

Athens

2022-23 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	
	<p>Athens City Schools funds six (6) 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.</p> <p>PERFORMANCE RESPONSIBILITIES</p> <ul style="list-style-type: none"> • 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. <p>Athens City Schools fund one (1) RTI-b coach with a BCBA degree.</p> <p>PERFORMANCE RESPONSIBILITIES</p> <ul style="list-style-type: none"> • Work collaboratively and in support of ACS staff to provide direct behavior services to students. • Facilitate and implement recommendations and programming on

an ongoing basis while providing feedback to staff.

- Monitor and graph data to facilitate the S-Team and IEP team decision making process.
- Work collaboratively with school staff and outside consultants to conduct functional behavioral assessments/analyses.
- Assist in the development of behavioral goals and objectives and individualize behavior programs and model and/or assist in training staff to implement behavior programs.
- Facilitate collaboration between general and special education staff through professional development training as well as ongoing on the job training, support, and feedback in order to provide services in the least restrictive environment and facilitate meaningful inclusion for students with challenging behaviors.
- Develop and implement behavior plans based on behavioral function with a focus on teaching appropriate replacement behaviors and skills.
- Apply research-based intervention, support, and skill acquisition strategies based on the principles of Applied Behavior Analysis to decrease challenging behaviors while teaching replacement behaviors that serve the same function as the challenging behavior.
- Collaborate with parents/guardians, teachers, building level administrators, and outside agencies to provide students with disabilities meaningful access to the general curriculum.
- Provide ongoing training, consultation, feedback and support to building level staff, general and exceptional education teachers, support staff, and families.

Athens City Schools fund seventeen (17) Grade Level Leaders with an overall effectiveness score of 4 or 5. These teachers are paid for supporting grade level teachers with implementation of curriculum, instruction, and assessment during intellectual prep throughout the school year.

Number of Unique Roles: 3

Eligibility Criteria	Level of overall effectiveness (LOE) Individual TVAAS Years of experience Advanced degrees
Compensation Type and Size	Instructional Coach (6) x \$4,000 RTI-b Coach (1) x \$4,000 Grade Level Leaders (17) x \$1,000
Reach	24
Estimated Cost	\$45,000
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> 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 Teacher Certification while employed with Athens City Schools shall receive a one-time stipend of \$2,000. Beginning with the year immediately following stipend, salary will be \$1,000 per year.