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PSSAM Comments
August 30, 2018

Work Group 2

Page 1 – 1(b) – where it says *how to teach students from different racial, ethnic, and economic background* – **ADD: and with varying social and emotional needs.**

(ADD: as well as culturally responsive teaching) if not here, it needs to be somewhere.

Page 4 – (c) – It states, *[d]istricts will be responsible for making time available for Lead and Master Teachers to perform these roles. . .* **ADD: language about unions allowing (as time is generally a negotiated item) and this be commensurate with the pay (i.e. not an add-on/stipend situation but part of job expectations associated with the base pay for that position).**

Page 4 – When it references the test of teaching ability – will PRAXIS still be a requirement in addition to the new test? Reference to that expectation (whatever it is) may be helpful.

Page 5 – With a teacher shortage (which we are currently experiencing) we are going to need to look at/possibly depend on alternative teacher prep programs more and more – 100 hours and then a full school year is probably too much to expect.

Page 5 – Teachers' salaries increase – 10% of course I support this but will state money accompany such a mandate?

Page 8 – Are we tied to NBC? The document states research will occur to determine if NBC is the most effective – What is it's not, are we still tied to NBC? Should the document reference this?

Page 9 – With Lead Teachers as mentors for teachers will we still have to have Right Start Advisors (or mentors that cannot do anything else as described in COMAR)?

Page 10- (j) – **DELETE – in partnership with the union.** This is an infringement on the Superintendent's authority to hire staff.

(p)- LEAs should make the decision whether DC will have a teaching load.

Page 11 – Is 5% on Administrative Track enough? Should it be higher? 10%

Page 12 - #14 - Philosophically disagree with this- principals have much more responsibility due to the nature of the position and pay should be commensurate with that responsibility. There should never be an instance where a teacher is paid more than a principal

Page 12- g. Not sure why the Professional Standards for Educational Leaders (PSEL) standards are not mentioned anywhere in this document.

