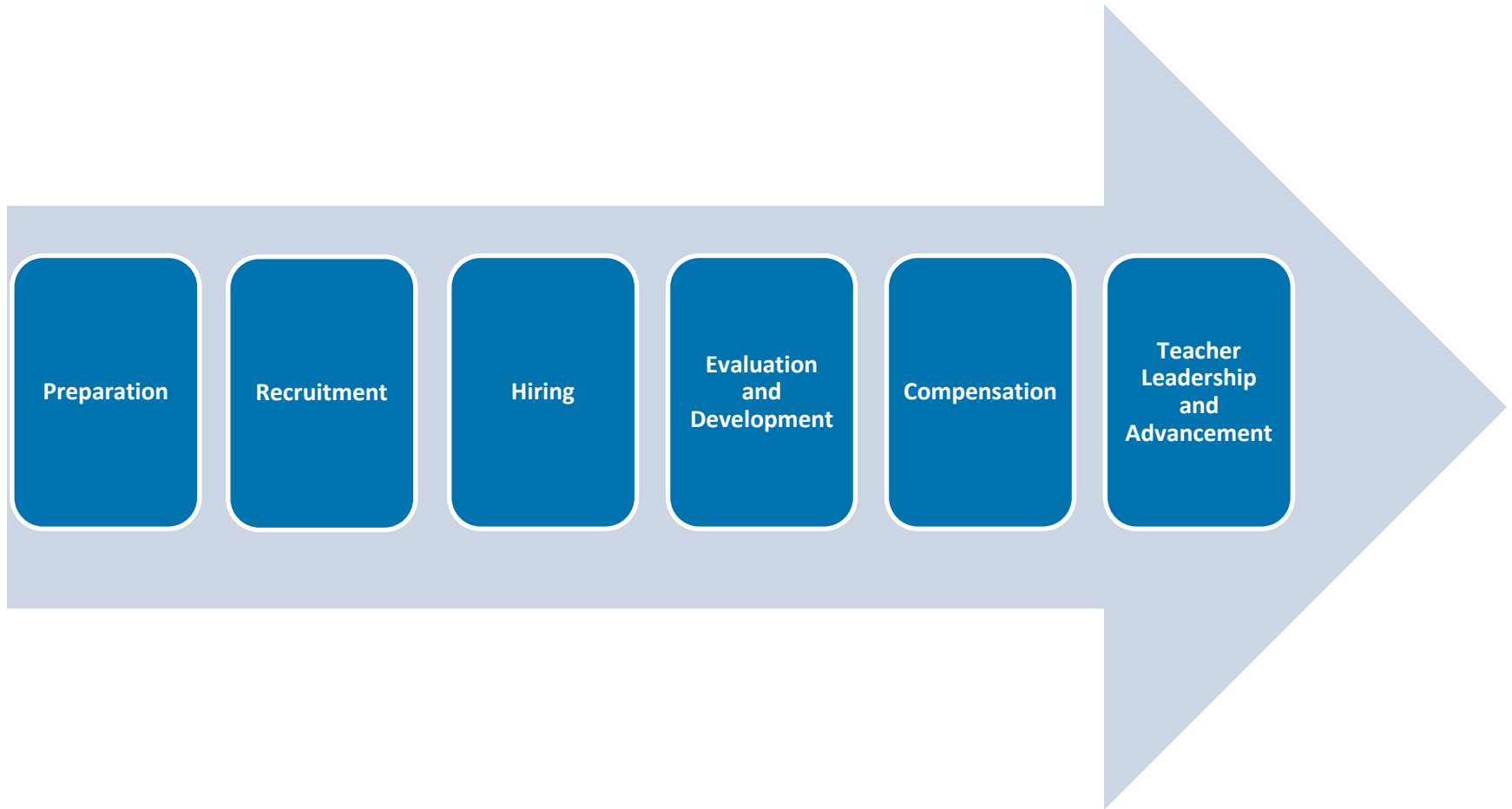




Teachers and Leaders: Educator Talent Team Differentiated Pay Update

December 16, 2014

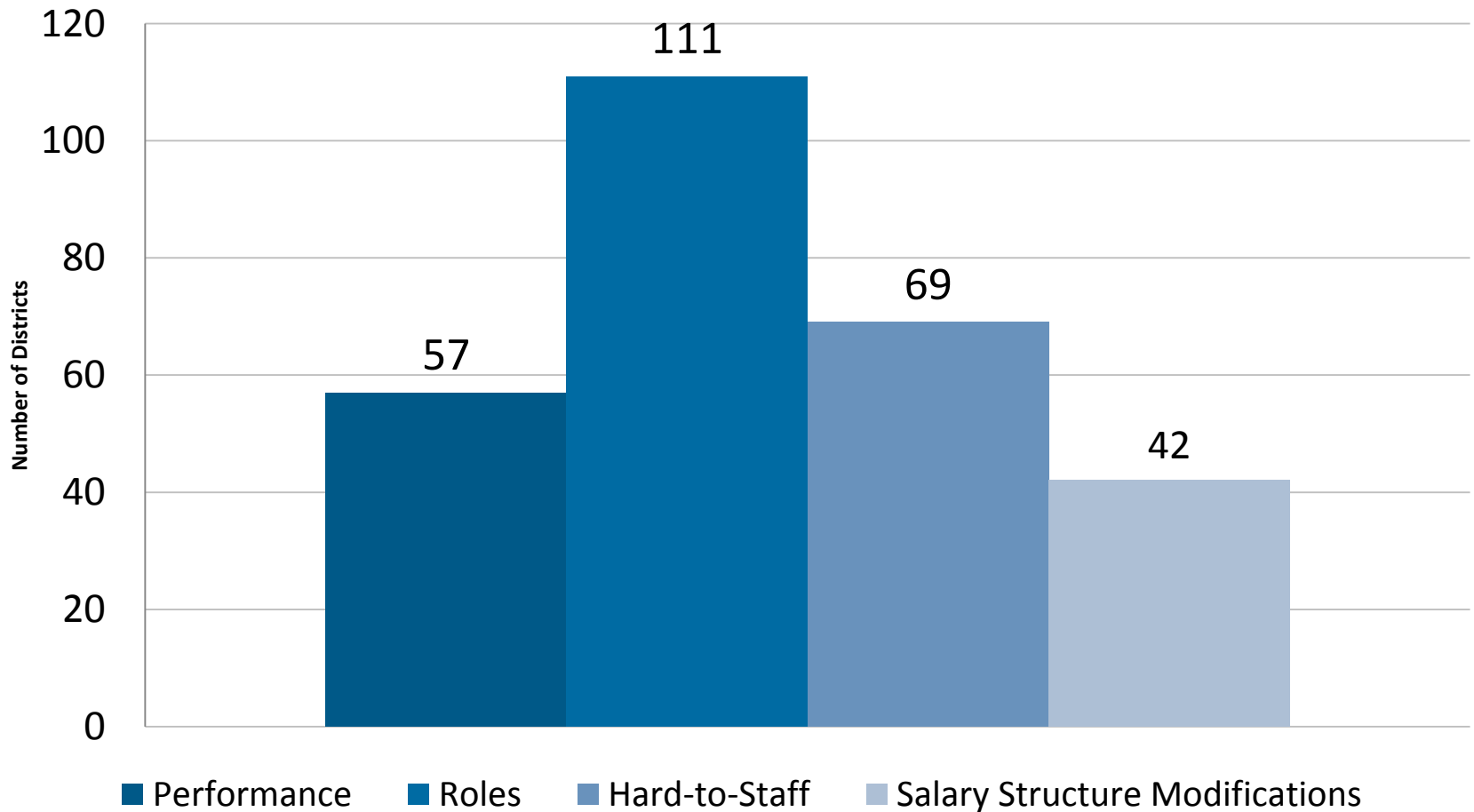
This work is an integral part of our strategy to ensure that there is an effective teacher in every classroom



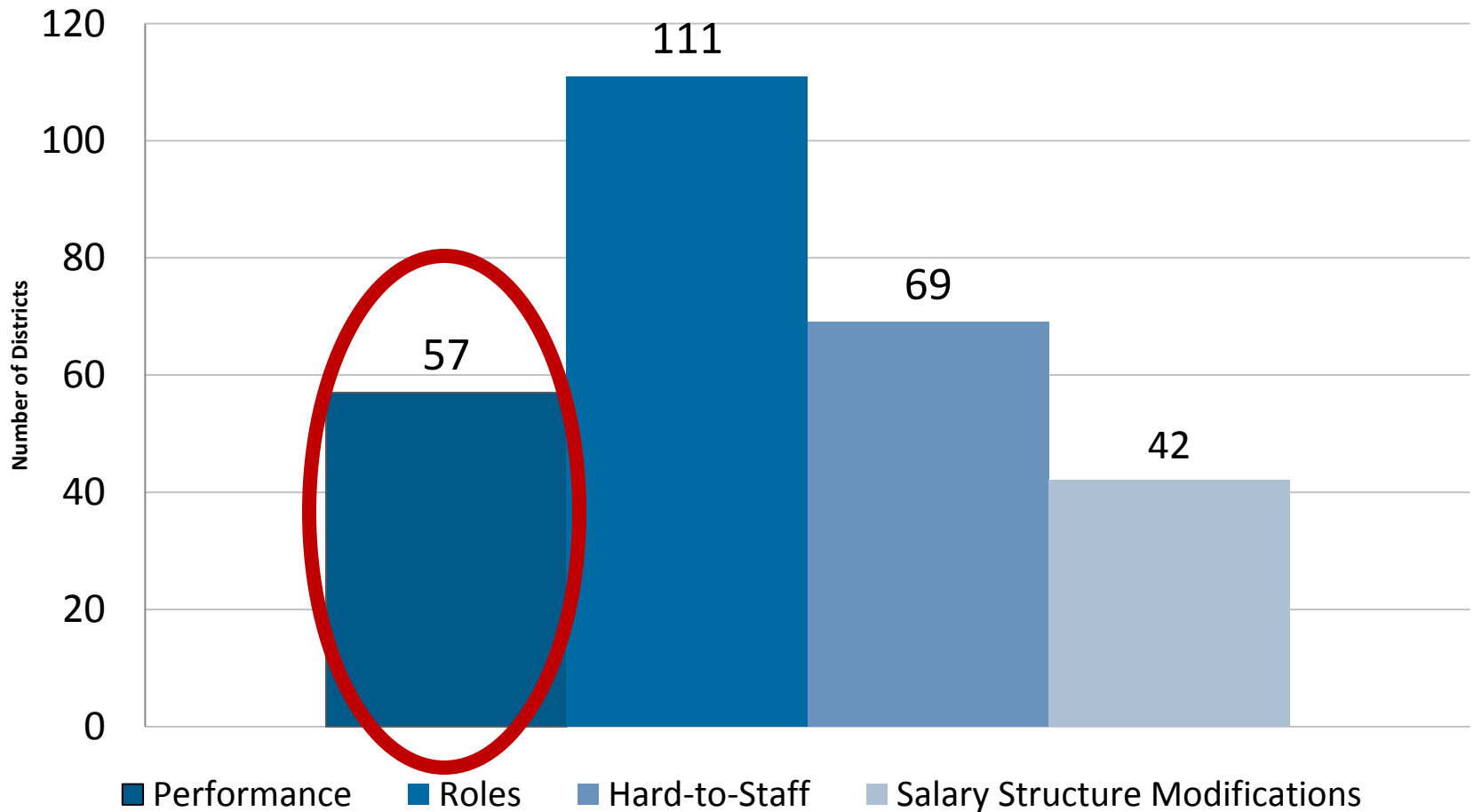
Differentiated Pay Policy

- Districts may reward teachers who teach in high needs schools or high needs subject areas.
- Districts may reward teachers for performance based on state board approved evaluation criteria.
- Districts may choose to give additional compensation to teachers who take on additional instructional responsibilities (i.e. teacher mentors, instructional coaches).
- Districts may choose to adopt alternative salary schedules in order to meet requirements of the differentiated pay policy.

Districts submitted plans containing various combinations of differentiated pay elements

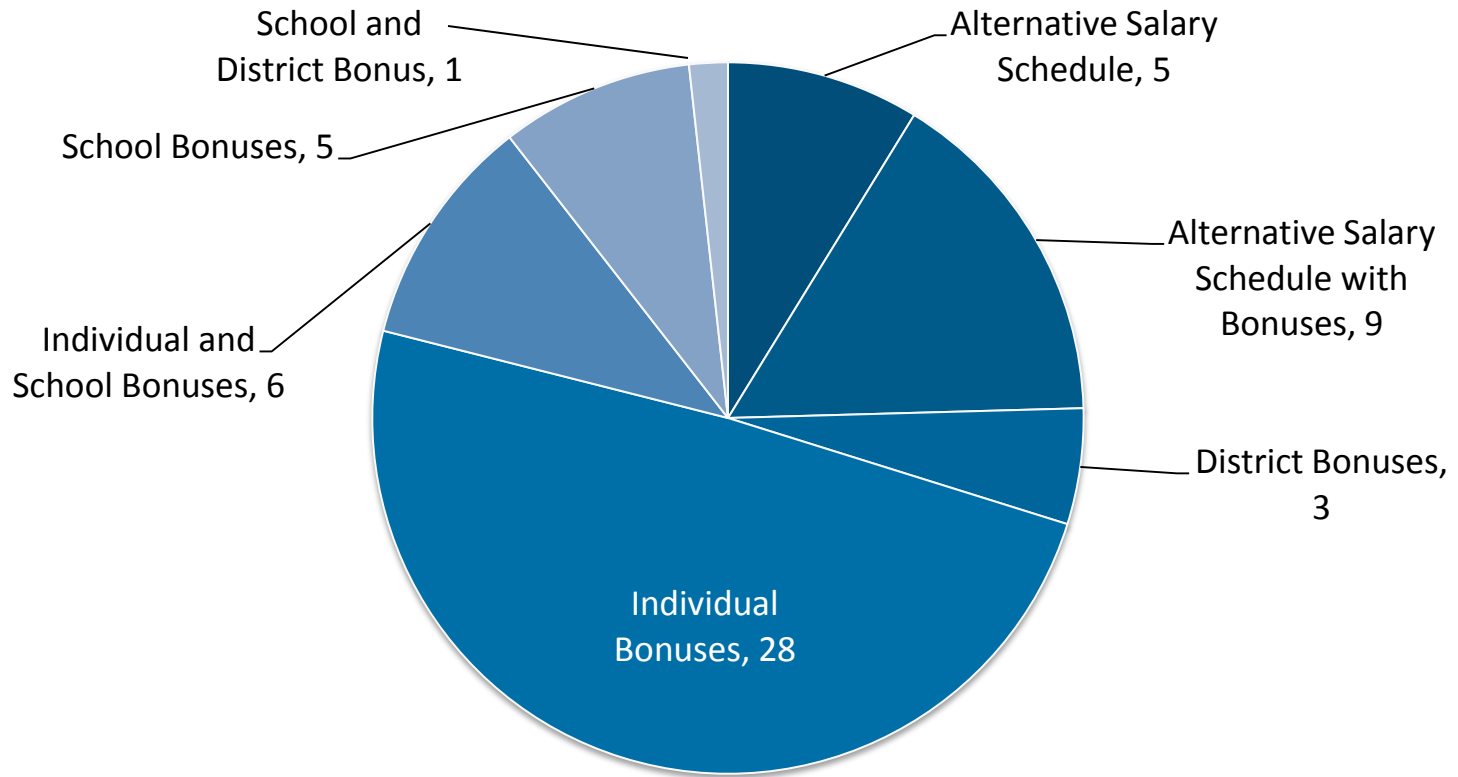


Districts submitted plans containing various combinations of differentiated pay elements



More than one-third of districts implemented performance-based plans

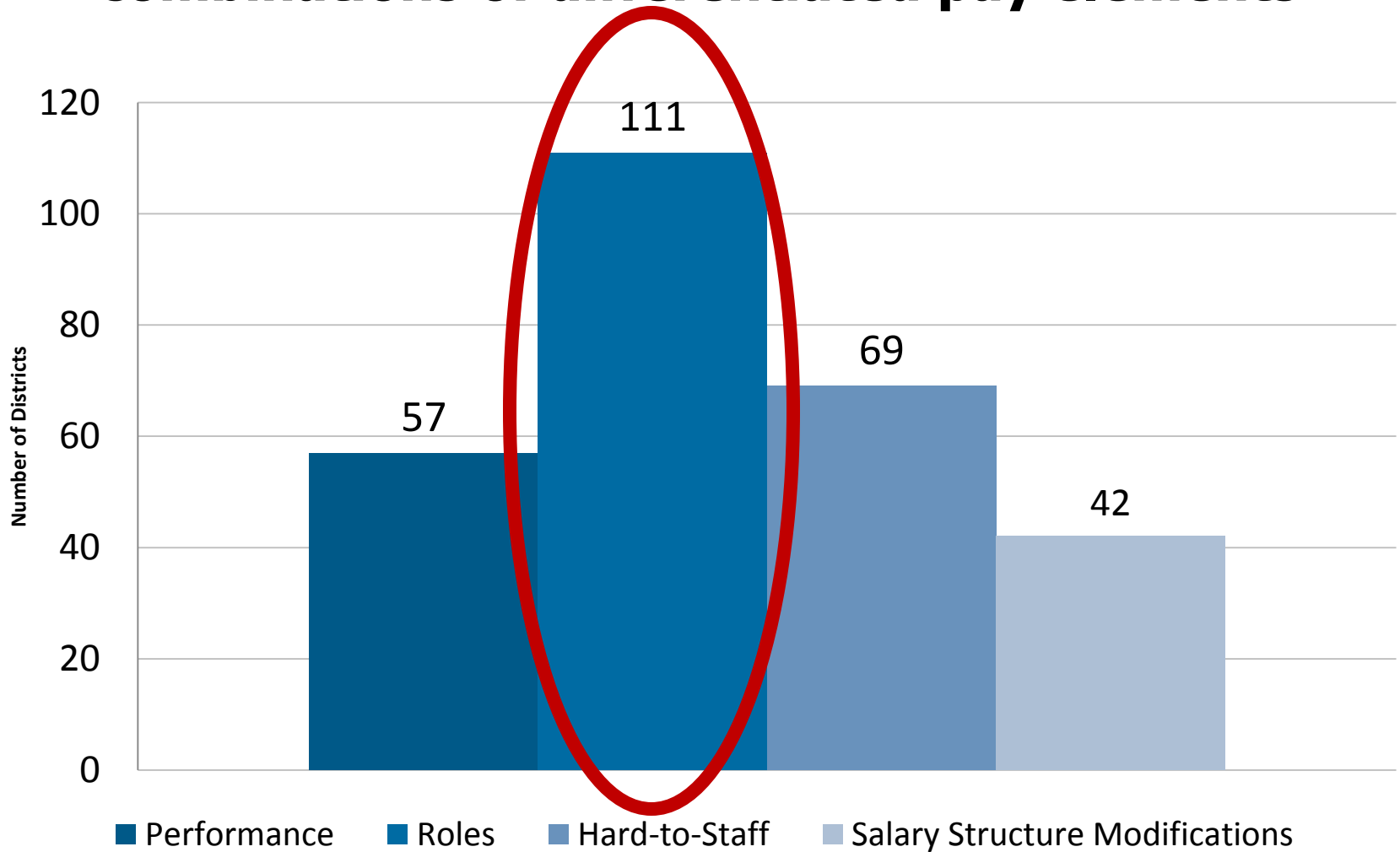
- 57 districts developed either individual, school, or district performance awards



The structure of performance-based plans varied according to district needs and goals

- 14 districts are implementing alternative salary schedules
 - **Wilson County:** Yearly base pay increases of \$250-\$700; raise base salary by almost \$4,000 over the next 3 years
- 34 districts are implementing individual bonuses
 - **Henderson County:** Eligible for bonuses of \$300-\$500
 - **Jefferson County:** \$25,000 yearly bonus pool for eligible teachers
- 15 districts are implementing school and district bonuses
 - **Union City:** \$400 bonus for school level growth scores
 - **Warren County:** Bonus if the district meets the majority of AMOs

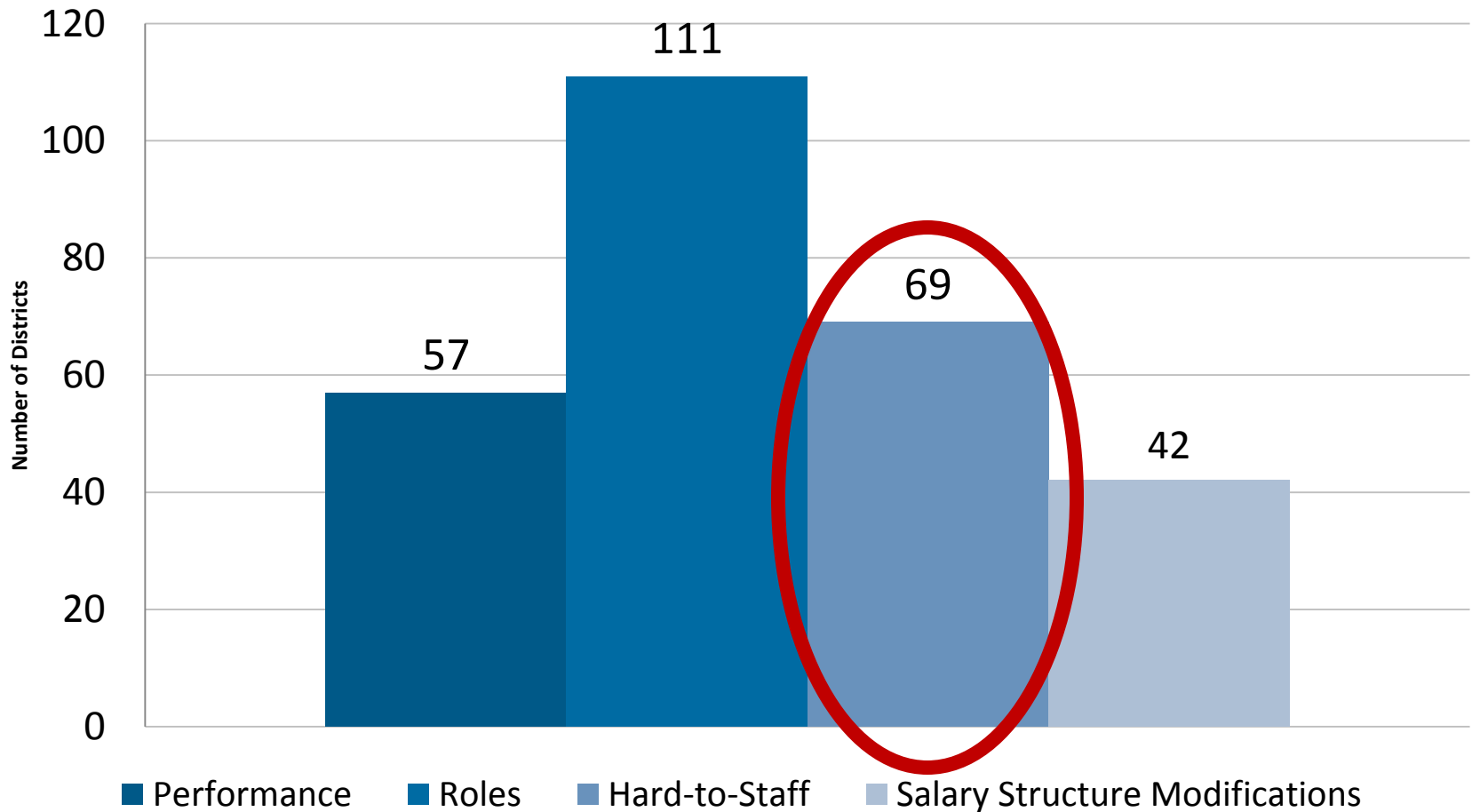
Districts submitted plans containing various combinations of differentiated pay elements



Districts created a variety of new roles for teacher leaders

- 111 districts included compensation for additional roles and responsibilities in their plans
- Teacher leaders
 - **Sullivan County:** 102 new teacher leader and community leader roles
 - **Maury County:** \$1500 stipend for new RTI² coordinators
- Mentors
 - **Marion County:** Level 4 and 5 teacher mentors to support new teachers
- Tutors
 - **Alamo City:** Stipend for Level 4 and 5 math and reading teachers to serve as afterschool tutors

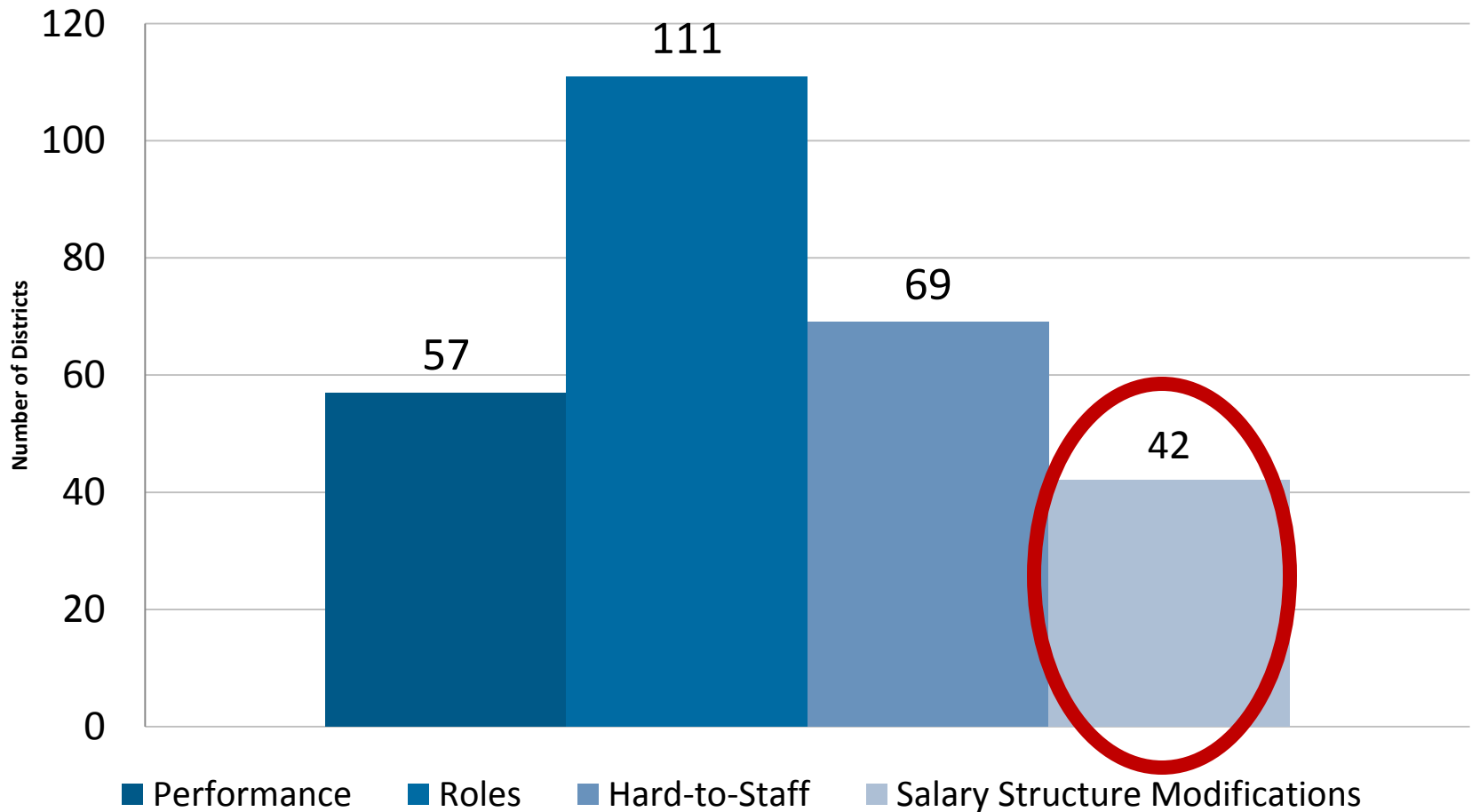
Districts submitted plans containing various combinations of differentiated pay elements



Nearly half of districts included hard-to-staff incentives in their plans

- 69 districts offered hard-to-staff school or subject incentives
- School Incentives
 - **Carter County:** Stipend for high performing teachers who transfer to a lower-performing school
- Subject Incentives
 - **Rutherford County:** \$3,000 signing bonus for physics, chemistry, and math

Districts submitted plans containing various combinations of differentiated pay elements



More than one-fourth of districts adopted changes to their salary schedules

- 35 districts modified the experience and education criteria in their previous salary schedules
- Alternative Salary Schedules
 - **14 Districts:** Eliminated years of experience as a determining factor for increasing base pay
- Other Modifications
 - **Alcoa City:** Consolidated from 10 to 3 advanced degree lanes
 - **Hawkins County:** Advanced degrees must be aligned to current duties

Looking Forward



The department will continue to support districts in revising and expanding the scope of their pay plans

- District plans and salary schedules posted on the department website, <http://www.tennessee.gov/education/districts/pay.shtml>
- Implementation support is available for districts throughout the 2014-15 school year
- Department staff will provide technical assistance to districts throughout 2014-15.



We anticipate the 2015-16 differentiated pay process will look similar to last year

- To date no changes in the policy or differentiated pay criteria
- Available to provide support for districts to further develop their plans
- Plan to announce a submission process and timeline in early 2015

Moving forward we want to better understand the current state of recruitment, selection, and staffing

- Conducting a series of interviews and teacher focus groups
 - 10-12 human resource department interviews
 - 3 teacher focus groups

- Seeking to learn more about district processes for:
 - Targeted recruitment activities
 - Data analysis and forecasting
 - Selection and hiring
 - Staffing and assignment

- Gain insight into job seekers:
 - Sources of information and support during the job search
 - Perceptions of the hiring process
 - Motivation for accepting a particular job

Contact Information

- Website
 - <http://www.tennessee.gov/education/districts/pay.shtml>
- District Support:
 - Sylvia Flowers at Sylvia.Flowers@tn.gov
 - Laura Encalade at Laura.Encalade@tn.gov