Maryland Career Ladder for Educators

DRAFT
July 2018

Teacher Leadership Track
(Assume 12% of educators)

- Professor Master Teacher
  Level 4A-3
- Master Teacher
  Level 4A-2
- Lead Teacher
  Level 4A-1

Administrator Track
(Assume 5% of educators)

- Master Principal
  Level 4B-4
- Distinguished Principal
  Level 4B-3
- Licensed Principal
  Level 4B-2
- Assistant Principal
  Level 4B-1

Level 3

- APC (Assume 10% of educators)
- NBC (Assume 21% of educators)

Level 2

- Pursuing Master Degree or 30 Credits**
  (4-10 years, assume 10% of educators)
- Pursuing National Board Certification
  (4-10 years, assume 25% of educators)

Level 1

- State Licensed Teacher
  (1-3 years, assume 17% of educators)

* Letters relate to salary bump

** 30 Credits in an approved program of study

C is for working in a non-low-performing/non-high poverty school
D is for working in a low-performing/high poverty school