

Athens City 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

Athens City Schools fund five (5) instructional coaches with an overall effectiveness score of 4 or 5. The Instructional coach will work in partnership with teachers and administrators in improving student achievement. The primary role of the coach is to work as a colleague with teachers to improve curriculum, instruction, and assessment through differentiated coaching and professional development.

Athens City Schools will fund five (5) Technology Leaders with an overall effectiveness score of 4 or 5. These teachers are paid for additional responsibilities and time worked during the year relating to the implementation of digital teaching and learning.

Number of Unique Roles: 2

Eligibility Criteria

Level of overall effectiveness (LOE); Years of experience

Instructional Coach:

QUALIFICATIONS:

- Valid Tennessee Professional Teaching License
- Master's degree or beyond preferred
- Minimum of five (5) years of successful classroom experience as measured by performance evaluations and student growth data
- Score 4 or higher on evaluations (TAP/TEAM Rubric)
- Effective written and verbal communication skills
- Demonstrated ability to maintain confidentiality
- Willingness to work beyond the school day
- Proven ability to work cooperatively and effectively with colleagues, including the ability to create and nurture a professional community of adult learners
- Demonstrated leadership qualities and strong interpersonal skills, including giving and receiving constructive feedback
- Proven ability in using student-level data to guide instructional decisions
- Models continual improvement, demonstrates lifelong learning, and applies new learning to help all students achieve

PERFORMANCE RESPONSIBILITIES

- Support the philosophy and vision of Athens City Schools.
- Build strong relationships with teachers, administrators, and Instructional Coach.

- Work collaboratively as a member of the school leadership team in the disaggregation of student performance data, by school and by teacher, and assist in developing school improvement plans.
- Collaborate with teachers to analyze formative and summative data to identify student learning trends, set goals, monitor and modify instruction, and increase student achievement.
- Work collaboratively with Instructional Coach in planning and facilitating PLC meetings.
- Work collaboratively with teachers to align standards, curricula, instructional strategies, and assessment tools with district-wide consistency.
- Assist teachers with planning and pacing standards-based lessons/units of study, the development of differentiated lessons, and the selection of best practices to meet the needs of their students.
- Support teachers in using effective instructional strategies through modeling in the classroom as requested by instructional coach and/or principal.
- Celebrate student, teacher, school, and/or district success.
- Perform other duties as assigned.

Technology Leader:

QUALIFICATIONS:

- Valid Tennessee Professional Teaching License
- Minimum of five (5) years of successful classroom experience as measured by performance evaluations and student growth data
- Score 4 or higher on evaluations (TAP/TEAM Rubric)
- Willingness to work beyond the school day
- Proven understanding of technology programs/devices/platforms used throughout the district.
- Proven ability to work cooperatively and effectively with colleagues, including the ability to create and nurture a professional community of adult learners
- Demonstrated leadership qualities and strong interpersonal skills, including giving and receiving constructive feedback
- Models continual improvement, demonstrates lifelong learning, and applies new learning to help all students and adults achieve

PERFORMANCE RESPONSIBILITIES:

- Support the philosophy and vision of Athens City Schools.
 - Build strong relationships with teachers, administrators, and other coaches.
 - Assess levels of teacher technology understanding, skills, and integration within the classroom.
 - Model effective instructional strategies using technology in a co-
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teaching environment.

- Collaborate in preparing for TNReady.
- Work collaboratively with Instructional Coach in planning and facilitating PLC meetings.
- Effectively use and provide support for current devices, platforms, and programs within the district.
- Research use of newer technologies in instruction.
- Facilitate or conduct technology-focused professional learning for school and district staff.
- Celebrate student, teacher, school, and/or district success.
- Perform other duties as assigned by Director of Schools.

Compensation Type and Size	Instructional Coaches: \$4,000.00 per coach Technology Leader: \$1,500.00 per position
Reach	10
Estimated Cost	\$27,500

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Athens City Schools will maintain its existing salary schedule, including payment for advanced degrees that will include BS +15, BS +30, MA, MA +15, MA +30, MA +45, EDS, and Doctorate.

Other

Any licensed employee of Athens City Schools receiving National Board Certification while employed with Athens City Schools shall receive a one-time stipend of \$2,000. In addition, beginning with the year immediately following stipend, the salary will be increased \$1,000 per year as long as they are employed in Athens City Schools.

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