Exhibit 4.6: Maryland Career Ladder for Educators

**Teacher Leadership Track (Assume 12% of educators)**
- **Professor Master Teacher Level 4A-3**
- **Master Teacher Level 4A-2**
- **Lead Teacher Level 4A-1**

**Administrator Track (Assume 5% of educators)**
- **Master Principal Level 4B-2**
- **Licensed Principal Level 4B-1**

**Level 1:**
- **State Licensed Teacher (Year 1-3, assume 17% of educators)**

**Level 2:**
- **Pursuing Master Degree or 30 Credits* (Year 4-10, assume 10% of educators)**
- **Pursuing National Board Certification (Year 4-10, assume 25% of educators)**

**Level 3:**
- **APC (Assume 10% of educators)**
- **NBC (Assume 21% of educators)**

* 30 Credits in an approved program of study

**Educators in Level 3 include Assistant Principals.**

Dotted lines are transition plan for existing teachers and administrators. Teachers pursuing NBC may also be pursuing a Master’s Degree.