

## Alcoa 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

Alcoa City Schools Instruction and Intervention Coach roles and responsibilities:

- Model, co-plan, and occasionally co-teach effective Tier 1 strategies
- Provide individualized formative coaching feedback based on observation, teacher goals, and school administrator's feedback
- Assist with setting, measuring, and achieving individual professional development goals
- Provide individualized training and support as needed in the use of benchmarking, progress monitoring, or other classroom formative data in instructional planning
- Provide instructional coaching to assist teachers with differentiation to help struggling students achieve grade level standards

**Number of Unique Roles: 1**

##### Eligibility Criteria

Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Advanced degrees

##### Compensation Type and Size

Instruction and Intervention Coach (2) x \$11,828

##### Reach

2

##### Estimated Cost

\$23,656

#### Performance

N/A

#### Alternative Salary Schedule

**Is the district implementing an alternative salary schedule?** No

#### Education\*

The Alcoa City School salary schedule has lanes for educators who earn a Master's degree, Education Specialist degree, or a Ph.D/Ed.D. See salary schedule for lane details.

#### Other

N/A

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