

Working Group 2 – 10/22/18 – Discussion Items

Career Lattice

- 10% across the board, first 3 years
- Does the Pinsky model at 14k, 16k work?
- Does the Helfman model work? Minimum starting salary?
- Possible Hybrid model — Minimum starting salary pegged to statewide average (v. absolute minimum) of \$55k–60k? Tie NBC to proportion of MA@30 for existing teachers (85% then 5% increments upon renewal) as transition to full career ladder for new teachers
- Does work for a teacher at 5 yrs? 10 yrs? 20 yrs?
- Are lifetime earnings significantly greater and serve as incentive?
- Costs of models?
- Administrator Track – Assume Master Principals (1% of teachers) receive \$5–10k more than licensed principals? Assume most principals (what proportion?) in future come through the teaching ranks and receive NBC (i.e. higher salaries)?

20% Additional Teacher Time

- Phase in over 10 years, 10% annually? – Capacity to hire 10% more teachers each year (above turnover)?
- Prioritization – first in *schools* (or *systems*) with highest concentration of poverty or lowest-performing, and incrementally move down the list
- Training cost
- Top-performing systems balance the additional teacher time with more students in each classroom (as calculated based on a single teacher of record) while recognizing that there will be more teachers in the building – likely rotating in and out of the classroom

Teacher Practicum

- While we have discussed moving to a full-year practicum, in light of higher education feedback, anything to reconsider?

Anything Else?