

Differentiated Pay Proposal

Section 8.41 of the 2014 budget allows LEAs to submit proposals establishing local differentiated pay programs for defined highly effective classroom teachers. LEAs may meet the requirements of Section 8.41 by submitting a differentiated pay plan or providing written notice that they will not be submitting a proposal. Only LEAs (local education agencies) with a plan for consideration for future potential appropriations out of the North Carolina Education Endowment Fund will submit a plan this school year. Otherwise, the written notice will suffice. Proposals, notifications and questions may be sent to the General Assembly at payplan@ncleg.net.

Introduction

With more than 20,000 students in 36 schools, Iredell-Statesville Schools ranks among the 20 largest school districts in North Carolina. Our teachers represent a wealth of knowledge, with the average teacher in our district having 15 years of teaching experience. Student performance continues to improve, placing Iredell-Statesville Schools among the top 25% of school districts in the state. In fact, our SAT scores, graduation rate, and writing scores are among the best in North Carolina. As a district committed to quality and a 2008 recipient of the Malcolm Baldrige National Quality Award, Iredell-Statesville Schools serves as a model school district not only for other districts in North Carolina, but also across the entire nation. Iredell-Statesville Schools received the prestigious federal i3 grant, worth approximately \$5 million, to be used to develop innovative programs to ensure student success. Chosen from among nearly 2,000 applicants, I-SS was one of only seven school districts earning the grant. Additionally, I-SS received a \$20 million district Race to the Top grant to support our Innovative Methods for Personalized Academics, Complemented by Technology (IMPACT) initiative focused on personalized, blended learning for students. I-SS is also the only school system in the nation to receive both the i3 and the district Race to the Top grants.

Indicative of the continuous improvement journey, I-SS supports strong professional learning communities throughout all levels of the organization and attributes high levels to collaboration to the overall success of the district. In proposing a differentiated pay plan to honor and reward the success of highly effective teachers, I-SS wants to reinforce the commitment to collaboration and does not support any plan that leads to greater competition among teachers for personal gain at a potential expense to student achievement. Therefore, I-SS utilized an approach designed to promote collaboration with our professional learning communities that rely on others for the good of the whole community. Furthermore, I-SS recognizes the need to retain flexibility for additional considerations that may strengthen the current proposed plan. The proposed differentiated pay plan is only achievable and sustainable with allotted and recurring state funding and not local funds. Any locally supported efforts supporting differentiated pay require a review of current funding sources (i.e. supplemental pay).



To be considered for a financial award in based on any given criteria, the teacher must be in the classroom 70% of the school day and must be at least proficient in all overall standards on the NC Educator Evaluation System.

Criteria	Requirement	Financial Award	Projected Amount												
Student Growth	<ul style="list-style-type: none"> Must meet or exceed student growth targets in the following areas: <ul style="list-style-type: none"> EOGs/EOCs NC Final Exams mClass Performance CTE Elements Must meet or exceed student growth targets at ANY of the following levels: <ul style="list-style-type: none"> Individual Grade Level or Department School <p><i>Estimate is based on 900 teachers who currently have value-add growth data. Eventually the pool will increase to include approximately 1280 eligible teachers.</i></p>	<table border="1"> <thead> <tr> <th></th> <th>Meets Expected Growth</th> <th>Exceeds Expected Growth</th> </tr> </thead> <tbody> <tr> <td>Individual</td> <td>\$500.00</td> <td>\$750.00</td> </tr> <tr> <td>Grade/ Dept</td> <td>\$300.00</td> <td>\$550.00</td> </tr> <tr> <td>School</td> <td>\$200.00</td> <td>\$400.00</td> </tr> </tbody> </table> <p><i>* In 2013-2014, 594 (68%) I-SS teachers met expected growth and 144 (16%) teachers exceeded expected growth. Additionally, 8 (22%) schools met expected growth and 16 (44%) schools exceeded expected growth</i></p>		Meets Expected Growth	Exceeds Expected Growth	Individual	\$500.00	\$750.00	Grade/ Dept	\$300.00	\$550.00	School	\$200.00	\$400.00	<p>Individual \$315,000 <i>(70% meets)</i> \$135,000 <i>(20% exceeds)</i></p> <p>Grade/Dept \$135,000 <i>(50% meets)</i> \$148,500 <i>(30% exceeds)</i></p> <p>School \$60,000 <i>(25% meets)</i> \$240,000 <i>(50% exceeds)</i></p>
	Meets Expected Growth	Exceeds Expected Growth													
Individual	\$500.00	\$750.00													
Grade/ Dept	\$300.00	\$550.00													
School	\$200.00	\$400.00													
Hard to Staff Subject Areas	<ul style="list-style-type: none"> Must meet or exceed student growth targets in one of the following areas: <ul style="list-style-type: none"> Exceptional Children's Programming Science Technology Engineering Mathematics World Languages Career & Technical Education 	<table border="1"> <thead> <tr> <th></th> <th>Meets Expected Growth</th> <th>Exceeds Expected Growth</th> </tr> </thead> <tbody> <tr> <td>EC</td> <td rowspan="7">\$500.00</td> <td rowspan="7">\$750.00</td> </tr> <tr> <td>Science</td> </tr> <tr> <td>Technology</td> </tr> <tr> <td>Engineering</td> </tr> <tr> <td>Mathematics</td> </tr> <tr> <td>World Lang.</td> </tr> <tr> <td>CTE</td> </tr> </tbody> </table> <p><i>* In 2014-2015 I-SS employed approximately 350 teachers in the identified hard to staff subject areas</i></p>		Meets Expected Growth	Exceeds Expected Growth	EC	\$500.00	\$750.00	Science	Technology	Engineering	Mathematics	World Lang.	CTE	<p>\$87,500 <i>(50% meets)</i> \$65,625 <i>(25% exceeds)</i></p>
	Meets Expected Growth	Exceeds Expected Growth													
EC	\$500.00	\$750.00													
Science															
Technology															
Engineering															
Mathematics															
World Lang.															
CTE															
Hard to Staff Schools	<ul style="list-style-type: none"> Must meet or exceed student growth targets and serve in one of the following hard to staff schools: <ul style="list-style-type: none"> Elementary Schools – Cloverleaf, East Iredell, NB Mills, Scotts, Third Creek, Troutman Secondary Schools - Statesville Mid, West Iredell Mid, Statesville High, Monticello School, Pressly School 	<table border="1"> <thead> <tr> <th></th> <th>Meets Expected Growth</th> <th>Exceeds Expected Growth</th> </tr> </thead> <tbody> <tr> <td>Hard to Staff Schools</td> <td>\$500.00</td> <td>\$750.00</td> </tr> </tbody> </table> <p><i>* In 2014-2015 I-SS employed approximately 500 teachers in the identified hard to staff schools</i></p>		Meets Expected Growth	Exceeds Expected Growth	Hard to Staff Schools	\$500.00	\$750.00	<p>\$62,500 <i>(25% meets)</i> \$37,500 <i>(10% exceeds)</i></p>						
	Meets Expected Growth	Exceeds Expected Growth													
Hard to Staff Schools	\$500.00	\$750.00													
Assignment of Academic Responsibilities and/or Leadership Roles	<ul style="list-style-type: none"> Must meet the established criteria exhibiting effective support as a mentor <p style="text-align: center;">AND/OR</p> <ul style="list-style-type: none"> Must be selected to represent Iredell-Statesville Schools at the district, state or national level for key district-driven education initiatives 	<table border="1"> <tbody> <tr> <td>Mentor</td> <td>\$250.00</td> </tr> <tr> <td>I-SS Rep</td> <td>\$250.00</td> </tr> </tbody> </table> <p><i>* There are approximately 200 mentors in I-SS.</i></p>	Mentor	\$250.00	I-SS Rep	\$250.00	<p>\$50,000 \$25,000</p>								
Mentor	\$250.00														
I-SS Rep	\$250.00														
PROJECTED TOTAL			\$1,361,625												

Special thanks to all the Differentiated Pay Plan Committee Members, including:

- *Ricky Adams, Assistant Director of Transportation*
- *Natosha Brinkley and Brandy Danovski, NCAE Leadership*
- *Angie Burgess, Teacher – East Iredell Elementary School*
- *Kelly Cooper, Executive Director of Secondary Education*
- *Sally Eller, Director of Accountability*
- *Cori-Anne Gallina, Teacher – West Iredell Middle School*
- *Linda Gillon, Director of Classified Personnel*
- *Dr. Mary Ann Karriker, Executive Director of Elementary Education*
- *Dr. Alvera Lesane, Associate Superintendent of Human Resource Services*
- *Dr. Kenny Miller, Assistant Superintendent of Facilities & Planning*
- *Amy Rhyne, Principal – East Iredell Elementary School*
- *Jed Stus, Executive Director of Professional Learning*
- *Ethan Todd, Executive Director of Human Resource Services*
- *Ericia Turner, Principal – Statesville Middle School*