

COLLIERVILLE--795					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is 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?	How much does the district estimate it will pay out for this differentiated pay element?
Hard-to-Staff (School, Subject, or Placement)					
Performance					
Additional Instructional Roles or Responsibilities	School Support Teams Positions: INSTRUCTIONAL COACH (IC) SUPPORT TEAM LEADER (STL) TEACHER LEADER (TL) VANGUARD TEAM (VT) Collierville Schools School Support Teams 2017-2018 Instructional Coach (Approximately 2 per school) Instructional Coach Responsibilities	Level of Overall Effectiveness (LOE) Years of experience Advanced degrees Instructional Coach Eligibility Requirements • Educators must apply (annually) for the Instructional Coach position • School Administrators will make Instructional Coach selections • 3 or more years of highly effective teaching experience required	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	175	\$200,816

	<ul style="list-style-type: none"> • Attend Summer TEAM Training (if not currently TEAM certified) • Attend PD offerings and redeliver content as needed • Model/share best practices of technology integration with colleagues • 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 	<ul style="list-style-type: none"> • 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 • Confidentiality agreement must be signed • Note: Instructional Coaches may not serve dual roles (Support Team Leader, Vanguard Educator, Interventionist, other district identified support leaders) Support Team Leader Eligibility Requirements • Educators must apply (annually) for the Support Team Leader position • District Administrators will make Support Team Leader selections • 3 or more years of highly effective teaching experience required 	<p>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.</p> <p>Support Team Leader Stipend Guidelines</p> <ul style="list-style-type: none"> • 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 		
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	<ul style="list-style-type: none"> • Design and facilitate 2 district-wide and 4 school-based PD sessions (outside of school hours) • Conduct TEAM walkthrough observations • Support teachers as needed including, but not limited to: <ul style="list-style-type: none"> *Providing specific, actionable feedback o Conducting coaching conversations *Providing resources and research-based strategies or Conducting non-evaluative observations *Facilitating personal learning plans *Modeling effective teaching *Implementing reflective practice *Analyzing data to determine teacher/student needs o Assist with peer to peer observations <p>Support Team Leader (3 per district)</p> <p>Responsibilities</p> <ul style="list-style-type: none"> • Attend summer TEAM Training (if not currently TEAM certified) 	<ul style="list-style-type: none"> • 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 • Confidentiality agreement must be signed • Note: Support Team Leaders may not serve dual roles (Instructional Coach, Vanguard Educator, Interventionist, other district identified support leaders) <p>Support Team Leader</p> <p>Teacher Leader Eligibility Requirements</p> <ul style="list-style-type: none"> • Educators serving as Teacher Leaders will be identified based on, but not limited to the following: 	<p>growth and student achievement.</p> <p>Professionalism, confidentiality, and strong work ethic are expected at all times.</p> <p>Support Team Leaders may be asked to relinquish his/her position if not satisfactorily meeting expectations, at which time no stipend will be paid.</p> <p>Teacher Leader Stipends</p> <ul style="list-style-type: none"> • 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 		
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	<ul style="list-style-type: none"> • Complete TEAM certification/recertification • Attend Support Team Leader Training (summer date TBD) • Assist with designing and leading 3 summer trainings: <ul style="list-style-type: none"> *Instructional Coach Training (July 21, 2017) o New Teacher Orientation (July 24, 2017) *New Teacher Team Training (July 25, 2017) • Assist with designing and leading quarterly New Teacher Trainings and quarterly Instructional Coach Trainings (release time provided) • Design and facilitate a minimum of 4 district-wide PD sessions outside of school hours • Complete a minimum of 60 documented hours of service within the Support Team Leader role • Maintain documentation of Support Team Leader services 	<ul style="list-style-type: none"> * TEAM evaluation scores/reinforcement areas <ul style="list-style-type: none"> * 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 <p>1:1 Vanguard Team Eligibility Requirements</p> <ul style="list-style-type: none"> • School Administrators will make Vanguard selections 	<p>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.</p> <p>1:1 Vanguard Coach Stipend Guidelines</p> <ul style="list-style-type: none"> • Vanguard Coaches are eligible to receive \$500 upon completion of the Vanguard Coach responsibilities outlined above • Stipends will be disbursed after the school year is completed • No partial stipends will be disbursed • Note: Vanguards are leaders in the district with a focus on 1:1 device support. Professionalism, confidentiality, and 		
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	<ul style="list-style-type: none"> • Maintain a model classroom for scheduled teacher visits • Conduct TEAM walkthrough observations • Serve School Support Teams as needed including, but not limited to: <ul style="list-style-type: none"> *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 	<ul style="list-style-type: none"> • 3 or more years of highly effective teaching experience required • Works effectively with teachers, school administration, and district leaders • Works collaboratively with the Technology and Curriculum team members • Possesses strong relationship, leadership, and instructional skills • Technology expertise not required, must be willing to gain knowledge of technology devices and integration of best practices • Vanguard Coach role- must have one year of Vanguard Member experience • Confidentiality agreement must be signed 	<p>strong work ethic are expected at all times.</p> <p>Vanguards may be asked to relinquish his/her position if not satisfactorily meeting expectations, at which time no stipend will be paid.</p>		
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	<p>*Assisting with peer to peer observations</p> <p>*Assisting with organizing school/district PD</p> <p>*Other duties as directed by district supervisor</p> <p>Teacher Leaders</p> <p>Approximately 100 teachers will serve in teacher leader positions during the 2017-2018 school year to support district initiatives and goals.</p> <p>Teacher Leader Responsibilities</p> <ul style="list-style-type: none"> • 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 				
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	<p>professional development sessions</p> <ul style="list-style-type: none"> • Design and facilitate professional development sessions to support school/district goals • Submit activity proposals and documentation for all professional development and support sessions • Perform additional duties outside of teacher role to support school/district goals <p>Vanguard Team (Approximately 25 per district)</p> <p>The Vanguard team is made up of two roles:</p> <p>Vanguard Member- first year with the Vanguard Team (will receive intensive training)</p> <p>Vanguard Coach- second year with the Vanguard Team (will focus on providing training)</p> <p>1:1 Vanguard Teacher Eligibility Responsibilities</p> <ul style="list-style-type: none"> • Vanguard Member role- <ul style="list-style-type: none"> * Attend quarterly Vanguard trainings- dates TBD * Design and facilitate 2 school-based PD sessions 				
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	<p>during the 2017-2018 school year within the Vanguard Member role</p> <ul style="list-style-type: none"> • Vanguard Coach role- <ul style="list-style-type: none"> * Attend quarterly Vanguard meetings- dates TBD * Design and deliver 2 school-based and 2 district-wide PD sessions during the 2017-2018 school year within the Vanguard Coach role • Maintains documentation of Vanguard Coach services • Models/shares best practices of technology integration with colleagues • Works collaboratively with the Instructional Technology Facilitator to support teachers 				
Education*	<p>Collierville Schools compensates teachers for earning additional degrees with additional salary increase columns for each step on the salary schedule. 100% of our teachers are eligible for the education compensation. Currently, around 93% of teachers receive the advanced</p>				

	<p>degree compensation at an estimated cost of \$28,374,397.00. This total is estimated to at 60.73% of the districts salary expenditure.</p> <p>Additionally, increases are also paid for years experience on the salary schedule. The average step increase on the district salary scale is \$900 per year. The estimated cost of this compensation benefit is \$669,607.00. This total is estimated to at 1.43% of the districts salary expenditure.</p>				
Other					

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