Career Pathways

- 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

<table>
<thead>
<tr>
<th>Standard Pathway</th>
<th>Professional Pathway</th>
<th>Model Pathway</th>
<th>Lead Pathway</th>
</tr>
</thead>
<tbody>
<tr>
<td>Focus on instruction, professional development</td>
<td>Focus on classroom success</td>
<td>Serve as model of excellence</td>
<td>Serve as lead academic teacher at a school</td>
</tr>
<tr>
<td></td>
<td>Active in school-based roles</td>
<td>Play leadership role</td>
<td>Collaborate with principal to improve academic performance</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Create professional development opportunities</td>
<td></td>
</tr>
</tbody>
</table>
Interval Movements and Achievement Units (AUs)

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

### Standard Pathway
- Interval 1
- Interval 2
- Interval 3
- Interval 4
- Interval 5
- 12 AUs
- 12 AUs
- etc

### 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
- 12 AUs
- 12 AUs
- etc
- etc
- etc

### Model Pathway
- Interval 1
- Interval 2
- Interval 3
- Interval 4
- Interval 5
- 12 AUs
- 12 AUs
- etc

### Lead 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
- 12 AUs
- 12 AUs
- etc
- etc
- etc

Moving Pathways

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

### 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 to Lead is a promotional opportunity through an application process
Achievement Units (AUs)

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.

Achievement Units

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

- Evaluation
- External Learning
- Professional Development Activities
- Professional Activities
Achievement Units

Evaluation

• Annual Evaluation Ratings
  • Highly Effective = 12 AUs
  • Effective = 9 AUs
  • Developing = 3 AUs
  • Ineffective = 0 AUs

Achievement Units

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

**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

Achievement Units

**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

For City Schools as a whole the contract means:

- 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
A Truly Collaborative Effort

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