



# DIFFERENTIATED TEACHING STRUCTURE

## 2020-21

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 Year 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. \$

#### 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. \$

- 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 - 7 years successfully completed (up to \$750 for each year - starting 8/2008).
3. 8+ years successfully completed (up to \$400 for each year - starting 8/2019)

C.

1. %

2. %

3. %

4. %

5. %

- 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 lessons/guidance to support learning and co-teacher - 5%, was daily attendance/follow-up conducted by 10:00am/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).  
**14-18 Studios** - 12.5% -90% of 11th level teens either passed the ISTEP10, OR are on track for the Academic Honors Diploma, OR are on track with the 3 dual credits courses on their pathway (including Employability portfolio) and have completed at least 1 dual credit course with a C or higher, OR are on track for the concentrator pathway (including Employability portfolio) by completing at least 1/2 of the credits for the concentrator.  
12.5% - 100% of 12th levels have either completed one of the graduation pathways above or obtained a score of 31 or higher on the ASVAB

Total C%:

Total C: \$

B. Carry Over: \$

Components Earned (B+C)

\$

D. Prior Experience

\$

- 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.