



## The Academy

### Teacher Salary Bands

**Mission:** The Academy serves our students to develop college ready, exemplary citizens by promoting excellence in academics, character and relationships.

	<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>\$53K-80K</b>	<b>Score of 3.5+</b> Teacher Rubric Non-Negotiables/Expectations for this level (TBD)	<ul style="list-style-type: none"> <li>• Lead Teacher</li> <li>• Instructional Coach/Mentor</li> <li>• RtI Team Lead</li> <li>• School Data Coordinator</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</li> </ul>	Demonstrated sustained growth (2+ years) of 1.3-1.5+ years
<b>Level 3</b> <b>\$47K-57K</b>	<b>Score of 3.0+</b> Teacher Rubric Non-Negotiables/Expectations for this level (TBD)	<ul style="list-style-type: none"> <li>• Facilitate professional development session (at least 1)</li> <li>• Training to be an Instructional coach</li> <li>• Mentor</li> <li>• Lead Teacher</li> <li>• Serves on RtI Team/leads RtI team</li> <li>• Program Coordinators (GT, NHS, Data, etc.)</li> <li>• 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 1.1-1.5 years
<b>Level 2</b> <b>\$44K-49K</b>  Typically 4-7 years of experience in teaching	<b>Score of 2.5+</b> Teacher Rubric Non-Negotiables/Expectations for this level (TBD)	<ul style="list-style-type: none"> <li>• Co-facilitates professional development</li> <li>• Serves on RtI Team</li> <li>• Continuous Professional development and reflection</li> <li>• Complete mentor training/Teacher Mentor</li> <li>• Serve on a committee (Science Fair, etc.)</li> <li>• Attend PTO or Board meeting(s)</li> <li>• Club Sponsor</li> </ul>	Gain of 1.0+ year's growth
<b>Level 1</b> <b>\$40,000-45K</b>  Typically 0-3 years of teaching experience	<b>Score of 2.0+</b> Teacher Rubric Non-Negotiables/Expectations for this level (TBD)	<ul style="list-style-type: none"> <li>• Complete Induction*</li> <li>• Serve on a committee</li> <li>• Promotes Positive School Culture and Supports The Academy Way</li> </ul>	Gain of .8+ year's growth
<b>Principal recommendation required to move up a level</b>			

\*Condition of continued employment