School systems in Tennessee are required by state law to submit and offer a “differentiated pay plan” to their teachers.
In our first two years, LSS met that requirement by offering “role based” stipends to our Learning Coaches and Master Teacher.
For 2016-17, we set a goal to develop a strategic compensation plan that would:

1) Attract and retain quality teachers.
2) Recognize performance.
3) Reflect the values and priorities of LSS faculty and administration.
Approach and Timeline

*September*

- Outlined goals for compensation plan
- Discussed pros and cons of model plans with teacher leadership team
- Brainstormed additional plan elements
Approach and Timeline

October

- Developed compensation survey
- Delivered compensation survey to teachers and analyze feedback
- Developed draft model for review by teacher leadership team
Approach and Timeline

November /December

- Further refined compensation plan based on feedback from teacher leadership team
- Analyzed financial impact and sustainability of the plan
Approach and Timeline

January

- Present final plan to school board for approval
Proposal Based on Feedback

- Teachers with Composite Evaluation Score of 4 or 5 receive $300
- Teachers who teach in tested areas and receive an individual TVAAS score of 4 or 5 receive an additional $150
- Teachers who receive a Composite Evaluation Score of 1 or 2 do not receive step increase
- Recruiting Incentives
  - Allow new teachers to start at three higher step levels for advanced degrees.
  - Move teachers up three steps for attainment of a Masters degree.
Advantages to This Plan

• Vast majority of teachers on campus would qualify for performance bonus of $300 based on historical LES evaluation scores.
• All full-time teachers in all grades and subject areas are eligible for this bonus.
• Plan recognizes additional stress placed on teachers who are in tested areas with opportunity for additional $150 bonus.
• Provides an additional hiring incentive for historically high-performing teachers from outside of the district.
• Encourages collaboration and instructional excellence to ensure students perform well on standardized tests.