

Strategic Compensation Presentation

January 7, 2015





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School systems in Tennessee are required by state law to submit and offer a “differentiated pay plan” to their teachers.



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In our first two years, LSS met that requirement by offering “role based” stipends to our Learning Coaches and Master Teacher.



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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



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Approach and Timeline

September

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



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Approach and Timeline

October

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



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Approach and Timeline

November /December

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



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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.