

Paris Special School District 2018-19 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

Data Champions (3) who will assist building leaders and teachers with tracking assessment data such as CASE assessments (benchmark data and achievement predictor) and STAR assessments (universal screener and growth predictor) by student, teacher, team, grade level, and school.

Portfolio Leaders (3) in PreK, K, and 1st grade who will champion the work of the Early Learning Portfolio model. These teachers will serve in a training and developing capacity for their peers in these grade levels. They will also serve as the PSSD district scoring team.

Local Grant Coordinator (1) who assists teachers in the writing of local grants, which are funded through a community partnership and local foundation. This teacher will work with the funding body to make sure that grants are written correctly and once awarded, fully implemented and reported. This coordinator sits with teachers to brainstorm grants, makes sure the grants are following district guidelines, and assists in the writing of the budget.

Content Leaders (2) - Teacher from PreK-3 and Teacher from 4-8 will serve as content leaders in ELA as we transition into the choice of new curriculum and serve as the champion for Unit Starters in these grade bands. These teachers will work directly with district leaders and serve as a content specialist with their peers as we investigate curricula in ELA.

Number of Unique Roles: 4

Eligibility Criteria

Individual TVAAS, Certified in content/grade area, Years of experience Teachers must be certified in the content for which they are leading and/or serving as a champion. They must have at least 3 years of teaching experience in the Paris Special School District. If teachers have an individual TVAAS score, it must be at least a 4 to be considered for the instructional roles and responsibilities team.

Compensation Type and Size

Data Champions - 3 teachers at \$1,000 each for a total of \$3,000.00
Portfolio Leaders - 3 teachers at \$1,000 each for a total of \$3,000.00
Local Grant Coordinator - 1 teacher at \$1,000.00 for a total of \$1,000.00
ELA Content Leaders - 2 teachers at \$500 each for a total of \$1,000.00

Reach

9

Estimated Cost

\$8,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Salary steps for Masters, Masters +30, Educational Specialist (Ed.S.) and Doctorate of Education (Ed.D. or Ph.D.).

Other

N/A

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