

**DRAFT**  
**The Edmonds Compensation Model**  
*Compensating Professional Teaching and Learning*

***Four Scenarios***

1. John Jones is a first grade teacher in his third year of teaching. During his first year in the district, he participated in the new teacher induction program and, during his second year, engaged in some support activities designed for second year teachers. In his third year, he is beginning to work toward his state Professional Certification. He has developed the following alternative compensation plan:

<b>Component</b>	<b>Evidence</b>	<b>Compensation</b>
Instruction: Another teacher in our school is a leader in the district's literacy project. I have identified a need to deepen my understanding of literacy practices at the first grade level. After completing a study group led by this teacher on the Readers' Workshop model, I will fully implement it in my classroom this year.	<p>Multiple observations by our school's district literacy project lead teacher, with a specific protocol.</p> <p>Multiple observations and feedback by our district Literacy coach.</p> <p>Multiple observations and feedback by my Principal.</p> <p>A portfolio of classroom-based assessment evidence for my students, reviewed and approved by my principal and our district Literacy coach.</p> <p>All 4 of the above judged to be satisfactory.</p>	<p>X% of salary index for successful completion of all 4 pieces of evidence</p> <p>Four additional planning days during the year, with substitute provided.</p> <p>X additional Paraeducator hours assigned to my classroom so that I may complete full assessments on each student.</p>
Professional Development: I have not had enough training in Math instruction and wish to further my training	<p>Completion of pre-approved summer math professional development.</p> <p>Observation and feedback from district Math Coordinator and my Principal.</p> <p>Personal log and reflection of changed Math practices in my classroom.</p>	X% of salary index for successful completion of all 3 pieces of evidence.
Leadership: I have strong expertise in instructional technology and am willing to serve as our building technology support person.	<p>Log of my activities as building technology support person.</p> <p>Peer feedback Principal observation.</p>	My choice of X% of salary index or equivalent amount of release time, in collaboration with my Principal. (I am very engaged in instructional improvement in my own classroom and must balance leadership with my classroom instruction).

**John Jones' base salary:** \_\_\_\_\_

**John Jones' additional compensation if alternative compensation plan is completed as designed:** \_\_\_\_\_

2. Sally Smith is a fourth grade teacher (in the same school as John Jones) who has taught for 12 years, 10 of them in her current school. She has just enrolled in a program in instructional leadership and is the school’s Literacy lead teacher. She has developed the following alternative compensation plan:

<b>Component</b>	<b>Evidence</b>	<b>Compensation</b>
<p>Data-based instructional growth: I have worked very intentionally to develop a strong writing program. I believe I can show measurable growth in my students’ writing achievement this year. In addition, our school lags behind the district in our writing scores and t is a building goal to improve them.</p>	<p>Meeting writing improvement goal in the classroom, mutually determined by teacher, principal and district Literacy Coach.</p>	<p>\$ _____</p>
<p>Leadership: I am the building’s lead teacher for the district Literacy project.</p> <p>I serve on the School Leadership Team and participate in developing the School Improvement Plan.</p>	<p>Observations of teachers engaged in improved Literacy practice (including John Jones).</p> <p>Leading the professional development agenda for our school in Literacy, as collaboratively determined with my Principal and School Leadership Team (e.g. study group/book studies, grade level meetings, modeling instruction in my own classroom, co-teaching in another teacher’s classroom)</p> <p>Feedback from Principal and colleagues.</p> <p>As one of the district Literacy leads, open my classroom for focused observation and debriefing with teachers from other schools.</p>	<p>X% of salary index for serving as building’s lead teacher, if evidence is met.</p> <p>_____ substitute days for planning professional development agenda and working on School Improvement Plan.</p> <p>X% of salary index for serving as demonstration classroom.</p>
<p>Professional Development: As part of my University graduate program, the University and school district have developed a collaborative plan with me that involves clinical experience in my school and the district.</p> <p>I attend the district’s administrative professional development activities as appropriate.</p> <p>Conduct site visits to other districts that are implementing best practices.</p>	<p>Completion of performance assessments/projects required in my degree program that are determined to directly benefit my students/school, collaboratively evaluated by my University liaison, Principal, and district representative.</p> <p>Site visit reports</p>	<p>\$ _____ for each quarter or semester that includes projects integrated with my school/district work.</p> <p>_____ substitute days for compiling performance assessment/project information or participating in district work or administrative professional development activities.</p> <p>\$ _____ for compilation of site visits and reports, in addition to released time to go.</p>

**Sally Smith’s base salary:** \_\_\_\_\_

**Sally Smith’s additional compensation of alternative compensation plan is completed as designed:** \_\_\_\_\_

3. Bob Green is a middle school Math teacher with 20 years' experience. He has served on numerous district curriculum/materials adoption committees and is acknowledged as an expert among his peers. He has a Masters' Degree in Curriculum and Instruction. He is interested in just one aspect of the alternative compensation plan, at this point in his career.

<b>Component</b>	<b>Evidence</b>	<b>Compensation</b>
Data-based Instructional Growth and Leadership: The district is considering a new approach to Math instruction that requires some new strategies and materials. I believe it is a positive step and will complete an action research project implementing the approach in my Math classes, setting a target for student achievement improvement.	<p>Meeting Math improvement goal(s) in my classes.</p> <p>Report and reflection on action research project, with recommendations to district, strategies, and tips for other teachers.</p> <p>Training provided for other teachers if Math program is adopted.</p>	<p>\$ _____ for meeting goals.</p> <p>\$ _____ for action research project report.</p> <p>X% of salary index for serving as district's lead trainer.</p> <p>_____ substitute days for training planning and activities.</p>

**Bob Green's base salary:** \_\_\_\_\_

**Bob Green's additional compensation if alternative compensation plan is completed as designed:** \_\_\_\_\_

4. Mary Brown has been a high school English teacher for 13 years and is very respected. Her students and colleagues give her a great deal of praise and her students consistently do well on assessments and in meeting their future goals. Mary wants to explore more leadership opportunities in her profession.

<b>Component</b>	<b>Evidence</b>	<b>Compensation</b>
Leadership: I have worked with many new secondary teachers and have seen their struggles first-hand. I want to help them grow and feel satisfied with their profession, so I want to serve as a mentor.	Log of mentoring activities; feedback from mentees and principals.  Training of building lead mentors (who are also receiving stipend.)	Half-time release from teaching duties to serve as mentor for a group of high school teachers who are new or in new or challenging assignments...  X% of salary index to serve as mentor trainer for districts.
Leadership: Lead curriculum revision and adoption committee with guidance of district Coordinator.  Professional Development: The district wants to evaluate some alternative approaches to new curriculum. I will conduct research to inform our decision.	Record of meetings and contacts. Final recommendations and presentation to School Board.  Self-assessment and reflection on project management skills, teamwork, communication, and facilitation, leadership style, lesson learned, etc.  Research report, with parameters agreed upon in advance by teacher and district.	Paraeducator or support staff time assigned.  X% of salary index for leadership role.  \$_____ for research report.

**Mary Brown's base salary:** \_\_\_\_\_

**Mary Brown's additional compensation if alternative compensation plan is completed as designed:** \_\_\_\_\_