



Teacher Career Ladder Technical Assistance Session

July 18, 2023

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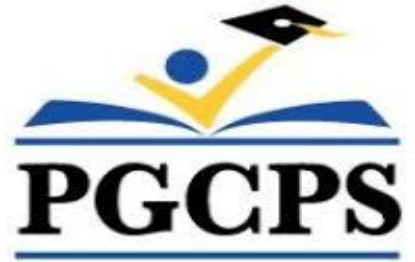


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Maryland PDS 2025 Project Collaborators

Maryland's Largest School District

MONTGOMERY COUNTY PUBLIC SCHOOLS



The Maryland PDS 2025 Project is funded through 2019 Maryland State Legislature Senate Bill 1030 (Teacher Collaborative Grant Program) and administered through the Maryland State Department of Education

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Developing the Principles

- **Consultations at Teacher Career Ladder & Educator Advisory Work Group meetings**
- **Review and study of the Maryland Blueprint legislation**
- **Review of the literature on career ladders and teacher leadership**
- **Review of career ladder implementation in national and international contexts**
- **Study and consultation with Baltimore City Public Schools and Denver Public Schools**
- **Consultation with Kirwan Commission members (Senator Paul Pinsky) and AIB member & staff (Dr. Laura Stapleton, Rachel Hise, Rachel Amstutz, Emma Pellerin)**



Summary of Principles

- **The career ladder is a salary schedule and learning system**
- **Movement within levels based on skill, knowledge and achievement**
- **Offer multiple opportunities and modalities to learn and demonstrate competence**
- **Teacher autonomy, authority, and responsibility clearly change across levels**
- **Structured on standards and key skills and knowledge that change with each level**
- **A coherent system for measuring and monitoring growth**



Legislative Considerations Stage 1

Professional Growth System Stage 2

Opportunities for Growth Stage 3

Position Alignment Stage 4

Level	Minimum Requirements These requirements are set in legislation. Districts have the opportunity to add requirements to each level.	Legislative Compensation Considerations This guidance comes from the 9/15 AIB implementation graphic.	Percent of Classroom Instruction Time These targets comes from the Blueprint legislation but are explained as goals not requirements.	Percentage of Teachers at this Level This target comes from the Blueprint legislation but are explained as goal not requirements.	Focus Standards Districts will have the opportunity to select standards upon which to align the professional growth system.	Professional Learning Plan Per the Blueprint, districts must integrate a robust professional learning plan into the career ladder.	Growth Activities Growth activities is a sample approach to listing the types of activities teachers at each level can select from to form their professional Learning Plan.	Growth Measures Growth measures is a sample approach to demonstrating the impact of the professional learning activities according to each teacher's professional learning goals.	Movement Within Level	Movement to the Next Level These milestones are based on Blueprint Legislation.	Eligible Teacher Leader Roles Districts are responsible for determining where on the career ladder existing roles fall in conjunction with Blueprint legislation.
4c Professor Distinguished Teacher	All requirements of 4b Dual qualifications to teach at both institutions of higher education and K-12 settings	Implement \$15,000 salary increase for professor distinguished teachers	20% (target)	1% (max)	Blueprint Professor Distinguished Teacher Standards	Big Goal: Systemic Improvement via collaboration between school districts and IHEs Individualized	Growth activities as described in Blueprint Standards	Impact on District and Professional Community			Joint Appointment Teacher Educator
4b Distinguished Lead Teacher	All requirements of 4a demonstrated in an exemplary fashion	Implement \$10,000 salary increase for distinguished teachers	40% (target)	5%	Blueprint Distinguished Lead Teacher Standards	Big Goal: Community Impact via Teacher Development Individualized	Growth activities as described in Blueprint Standards	Impact on School Improvement		Portfolio based and a successful application for PDT, completion of a doctorate	
4a Lead Teacher	Active NBC Certification Skills & knowledge to mentor teachers Research and evaluation experience	Implement \$5,000 salary increase for lead teachers	50% (target)	6%	Blueprint Lead Teacher Standards	Big Goal: Community Impact via Teacher Development Individualized	Growth activities as described in Blueprint Standards	Impact on Teacher Performance		Portfolio based and a successful application for DLT	Mentor Teacher
3	NBC Teacher	NBC Certification Salary Increases from Blueprint Legislation	60% (target)	21%	Leadership Standards	Big Goal: Teacher Leadership Individualized	Additional Growth Activity Options based on Leadership Standards	Evidence of Growth in Leadership & Community Impact	Districts have the opportunity to create sub-levels to reward skill and knowledge development	Completion of the Lead Teacher Academy Portfolio & successful application for Lead Teacher Position	Instructional Lead Teacher
2	Beginning NBC or a Masters		60% (target)	35%	National Board Standards	Big Goal: Student Learning Outcomes Individualized	Additional Growth Activity Options based on NBC Standards	Evidence of Student Learning	Districts have the opportunity to create sub-levels to reward skill and knowledge development	Obtaining NBC	Department Chair Grade Level Team Chair
1	State Certified Teacher	Implement minimum \$60,000 starting teacher salary by 7/1/26	60% (target)	17%	District Evaluation Standards	Big Goal: Instructional Practice Standardized	District Designed Induction & Professional Development	Evidence of Instructional Practice	Districts have the opportunity to create sub-levels to reward skill and knowledge development		Moderator of an Extracurricular Activity



Components for Consideration Building a Teacher Career Ladder

Minimum Requirements

These requirements are set in legislation. Districts have the opportunity to add requirements to each level.

Legislative Compensation Considerations

This guidance comes from the 9/15 AIB implementation graphic

Percent of Classroom Instruction Time

These targets comes from the Blueprint legislation but are explained as goals not requirements

Percentage of Teachers at this Level

This target comes from the Blueprint legislation but are explained as goal not requirements



Components for Consideration Building a Teacher Career Ladder

Focus Standards

Districts will have the opportunity to select standards upon which to align the professional growth system.

Professional Learning Plan

Per the Blueprint, districts must integrate a robust professional learning plan into the career ladder.

Growth Activities

Growth activities is a sample approach to listing the types of activities teachers at each level can select from to form their professional Learning Plan.

Growth Measures

Growth measures is a sample approach to demonstrating the impact of the professional learning activities according to each teacher's professional learning goals.



Components for Consideration Building a Teacher Career Ladder

**Movement Within
Level**

**Movement to the Next
Level**

These milestones are
based on Blueprint
Legislation



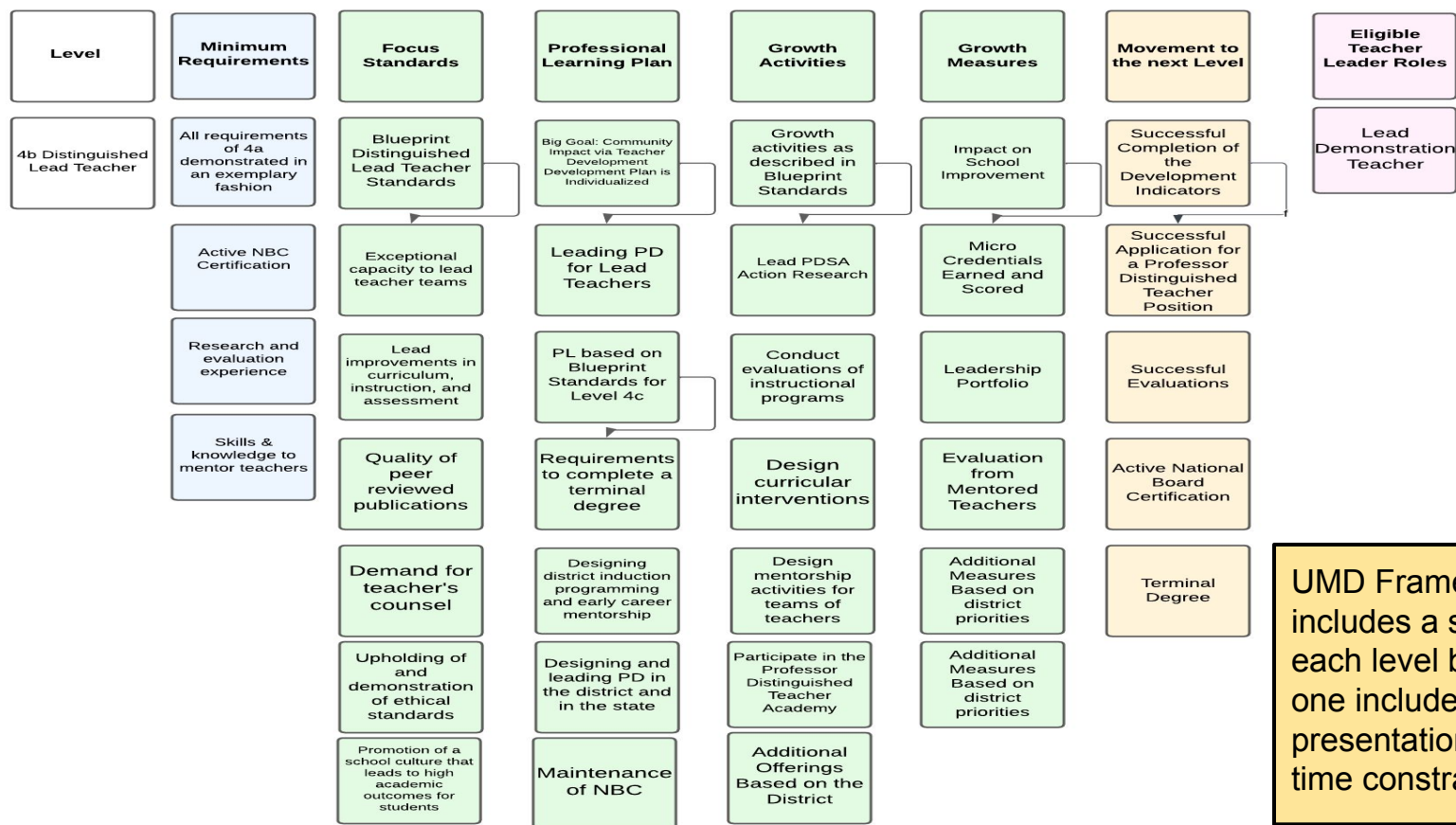
Components for Consideration Building a Teacher Career Ladder

Eligible Teacher Leader Roles

Districts are responsible for determining where on the career ladder existing roles fall on the career ladder in conjunction with Blueprint legislation



Example of Developed Distinguished Lead Teacher Level












UMD Framework includes a sample for each level but only one included in this presentation due to time constraints

Framework to PGCPS Draft

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Components for Consideration

	Level 1	Level 2	Level 3	Level 4a Lead Teacher	Level 4b Distinguished Lead Teacher	Level 4c Professor Distinguished Teacher
Minimum Requirements	State Certified Teacher	Certified Teacher Beginning NBC or a Masters	NBC Teacher	Active NBC Certification Skills & knowledge to mentor teachers Research and evaluation experience	All requirements of 4a demonstrated in an exemplary fashion	All requirements of 4b Dual qualifications to teach at both institutions of higher education and K-12 settings
Percent of Classroom Instruction Time (Target)	60% 	60% 	60% 	50% 	40% 	20% 
Percentage of Teachers at this Level	17% 	35% 	21% 	6% 	5% 	1% (max) 
Eligible Teacher Leader Roles	N/A	To be determined	Instructional Lead Teacher	N/A	N/A	To be determined



Framework to PGCPs Draft

Sincerely yours,

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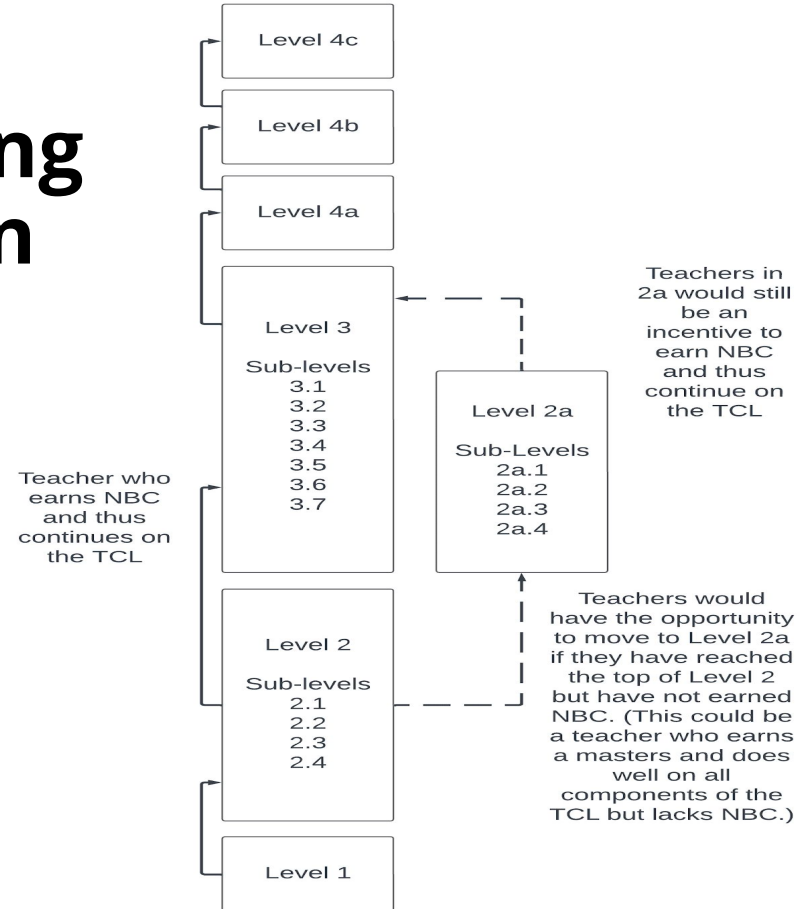
Level 1

Focus Standards	Professional Learning Plan	Growth Activities	Growth Measures	Movement Within Levels	Movement to the next Level
District Evaluation Standards PGCPs Example	Big Goal: Instructional Practice Standardized for all teachers at this level	Will be standardized at this level	N/A	Composite Score Weighted with the Following Elements	Successful Completion of the Development Indicators (listed below)
<ul style="list-style-type: none"> Setting Instructional Outcomes Designing Coherent Instruction Establishing a Culture for Learning Using Assessment in Instruction Demonstrating Knowledge of students Showing Professionalism 	<ul style="list-style-type: none"> District Designed Induction Program Professional Development to Understand Evaluation Standards and Process Professional Development centered on: <ul style="list-style-type: none"> Collaboration Behavior Management Technology Inclusion 	<ul style="list-style-type: none"> District Designed Induction Program Professional Development to Understand Evaluation Standards and Process Professional Development centered on: <ul style="list-style-type: none"> Collaboration Behavior Management Technology Inclusion 		<ul style="list-style-type: none"> Student Growth Measures (possibly around 30%) Evaluation Results (possibly around 70%) Additional Measures Based on district priorities 	<ul style="list-style-type: none"> Three years of successful evaluations (Tenure) What does this mean? <ul style="list-style-type: none"> If necessary complete additional development experiences based on evaluation Complete district induction program Complete Professional Development Specified in the Professional Learning Plan <ul style="list-style-type: none"> Teachers will have the opportunity to complete these experiences via college credit, district PD, or other approved venue



Framework to MCPS Draft

Navigating Decision Points



Framework to MCPS Draft

Professional Growth Portfolio System

	Human Capital Inputs (Growth Activities)	Observed Practice	Experience	Impacts (Growth Measures)	
Level 4a-c Blueprint Standards	Exemplar Growth Activity: Re-design the District Induction Program	Opportunities to include informal feedback: self-reflection, non-evaluation admin visit notes	Up to XX years or top of salary schedule	Exemplar Growth Measure: Impact on district as measured in the portfolio	Teacher Leader Positions: University Professor
Level 3 Leadership Standards	Exemplar Growth Activity: Lead the Design and Study of a Mathematical Reasoning Intervention	Opportunities to include informal feedback, self-reflection, non-evaluation admin visit notes	Up to XX years or entire teaching career	Exemplar Growth Measure: Achieve Micro-credential in Mathematical Reasoning	Teacher Leader Positions: Instructional Lead
Level 2 National Board Propositions	Exemplar Growth Activity: NBC Component Submission	Successful Formal Evaluation	Up to XX (10) years or achievement of National Board Certification	Exemplar Growth Measure: Achieve a Passing Score on NBC Component	Teacher Leader Positions: Grade Level Chair
Level 1 MCPS District Evaluation Standards	Exemplar Growth Activity: Completion of District Induction Program	Successful Formal Evaluation	Up to 3 years and/or tenure	Exemplar Growth Measure: Evidence of Student Learning (SLO or other measure)	Teacher Leader Positions: Sports or Club Facilitation





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