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

A+B+C/D+E

Administrator Track
(Assume 5% of educators)

- Master Principal
  Level 4B-2

- Licensed Principal
  Level 4B-1

% Salary Increase TBD

Level 3...

- APC
  (Assume 10% of educators)
  A+B

- NBC
  (Assume 21% of educators)
  A+B+C/D

Level 2

- Pursuing Master Degree
  or 30 Credits**
  (year 4-10, assume
  10% of educators)
  A

- Pursuing National Board
  Certification
  (year 4-10, assume
  25% of educators)
  A+B

Level 1

- State Licensed Teacher
  (year 1-3, assume 17% of educators)
  A*