

**BALTIMORE CITY
PUBLIC SCHOOLS**

Teacher Career Pathways

Presentation to the Kirwan Commission

April 26, 2017

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Career Pathways

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- 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 school-based 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

Interval Movements and Achievement Units (AUs)

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- Educators move an interval within a pathway through earning 12 AUs

Standard Pathway

- Interval 1 **12 AUs**
- Interval 2 **12 AUs**
- Interval 3 **12 AUs**
- Interval 4 etc
- Interval 5

Professional Pathway

- Interval 1 **12 AUs**
- Interval 2 **12 AUs**
- Interval 3 **12 AUs**
- Interval 4 etc
- Interval 5
- Interval 6
- Interval 7
- Interval 8
- Interval 9
- Interval 10
- Interval 11
- Interval 12
- Interval 13
- Interval 14
- Interval 15

Model Pathway

- Interval 1 **12 AUs**
- Interval 2 **12 AUs**
- Interval 3 **12 AUs**
- Interval 4 etc
- Interval 5

Lead Pathway

- Interval 1 **12 AUs**
- Interval 2 **12 AUs**
- Interval 3 **12 AUs**
- Interval 4 etc
- Interval 5

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Moving Pathways

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- Educators also can move between pathways

Standard Pathway

- Interval 1
- Interval 2
- Interval 3
- Interval 4
- Interval 5

Professional Pathway

- Interval 1
- Interval 2
- Interval 3
- Interval 4
- Interval 5
- Interval 6
- Interval 7
- Interval 8
- Interval 9
- Interval 10
- Interval 11
- Interval 12
- Interval 13
- Interval 14
- Interval 15

Model Pathway

- Interval 1
- Interval 2
- Interval 3
- Interval 4
- Interval 5

Lead Pathway

- Interval 1
- Interval 2
- Interval 3
- Interval 4
- Interval 5

move from Standard to Professional when reach the top of Standard

Move to Model requires review and approval by the Professional Peer Review Committee

Move to Lead is a promotional opportunity through an application process

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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 = 0 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

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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

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For teachers, the contract gives greater opportunities to . . .

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- 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

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For City Schools as a whole the contract means:

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- ability to attract and retain excellent teachers
- ability to truly engage teachers in leading the transformation of the district
- expansion of excellent instruction across the district's programs and schools
- excellent instruction that leads to excellent student achievement
- entrepreneurial opportunities to support unique student needs

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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

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