

Collierville Schools					
2016-17 Differentiated Pay Plan					
Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include the eligibility criteria for receiving the award (such as minimum attendance or evaluation score).	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
Hard-to-Staff (School, Subject, or Placement)					
Performance					
Additional Instructional Roles or Responsibilities DISCONTINUED NOT INCLUDED IN THE 2016-2017 PLAN	<p>The following School Support Team roles have been discontinued and replaced by the Teacher Leader role outlined in the 2016-2017 plan.</p> <ul style="list-style-type: none"> Curriculum Support Teachers PLC Leader (Note: This position was not implemented. Instead, additional Curriculum Support Teachers were added to the School Support Teams. 	<p>Payment was made as a bonus.</p> <p>District-wide Curriculum Support Teachers earned a stipend in the amount of \$2000 upon completion of all outlined responsibilities.</p>	Approximately 400 teachers qualified to apply for this position for compensation.	Total pay amount for this element in differentiated pay was \$62,000.	This will comprise approximately .145 % of district salary expenditures.
Additional Instructional Roles or Responsibilities	Collierville Schools (CS) will continue to implement <i>School Support Teams</i> , during the 2016-2017 school year. These leadership roles have been established to provide support for all	<p>Payment will be made as a bonus.</p> <p>Upon completion of outlined responsibilities,</p>	Approximately 415 teachers will qualify for the positions for compensation.	Estimated pay out for this element is \$123,405	This will comprise about .29% of district salary

	<p>teachers by way of coaching/mentoring, professional development sessions, and personal learning plans to build capacity, increase teacher effectiveness, and in turn, increase student achievement. Teachers serving in these roles will be full-time educators in Collierville School.</p> <p>Highly effective teachers meeting the outlined eligibility requirements are eligible to serve in these roles.</p> <p><i>Appendix #2</i></p>	<p>qualifying teachers will receive a bonus ranging from \$100- \$4,000 based on documented hours within the leadership role.</p>	<p>19 teachers across the district will be selected to serve as Instructional Coaches and Support Team Leaders, while approximately 103 teachers will serve as Teacher Leaders across the district, throughout the 2016-2017 school year.</p>		<p>expenditures.</p>
Education*	<p>CS will continue to award base pay increases for each degree level earned to include:</p> <ul style="list-style-type: none"> • Bachelors • Masters • Masters +45 • Ed. Specialist • Ed. Doctorate 	<p>Increases will be paid as a base pay amount.</p> <p>Teachers will receive a specified amount per step and according to their degree level. Pay Schedule attached as Appendix #1.</p>	<p>100% of CS teachers are eligible for this compensation of experience and education.</p> <p>Roughly 94% of CS teachers will receive the experience award, the other 6% will be new teachers.</p> <p>69% of CS certified staff hold advanced degrees, all will receive this award.</p>	<p>This estimated total cost of this element is \$27,216,248 per year.</p>	<p>This will comprise about 63.94% of district salary expenditures.</p>

Experience*	CS will continue to award step increases for each year of experience.	<p>Increases will be paid as a base pay amount.</p> <p>Teachers will receive a specified amount per step and according to their years of service. Pay Schedule attached as Appendix #1.</p>	<p>100% of CS teachers are eligible for this compensation of experience and education.</p> <p>Roughly 94% of CS teachers will receive the experience award, the other 6% will be new teachers.</p> <p>69% of CS certified staff hold advanced degrees, all will receive this award.</p>	The average step increase in the district is \$900 per year. The estimated cost is \$346,039	This experience payment makes up 1.29% of the districts expenditures on salary.
Extended Contract Allotment (ECU)	<p>CS will provide funds to teachers that provide activities with objectives that are a part of or an extension of the state department curriculum framework work and is closely aligned with the district and school academic improvement plans.</p> <p>Teachers will apply internally to their building principal to supply before and or after school support for students in the area of remediation, enrichment, test taking skill, counseling programs, and curriculum development.</p>	<p>Payment will be made as a bonus.</p> <p>1 ECU of 50 hours will be paid at a flat rate of \$1,000.</p>	<p>100% of CS teachers will be eligible to apply for compensation for an ECU.</p> <p>Approximately 50 teachers will receive compensation for an ECU.</p>	Total pay amount for this element of differentiated pay will be \$50,000	This experience payment makes up .117% of the districts expenditures on salary.

**Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*

Appendix #2



Collierville Schools School Support Teams 2016-2017

School Support Teams Positions:

***INSTRUCTIONAL COACH (IC)
SUPPORT TEAM LEADER (STL)
TEACHER LEADERS (TL)***

Instructional Coach (2 per school)

Instructional Coach Eligibility Requirements

- Educators must apply (yearly) for the Instructional Coach position
- School Administrators will make Instructional Coach selections
- Instructional Coaches will serve one year
- 3 or more years of highly effective teaching experience required
- Master's degree preferred
- Works effectively with teachers, principal and district leaders
- Works collaboratively with the School Support Team members
- Possesses strong relationship, leadership, and instructional skills
- Embraces a growth mindset for themselves, colleagues, and students
- Maintains confidentiality
- Note: Instructional Coaches may not serve dual roles (Support Team Leader, Vanguard Educator, Interventionist, other district identified support leaders)
- Confidentiality agreement must be signed

Instructional Coach Responsibilities

- Attend Summer TEAM Training (if not currently TEAM certified)
- Complete TEAM certification/recertification
- Attend Instructional Coach trainings (includes 2 summer days: IC Training New Teacher Orientation), and quarterly IC trainings (release time provided)
- Complete a minimum of 60 documented hours of service within the Instructional Coach role
- Collaborate with school administrators to identify school needs
- Maintain a model classroom for scheduled teacher visits
- Provide peer-to-peer coaching support by means of informal evaluations
- Maintain documentation of Instructional Coach services
- Design and facilitate 4 district-wide and 2 school-based PD sessions (outside of school hours)
- Conduct TEAM walkthrough observations
- Support teachers as needed including, but not limited to:
 - Providing specific, actionable feedback
 - Conducting coaching conversations
 - Providing resources and research-based strategies
 - Conducting non-evaluative observations
 - Facilitating personal learning plans
 - Modeling effective teaching
 - Implementing reflective practice
 - Analyzing data to determine teacher/student needs
 - Assist with peer to peer observations

Instructional Coach Stipend Guidelines

- Instructional Coaches are eligible to receive \$3500 upon completion of all Instructional Coach responsibilities outlined above
- Stipends will be disbursed after the school year is completed
- No partial stipends will be disbursed
- Note: Instructional Coaches are leaders in the building with a focus on teacher growth and student achievement. Professionalism, confidentiality, and strong work ethic are expected at all times. An Instructional Coach may be asked to relinquish his/her position if not satisfactorily meeting expectations, at which time no stipend will be paid.

Support Team Leader (3 per district)

Support Team Leader Eligibility Requirements

- Educators must apply (yearly) for the Support Team Leader position
- District Administrators will make Support Team Leader selections
- Support Team Leaders will serve one year
- 3 or more years of highly effective teaching experience required
- Previously served in a Teacher Leader role (LC, MT, STL, IC etc.)
- Master's degree preferred
- Works effectively with teachers, principal and district leaders
- Works collaboratively with the School Support Team members
- Possess strong relationship, leadership, and instructional skills
- Embraces a growth mindset for themselves, colleagues, and students
- Maintains confidentiality
- Note: Support Team Leaders may not serve dual roles (Instructional Coach, Vanguard Educator, Interventionist, other district identified support leaders)
- Confidentiality agreement must be signed

Support Team Leader Responsibilities

- Attend Summer TEAM Training (if not currently TEAM certified)
- Complete TEAM certification/recertification
- Assist with designing and leading New Teacher and Instructional Coach trainings (includes 4 summer days: STL training, IC Training, New Teacher Orientation- and New Teacher TEAM Training) and quarterly Instructional Coach trainings (release time provided)
- Complete a minimum of 60 documented hours of service within the Support Team Leader role
- Maintain documentation of Support Team Leader services
- Maintain a model classroom for scheduled teacher visits
- Design and facilitate 4 district-wide PD sessions (outside of school hours)
- Conduct TEAM walkthrough observations
- Serve School Support Teams as needed including, but not limited to:
 - Coaching/mentoring School Support Teams
 - Conducting "train the trainer" PD sessions
 - Collecting and analyzing teacher/student/school data to determine needs and drive delivery of Support Team services

- Communicating regularly with School Support Teams
- Collaborating regularly with district supervisor
- Providing resources and research-based strategies
- Conducting non-evaluative observations
- Documenting/facilitating personal learning plans
- Modeling effective teaching
- Implementing reflective practice
- Assisting with peer to peer observations
- Assisting with organizing school/district PD
- Other duties as directed by district supervisor

Support Team Leader Stipend Guidelines

- Support Team Leaders are eligible to receive \$4000 upon completion of all Support Team Leader responsibilities outlined above
- Stipends will be disbursed after the school year is completed
- No partial stipends will be disbursed
- Note: Support Team Leaders are leaders in the building with a focus on teacher growth and student achievement. Professionalism, confidentiality, and strong work ethic are expected at all times. Support Team Leaders may be asked to relinquish his/her position if not satisfactorily meeting expectations, at which time no stipend will be paid.

Teacher Leaders

Approximately 103 teachers will serve in teacher leader positions during the 2016-2017 school year to support district initiatives and goals.

Teacher Leader Eligibility Requirements

- Educators serving as Teacher Leaders will be identified based on, but not limited to the following:
 - TEAM evaluation scores/reinforcement areas
 - Student achievement
 - Curriculum expertise and experience
 - Technology expertise and experience
 - Leadership skills
 - Teachers representatives selected to lead school/district programs
 - Recommendations by school and/or district administrators
- Works effectively with teachers, principal and district leaders
- Works collaboratively with the School Support Team members
- Possesses strong relationship, leadership, and instructional skills

- Embraces a growth mindset for themselves, colleagues, and students
- Maintains confidentiality

Teacher Leader Responsibilities

- Attend school/district/state trainings per district request
- Redeliver trainings as deemed necessary
- Collaborate with school and district administrators to identify school needs
- Maintain a model classroom for scheduled teacher visits
- Share best practices by way of video recording, resources, peer observations, and professional development sessions
- Design and facilitate professional development sessions to support school/district goals
- Submit activity proposals and documentation for all professional development and support sessions

Teacher Leader Stipends

- Teacher Leaders are eligible to receive a stipend for the responsibilities outlined above.
- Stipends will be based on a predetermined rate per session, which requires a minimum number of documented hours within the Teacher Leader role.
- Stipends will be disbursed after the school year is completed
- Note: Teacher Leaders must have a focus on teacher growth and student achievement. Professionalism, confidentiality, and strong work ethic are expected at all times. A Teacher Leader may be asked to relinquish his/her position if not satisfactorily meeting expectations, at which time no stipend will be paid.