



## DIFFERENTIATED TEACHING STRUCTURE 2018-19

Staff Member: \_\_\_\_\_

Date: \_\_\_\_\_

**Goal:** For all teachers at Community Montessori to hold either an Indiana State Teacher's license for the area teaching in five years (Elementary/Teens) or a Community Montessori Credential (still defining) in five years from the date of hire.

The Base Pay for teaching staff at Community Montessori also takes into consideration the co-teacher's salary. We believe one of the most important benefits we provide to our staff is the support of a full-time co-teacher in every studio. Although this is difficult to quantify, it is directly related to the overall budget expense for each studio.

The Base Pay is defined at the time of the initial contract. Although the Base Pay can decrease from the initial contract, it can only be considered for an increase if strong rationale is defined, and agreed upon, that shows an increase in the exceptionality of the teacher as proof by annual professional goal setting and written rationale of personal success with the Criteria of an Exceptional Teacher.

Prior Yr Base Pay

\$ \_\_\_\_\_

### I. Base Pay

\$ \_\_\_\_\_

### I. Base Pay

#### A. Lead Teacher/Teen's Advisor

1. Indiana State Licensed and Masters in Education – \$27,000 - \$42,000
2. Indiana State Licensed - \$26,000-\$40,000
3. Non-licensed – \$22,000-\$29,000

#### B. Co-teacher/Teen's Advisor apprentice

1. Indiana State Licensed - \$23,000-\$32,000
2. Non-licensed - \$18,000-\$25,500

#### C. Additional support staff

1. Varies

Base Pay - \$

Components - \$

Prior Exp. - \$

TOTAL - \$

### II. Components

A. \$ \_\_\_\_\_

B. \$ \_\_\_\_\_

### C.

1. \_\_\_\_\_%

2. \_\_\_\_\_%

3. \_\_\_\_\_%

4. \_\_\_\_\_%

5. \_\_\_\_\_%

Total C %: \_\_\_\_\_

Total C: \$ \_\_\_\_\_

B. Carry Over: \$ \_\_\_\_\_

Components Earned (B+C)

\$ \_\_\_\_\_

D. Prior Experience:

\$ \_\_\_\_\_

### II. Components – Studio Teachers/Advisors

#### A. Montessori Credentialed (MACTE Accredited) - \$3000

or NAMTA Montessori Orientation to Adolescent Studies - \$1500 (All carries over each year)

Plan for completing a Montessori Credential: \_\_\_\_\_

#### B. Community Montessori Teaching Experience: \_\_\_\_\_ - Carry over from last year

1. One to Three years successfully completed (up to \$1000 for each year),
2. 4+ years successfully completed (up to \$750 for each year (starting 8/2008).

#### C.

1. 20% - If 85% or more success on studio designated questions on annual parent survey.
2. 15% - Did you use advisory notes/Transparent Classroom weekly to track and plan learning. (ex. If 50% of time used program to track and plan learning = 7.5%) work - \_\_\_\_\_
3. 15% - Attendance: Prepare/identify "subs" and give ample lessons/guidance to support learning and co-teacher -

5%,

was daily attendance/follow-up conducted by 9:00am/2:00pm each day and studio annual attendance at 95%+ - 5%, Did you turn in summaries of all missed level/full staff meetings – 5%.

4. 25% - observations/evaluations – 9% - you have observed/evaluated constructively same teacher each semester. 9% - you have been observed/evaluated constructively by the same teacher each semester. 7% - You have improved on your personal teaching goal from 1<sup>st</sup> semester's observation/evaluation.

5. 25% - **3-6 Studios** - 80% of "Kindergarteners" are at proficient in all IN Math/Language State Standards based on Transparent Classroom assessment - (12.5% Math, 12.5% Language).

**6-9 Studios** - If 80% learners meet/beat norm group in NWEA, showed typical growth from fall to spring in NWEA, or passed ILEARN(IREAD compared to Reading NWEA) - (8.33% Math, 8.33% Reading, 8.33% Language).

**9-14 Studios** - If 80% learners meet/beat norm group in NWEA, showed typical growth from fall to spring in NWEA, or passed ILEARN(12.5% Math, 12.5% Language).

**15-18 Studios** - 65% passed ECA/ISTEP 10 in "9<sup>th</sup>/10<sup>th</sup> grade" or in NWEA meet/beat norm group or showed typical growth from fall to spring (10% Math, 10% English ) and 80% passed ECA/ISTEP 10 in "11<sup>th</sup>/12<sup>th</sup> grade" (2.5% Math 10, 2.5% English).

#### D. Prior teaching experience in other schools with similar program and belief system. You must have a written plan of how your prior teaching experience is beneficial for Community Montessori.