacher leaders are responsible for establishing a culture of continuous job-embedded learning through the work of Professional Learning Communities (PLCs). They meet regularly with other teacher leaders in order to collaborate.
- Lead Educators - There are 34 lead educators/instructional coaches in Sumner County. Lead educators act as liaisons between the instruction department and teachers. They provide professional, instructional and data support to teachers and leaders. They provide training and support for RTI implementation and targeted student subgroups to strengthen overall student achievement rates. They are responsible for the training, roll-out, and tracking of the universal screening process. They progress monitor student gains and school gains. Lead educators coordinate data teams around problem solving of each student's most basic skill deficit. They support shifts in interventions for students who lack positive rate of improvement and guide student transition between tiers. Lead educators are core classroom instructional coaches. They model best practices and coach teachers in their refinement areas.
- Model/Demonstration Classroom - The district has 36 demonstration classroom teachers. Demo classroom teachers attend and complete training specific to each subject area taught. They post weekly lesson plans online for other teachers to access. They create and maintain an open classroom culture that is "visitor friendly." These identified teachers review guiding questions from visiting teachers prior to the visit; debrief with the visiting teacher during their planning period or after school regarding the classroom observation/visit. They also assist in present on instructional content and strategies for teacher training throughout the year as planned (face-to-face, email, Twitter, Skype, FaceTime). They attend demonstration teacher meetings once a

semester for collaboration and updates from the instruction department to coordinate efficiencies of classroom visits and ensure all efforts are impactful to teaching practices and habits.

- Professional Learning Facilitators - The district has 20 professional learning facilitators that assist with planning and facilitating professional learning during PL designated days, summer offerings, etc outside the traditional school year calendar. They facilitate professional learning sessions for the district to carry out specific initiatives and large priorities to ensure teachers have many ways of accessing new content and the PL programming supports up to date teaching practices. These stipend are paid through extended contract hours for Lead Educators and teachers who are working outside their typical 10-month contract responsibilities.
- Mentor Teachers - The district has 34 mentor teachers. These designated mentor teachers assist first and second year teachers in our district become acclimated to the profession of teaching, local programs and policies of Sumner County Schools and support new teachers in specific ways depending on their grade level position and/or building placement.
- Sumner Connect Lead – A lead teacher designated by each principal that will assist their building and all teachers within their building with G-Suite training and technology troubleshooting as teachers become more familiar and frequently utilizing Google Classroom & G-Suite to reach students outside of traditional school hours and potentially to be used during hybrid instruction times, as needed. There are 49 Sumner Connect Leads across the district.

Number of Unique Roles: 5 or more

Eligibility Criteria	<p>Certified in content/grade area; Years of experience; Advanced degrees</p> <p>Teacher leaders and lead educators are all required to complete an instructional coaching certificate.</p> <p>Demo classroom teachers and professional learning presenters are required to complete additional training in order to coach and facilitate professional learning sessions.</p> <p>Sumner Connect Leads will become Google Certified, Level 1 by the completion of their first quarter in serving their school in this capacity.</p>
Compensation Type and Size	<p>Teacher Leaders = \$2,000 stipend annually</p> <p>Lead Educators = \$2,000 stipend annually</p> <p>Demo Classroom Teachers = \$1,000 stipend annually</p> <p>Sumner Connect Leads = \$1,500 stipend annually</p> <p>Professional Learning Facilitators = \$1,500 stipend annually</p> <p>Mentor Teachers = \$400 stipend annually</p>
Reach	259
Estimated Cost	\$465,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

There are separate pay bands (BS, MS, MS+30, ED.S, PhD/ED.D) based on education on the pay scale.

Other

\$2,000 stipend if employee is National Board Certified

**Education is not a differentiated pay element and does not count toward the mandated criteria.*