

Private Lesson Compensation

DanceSportVA is committed to compensating staff in a manner that is consistent to the external market and provides recognition for the achievement of individual goals, company objectives and professional competency. Our goal is to achieve the following objectives: Internal Equity, Increased Performance and Productivity, Compliance with Laws and Regulations, Administrative Efficiency.

Pay Levels: Teachers are paid a base rate for private instruction based on evaluation of the following:

Dancing Skill: Measured both by years of dance experience and by certifications, awards, and knowledge of various styles of dance.

Teaching Skill: Measured both by years of experience and by certification, awards, and accomplishment of students.

Sales Skill: Measured both by sales conversion rate and sales retention rate.

General Competency: Ability to work within a team and follow established guidelines.

Other Compensation

Instructors are also paid separate rates for the following:

Group Classes: Instructors receive a base rate for all group instruction. Additionally, teachers are incentivized with a higher rate for larger class sizes and for private group classes.

Promotional Instruction: Instructors receive separate payments for promotional private instructions such as Groupon's. Sample lessons, wedding consultations, etc.

Workshop: Senior instructors receive a special rate for workshops.

Competition: Instructors receive a competition rate for dance entries at Ballroom Dance Competitions.

Social Events: Instructors are paid a separate rate for working during studio social events.

Bonus Pay: Instructors are eligible to receive bonus pay for either special events (such as performances, showcases, etc.) or studio financial performance.