

# Marietta City Schools Board of Education December 2013

## Enhanced Teacher Roles

# Why Enhanced Teacher Roles?

- ▣ Expand the impact of effective teachers to a larger number of students
- ▣ Increase the effectiveness of fellow teachers
- ▣ Provide additional compensation for effective teachers
- ▣ Provide career growth for teachers who do not wish to leave the classroom
- ▣ Attract and retain effective teachers
- ▣ Establish documented accountability for additional duties and responsibilities

# What does this require?

- An increase in salary sufficient to communicate value to an effective teacher
- Rewarding and manageable work commensurate with increase in compensation
- A school structure that allows effective teachers in enhanced roles to increase student achievement for additional students while maintaining achievement of those students assigned to them
- A compensation structure that is sustainable district-wide and over time

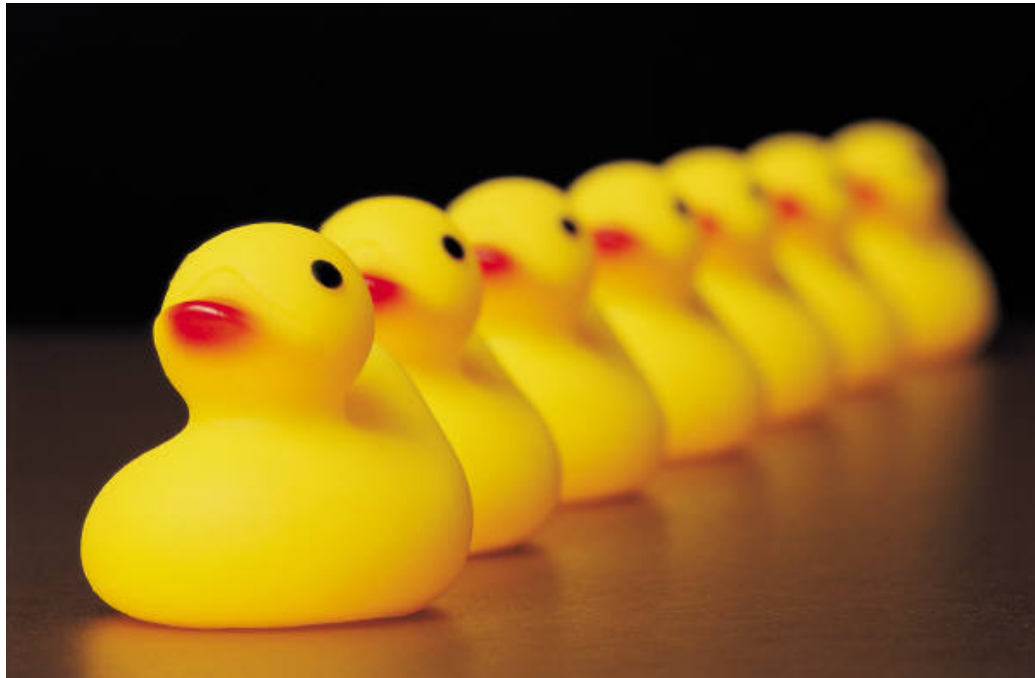
# Our Process

- ▣ Focus groups with teachers
- ▣ Focus groups and interviews with principals
- ▣ Review of existing roles
- ▣ Review of other school districts that have implemented enhanced teacher roles
  - ▣ Charlotte/Mecklenburg
  - ▣ Pittsburgh
- ▣ Design of draft roles
- ▣ Input from teachers and principals

# Our Process: Input on Draft Roles

- ▣ What works well about this?
- ▣ What is wrong with this?
- ▣ What is missing from this role?
- ▣ How much compensation above a regular teacher salary should someone in this role receive?
- ▣ What are the Prevailing Forces that will make implementing these roles successful?
- ▣ What are the Restraining Forces that will be obstacles to change?

# A Cautious, Phased in Approach



<b>Role</b>	<b>Purpose</b>	<b>Supplement</b>	<b>2014-15 Pilot</b>	<b>2014-15 Supplement Costs</b>	<b>2014-15 Professional Development Costs</b>
A. PLC Leader	Following intensive professional development, lead a team of teachers in professional learning community protocols and practices	Up to 3 Teacher Team = \$5000 4-6 Teacher Team = \$7500 7-10 Teacher Team = \$10,000	1 per school	\$90,000	\$2,200
B. Extended Learning Program Leader	Manage logistics and supervise instruction for extended learning programs held at the school in summer, intersession or after school	\$4000 to support preparation and reporting outside of normal hours, in addition, a program supervision supplement would be provided at a scaled amount based upon duration of program	1 in K-5 1 in 6-12	\$12,000	\$0
C. New Teacher Mentor	Following intensive professional development, mentor and coach 1 or 2 new teachers	1 mentee - \$2000 2 mentees = \$3000	1 mentor for every 1 or 2 new teachers	\$115,000	\$15,000
D. SST Coordinator	Ensure SST processes are followed, chair SST meetings	\$3000-\$10,000 depending on number of students in RTI Tier 3/SST	None	\$0	\$0
E. 504 Coordinator	Ensure 504 processes are followed, chair 504 meetings	\$3000-\$10,000 depending on number of students with a 504 Plan	None	\$0	\$0
<b>Total Cost</b>				<b>\$217,000</b>	<b>\$17,200</b>

# Creating Time in the School Day: Some Customizable Options

- Utilize “special teachers” to teach an aligned lesson in the Enhanced Teacher’s classroom – such as EIP, instructional technology specialist, media specialist, instructional coach
  
- Utilize the computer lab or media center, with an aligned activity supervised by another staff member
  - This could include distance learning activities such as viewing a pre-recorded lesson by the classroom teacher or another teacher.
  
- Redistribute students to other classrooms for one segment for a previously planned activity or lesson





# Total Enhanced Roles Budget Request 2014-15

Investment	Number	Cost
PLC Leader	11	\$90,000
PLC Leader Training	1	\$2,200
Extended Learning Program Leader	2	\$12,000
New Teacher Mentor	55	\$115,000
New Teacher Mentor Training	1 plus sessions during the year	\$15,000
<b>Total Cost</b>		<b>\$234,200</b>
Savings: Department/Subject Chairs	3	(\$1,635)
Savings: Mentor Teachers	81	(\$12,150)
<b>Total Investment</b>		<b>\$220,415</b>

# Supplemental Roles that Remain Unchanged for 2014-15

Role	Current Supplement
Department Chairs	\$500-\$2500
Subject Area Leaders	\$300-\$600
Team Leaders	\$550
Special Services Leadership Team Members	\$600
Special Education Contacts	\$600
Athletic and other extracurricular supplements	\$600-\$8000
SST/RTI and 504 Coordinators	\$500-\$1000

# Next Steps for 2014-15 Implementation



# Future Work in 2014-15

