



## The Academy

### Teacher Salary Bands

**Mission:** The Academy's mission is to help all students grow into college ready, exemplary citizens by combining academic mastery with personal empowerment to drive lifelong success. We serve our full community by intentionally developing a school culture that embraces diversity, equity, and inclusion.

	<b>Teacher Evaluation Rubric</b>	<b>Service/Leadership</b> may include but is not limited to:	<b>Student Achievement</b>
<b>Level 4</b> <b>\$55K-85K</b>  <i>Typically 10+ years of experience in teaching</i>	<b>Consistent score of 95%+</b> Instructional rubric, Professionalism rubric, Student growth data	<ul style="list-style-type: none"> <li>Facilitate professional development session(s)</li> <li>Lead Teacher</li> <li>Instructional Coach/Mentor</li> <li>MTSS Lead</li> <li>Supports Data Coordination</li> <li>Professional Development Coordinator</li> <li>Induction Coordinator</li> <li>Demonstrated success at major grant writing</li> <li>Recognized expertise (papers, presentations at conferences, published works, etc.)</li> <li>Principal Special Projects</li> <li>Serve on a Board committee(s)</li> </ul>	Demonstrated sustained growth (3+ years) of above expected SGP increases (or equivalent)
<b>Level 3</b> <b>\$49K-55K</b>  <i>Typically 6-10 years of experience in teaching</i>	<b>Consistent score of 90%+</b> Instructional rubric, Professionalism rubric, Student growth data	<ul style="list-style-type: none"> <li>Facilitate professional development session (as needed)</li> <li>Training to be an Instructional Coach</li> <li>Mentor</li> <li>Lead Teacher</li> <li>Supports leadership of MTSS structure</li> <li>Program Coordinators (GT, NHS etc.)</li> <li>Proven history of proactive problem solving</li> <li>Serve on a Board committee</li> <li>Successful Grant Writing</li> </ul>	Demonstrated sustained growth (2+ years) of above expected SGP increases (or equivalent)
<b>Level 2</b> <b>\$45K-49K</b>  <i>Typically 3-6 years of experience in teaching</i>	<b>Consistent score of 85%+</b> Instructional rubric, Professionalism rubric, Student growth data	<ul style="list-style-type: none"> <li>Co-facilitates professional development (as needed)</li> <li>Engages productively within MTSS structure</li> <li>Continuous Professional Development reflections</li> <li>Completes mentor training/teacher mentor</li> <li>Serves on a committee/after school club</li> <li>Attend PTO or Board meeting(s) (as needed)</li> <li>Club Sponsor</li> </ul>	Demonstrated sustained growth (2+ years) of expected SGP increases (or equivalent)
<b>Level 1</b> <b>\$41,500-45K</b>  <i>Typically 0-3 years of teaching experience</i>	<b>Consistent score of 80%+</b> Instructional rubric, Professionalism rubric, Student growth data	<ul style="list-style-type: none"> <li>Completes Induction*</li> <li>Serves on a committee/after school club</li> <li>Engages productively within MTSS structure</li> <li>Consistently promotes positive school culture</li> </ul>	Demonstrated growth of expected SGP increases (or equivalent)
<b>Principal recommendation required to move up a level</b>			

\*Condition of continued employment