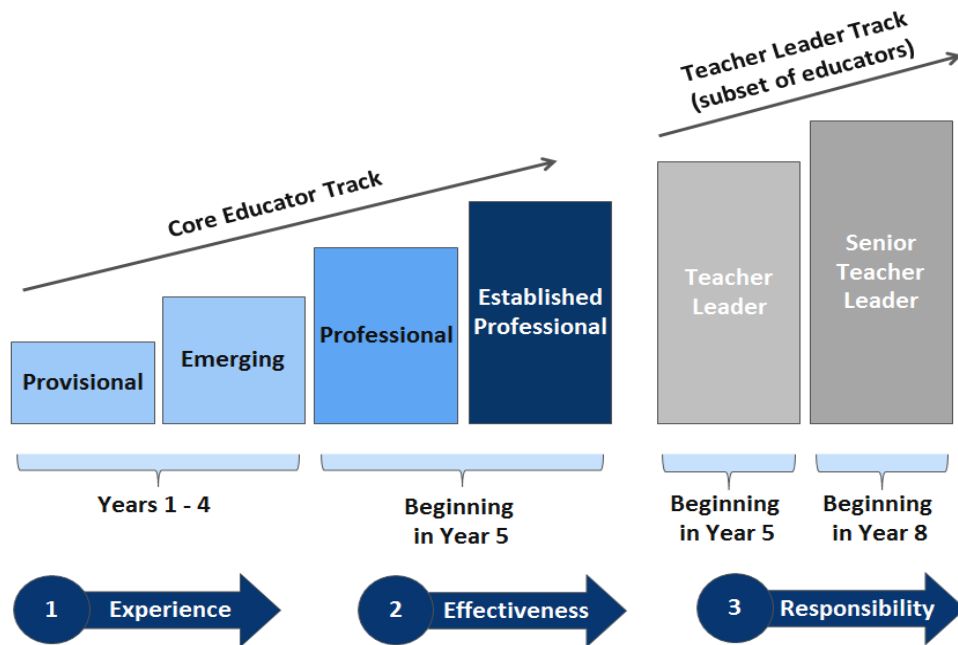


# Proposed Educator Career Ladder



Senate Bill 254 calls for the development of an educator career ladder structure that meets the following parameters:

1. A career pathway with **few and meaningful steps**
2. Leadership roles for educators to **receive additional pay for leadership responsibilities**
3. **Senior leadership roles for a small sub-set of educators** who have demonstrated the highest levels of effectiveness and served in leadership roles
4. **Levels of base pay at all steps** in the career pathway
5. Levels of **supplemental pay for leadership** roles
6. Applicability of the new system and **opt-in mechanisms**
7. All **current educators have the opportunity to opt into the system**. Otherwise, they can continue to get paid according to the current steps and lanes approach.

The educator career ladder proposal is due to the Governor by November 2014.

# Advancing Delaware Educator Compensation and Careers

## Key Highlights:

- This system is fully optional for all current educators
  - The goal of this system is to increase salaries faster
  - Teacher Leaders will maintain a foot in the classroom
  - The committee is working on recommendations that would provide additional investment in educator salaries from the State
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## Get Involved!

### **Attend our CAECC design sessions!**

Every Committee meeting is open to the public. Additionally, at the end of every meeting, there is an opportunity to participate in public comment.

**Visit the CAECC Website to access upcoming meeting dates, presentations, and additional content:** <http://caecc.us>

**Educator Working Groups – Round 2:** Educators from across Delaware will convene to discuss the current career ladder proposal, teacher leadership and design considerations.

- November 3, 5:30 – 7:30 pm, 401 Federal Street, Suite 2, Townsend Building, Dover, Delaware 19901
- November 5, 6 – 8 pm, Alfred Waters Middle School, 1235 Cedar Lane Rd, Middletown, DE 19709

**Email questions and comments to:** [donna.johnson@doe.k12.de.us](mailto:donna.johnson@doe.k12.de.us)