

2017-18 Differentiated Pay Plan Submission

District Name: LAKELAND--797

Contact Information

Name: Ted Horrell
Role in District Office: Director of Schools
Email address: thorrell@lakelandk12.org
Phone: (901) 867-5412

Hard to Staff Schools, Subjects, and/or Grades

Is your district implementing a hard to staff component for the 2017-18 school year?: No

Instructional Roles and Responsibilities

Is your district implementing instructional roles and/or responsibilities for the 2017-18 school year?:

Yes

How many unique instructional roles will be implemented for the 2017-18 school year?:

5 or more

Description of Instructional Roles and Responsibilities:

The Lakeland School System will enhance teacher and student outcomes by identifying a Leadership Team at both Lakeland Elementary School and Lakeland Middle Preparatory School. The goal of the Leadership Team is to improve teaching performance, teacher effectiveness and student outcomes school-wide by providing leadership and teacher support.

Describe the eligibility criteria for this component::	Level of Overall Effectiveness (LOE) Certified in content/grade area
Provide any additional details about eligibility criteria::	Selection for the school leadership teams will be based on meeting the stated minimum qualifications and capacity to follow the stated Leadership Team Role Requirements as stated in the job posting/description. The individuals selected will be required to sign the Leadership Team Assurances Page and the Leadership Team Stipend Disbursement Guidelines.
What is the amount of the compensation per role?:	Leadership Team: Compensation will be awarded as a bonus to base pay as determined by the teacher salary schedule for the district. The teachers that are selected and fulfill the required components of the role will receive a \$1500.00 bonus.
Estimate the number of teachers that will receive compensation for instructional roles in 2017-18::	12
Estimate total district cost of this component::	19000
Estimate the percentage of total salary expenditures that this component represents::	1.00

Performance

Is your district implementing a performance based bonus for the 2017-18 school year?:	Yes
Description of Performance Bonus component::	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.
Which teachers are eligible for this component?:	Tested teachers Non-tested teachers
Which performance criteria are required to receive this bonus component?:	Level of Overall Effectiveness (LOE) Individual TVAAS or Portfolio Growth Score
Provide any additional details about the performance criteria::	N/A
What is the amount of compensation per	\$300 for Composite Evaluation Score of 4 or 5

performance criteria?: \$150 for Individual TVAAS Score of 4 or 5

Estimate the number of teachers that will receive performance bonuses in 2017-18:: 80

Estimate the total district cost of this component:: 30000

Estimate the percentage of total salary expenditures that this component requires:: 1.00

Alternative Salary Schedule

Is your district implementing an alternative salary schedule?: No

Other Information on 2017-18 Differentiated Pay Plan

Does your district provide additional compensation for National Board Certification?: No

Does your district provide additional compensation for school leaders (in addition to what they are paid to be an administrator)?: No

2017-18 Salary Schedule

2017-18 Salary Schedule (excel format only): [View File](#)

Describe how educators are compensated for earning advanced degrees in your district:: There are different lanes for teachers with advanced degrees.

Implementation Update on 2016-17 Differentiated Pay Plan

Total number of certified teachers in the district in 2016-17: 60

Did your district pay out funds to educators for fulfilling a hard to staff component of your 2016-: No

17 differentiated pay
plan?:

Implementation Update on 2016-17 Differentiated Pay Plan: Additional Roles/Responsibilities

Did your district pay out funds to educators for fulfilling additional roles and responsibilities as outlined in your 2016-17 differentiated pay plan?:	Yes
How many teachers received the award in 2016-17?:	6
What is the amount the individual educators received per role?:	\$1500 for membership on the Leadership Team.
Actual total cost of component::	9000

Implementation Update on 2016-17 Differentiated Pay Plan: Performance

Did your district pay out funds (or plan to pay out funds) to educators based on performance criteria as outlined in your 2016-17 differentiated pay plan?:	Yes
What year's performance data was used or will you utilize to make payouts?:	2015-16
Was the additional compensation given as a bonus/stipend or base pay increase?:	Bonus/Stipend
What is the amount the individual educators received per each component?:	\$300 for Overall Evaluation Composite of 4 or 5, \$150 for tested teachers with Individual TVAAS Composite of 4 or 5.
How many teachers received the award in that year?:	63
Actual total cost of component::	19800

Other 2016-17 Implementation

Did your district pay out funds for National Board Certification? No

Did your district pay out additional funds for school leaders (in addition to the stipend paid to be an administrator)? No