

Career Pathways

BALTIMORE CITY PUBLIC SCHOOLS

 Career pathways are meant to reward and recognize teachers and education professionals excelling in their field both in terms of student outcomes and teacher practice

Standard Pathway

 Focus on instruction, professional development

Professional Pathway

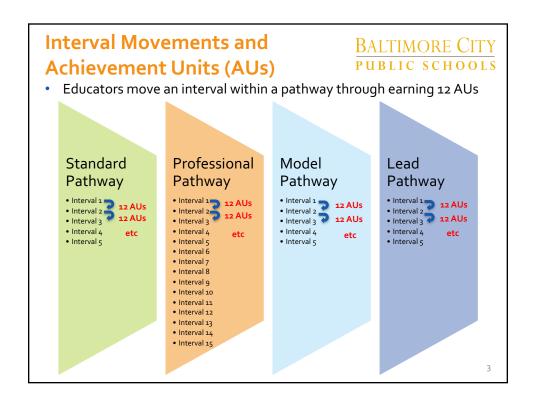
- Focus on classroom success
- Active in schoolbased roles

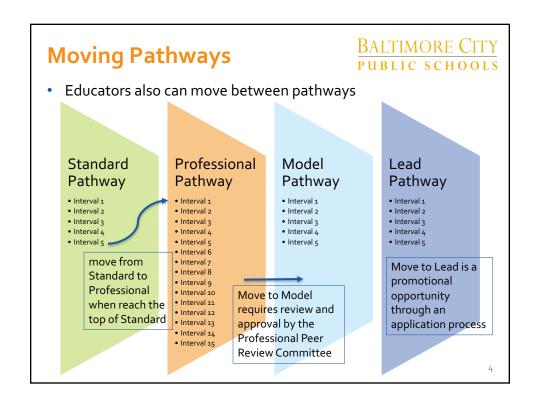
Model Pathway

- Serve as model of excellence
- Play leadership role
- Create professional development opportunities

Lead Pathway

- Serve as lead academic teacher at a school
- Collaborate with principal to improve academic performance





Achievement Units (AUs)

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- AUs were introduced in 2010 as a feature of the compensation system which established AU accumulation as the basis for interval movement
 - > Eliminates traditional "steps and lanes" in favor of "earn as you grow"
 - Eliminates pay increases based on advanced degrees and instead looks at courses and other professional development activities that correlate to teacher practice and student achievement

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Achievement Units

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• Educators in all content areas and grade levels can earn AUs through the following categories:

Evaluation

External Learning

Professional Development Activities

Professional Activities

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Achievement Units

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Evaluation

- Annual Evaluation Ratings
 - Highly Effective = 12 AUs
 - Effective = 9 AUs
 - Developing = 3 AUs
 - Ineffective = o AUs

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Achievement Units

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External Learning

- Coursework taken at an accredited institution related to education or one's professional certification area
- Can be undergraduate or graduate coursework
- Must be completed while employed with City Schools
- Must receive a C or above in the course

Achievement Units

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Professional Development Activities

- Professional Growth System (PGS)
 - Menu of pre-approved professional development activities is provided
 - Educators can earn AUs through facilitating or participating in these professional development activities
- Professional development activities completed outside of PGS are not AU eligible

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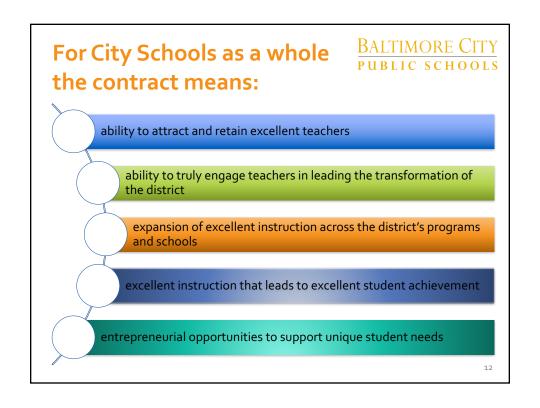
Achievement Units

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Professional Activities

- Projects or extracurricular activities conducted outside of normal job duties, for which educators are not being compensated that contribute to student learning, colleagues, school, and/or district
- Types of activities include:
 - District curriculum writing
 - Student Learning Objective (SLO) Ambassador
 - BTU Buddy Program
 - Green Leader
 - AU Projects

For teachers, the contract gives greater opportunities to . . . strengthen their professional practice in order to increase student achievement chart their own career paths recognize and reward outstanding work help to ensure that every student succeeds



A Truly Collaborative Effort

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Teachers are essential to the transformation of City Schools The contract was informed by teacher input

The contract was jointly developed from the outset by the district and the Baltimore Teachers
Union

The contract is governed by a Joint Oversight Committee and Joint Governing Panel of labor and management