



Delaware Educator Compensation & Careers

November 3 and November 5, 2014

**Educator Working Group:
Round #2**

Goals

During today's Educator Working Group session, we will be discussing the following:

- Briefly review background information and context regarding this work.
- Discuss an alternative proposal, which has been developed in response to educator input.
- Discuss the details of the Teacher Leader and Senior Teacher Leader roles that are a part of the proposed career ladder framework.

Three Key Takeaways

1

Optional for all current educators

2

Teacher Leadership = Educators

3

Additional investment in salaries

Agenda

- **Background and context for this work**
- Proposed educator career ladder framework overview
- Breakout Groups: Framework design discussions
- Conclusion and next steps

Overview of Senate Bill 254

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

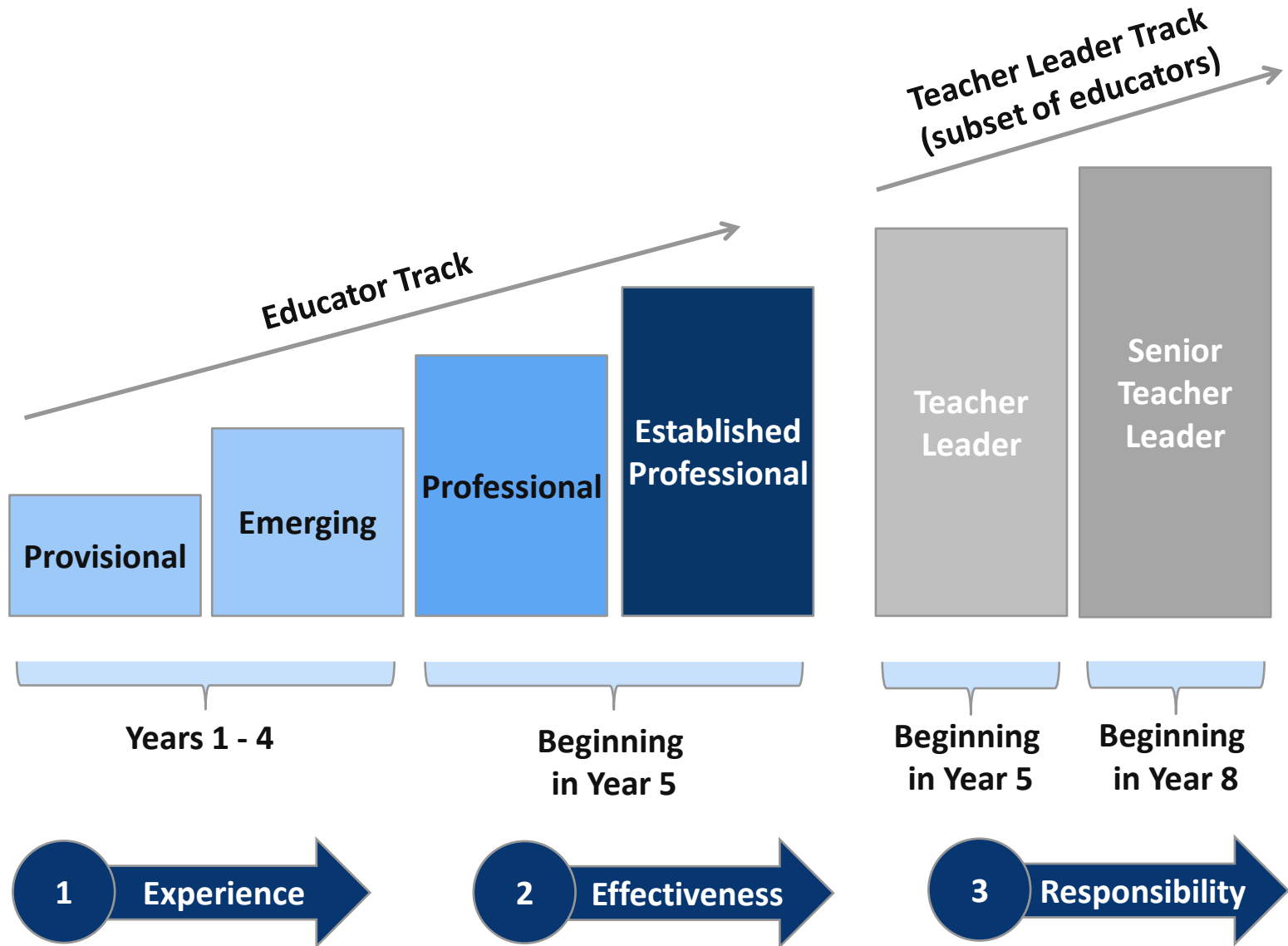
1. A career pathway with **few and meaningful steps**
2. Leadership roles for educators to **receive additional pay for leadership** responsibilities
3. **Senior leadership roles for a small sub-set of educators** who have demonstrated the highest levels of effectiveness and served in leadership roles
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.

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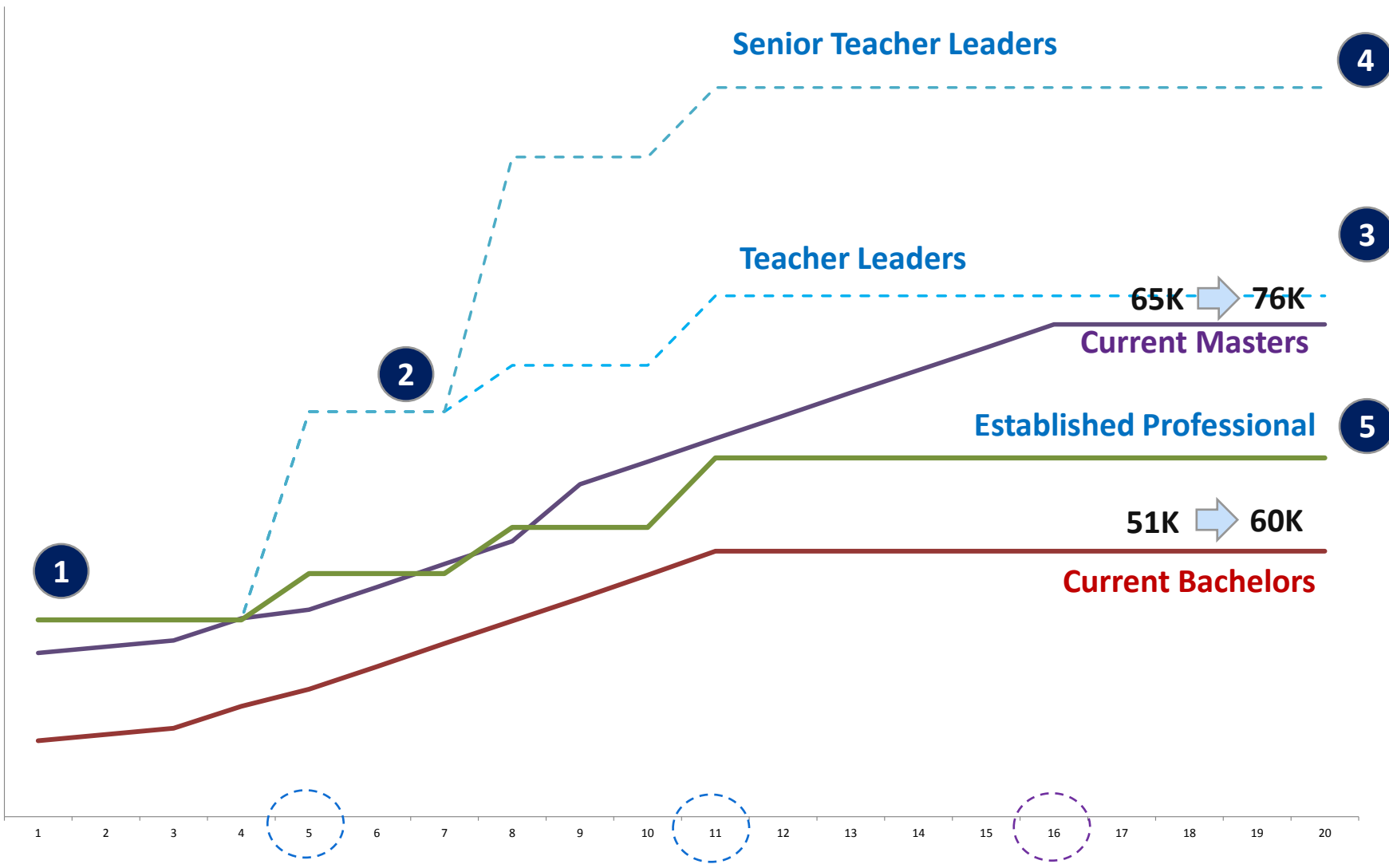
Proposed Career Ladder



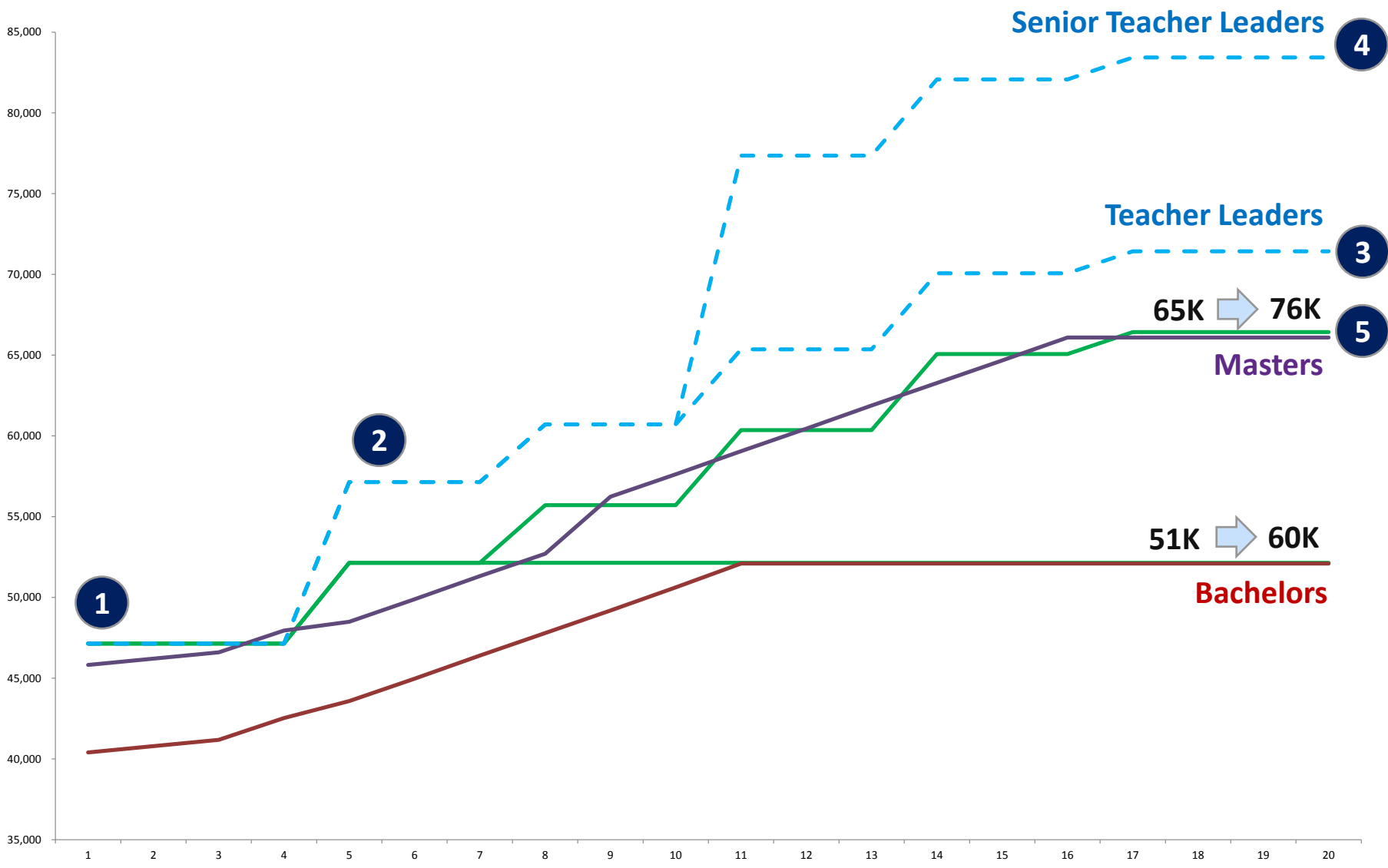
Guiding Principles for Compensation

- **Principle 1** – Raise starting salaries
- **Principle 2** – Provide opportunities to reach peak earnings faster
- **Principle 3** – Teacher Leader positions should pay more than what vast majority of educators earn today
- **Principle 4** – Senior Teacher Leader positions that offer salaries broadly commensurate with Assistant Principals
- **Principle 5** – Fair professional salary for those who do not take on teacher leadership roles

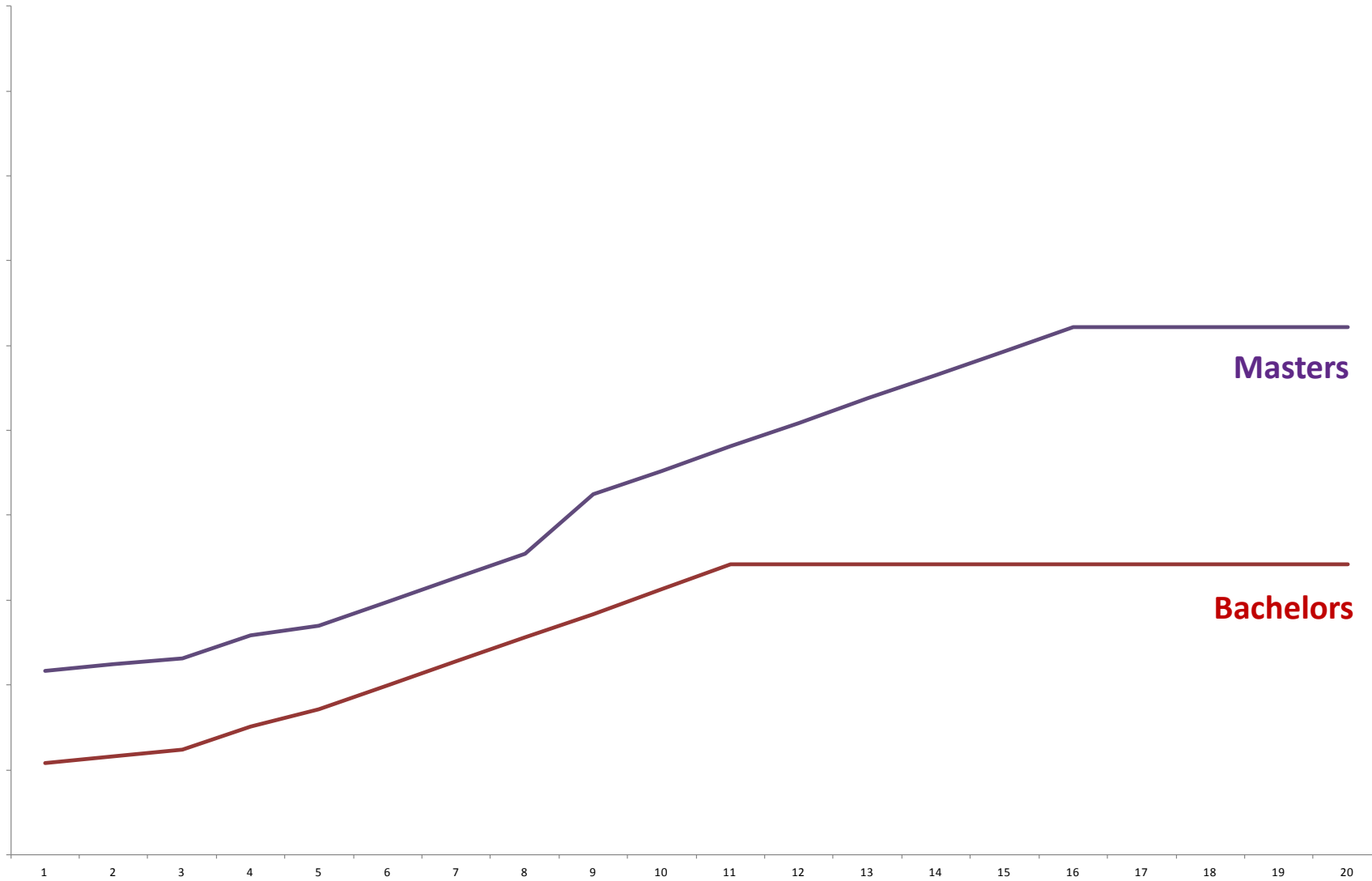
Original Draft Proposal



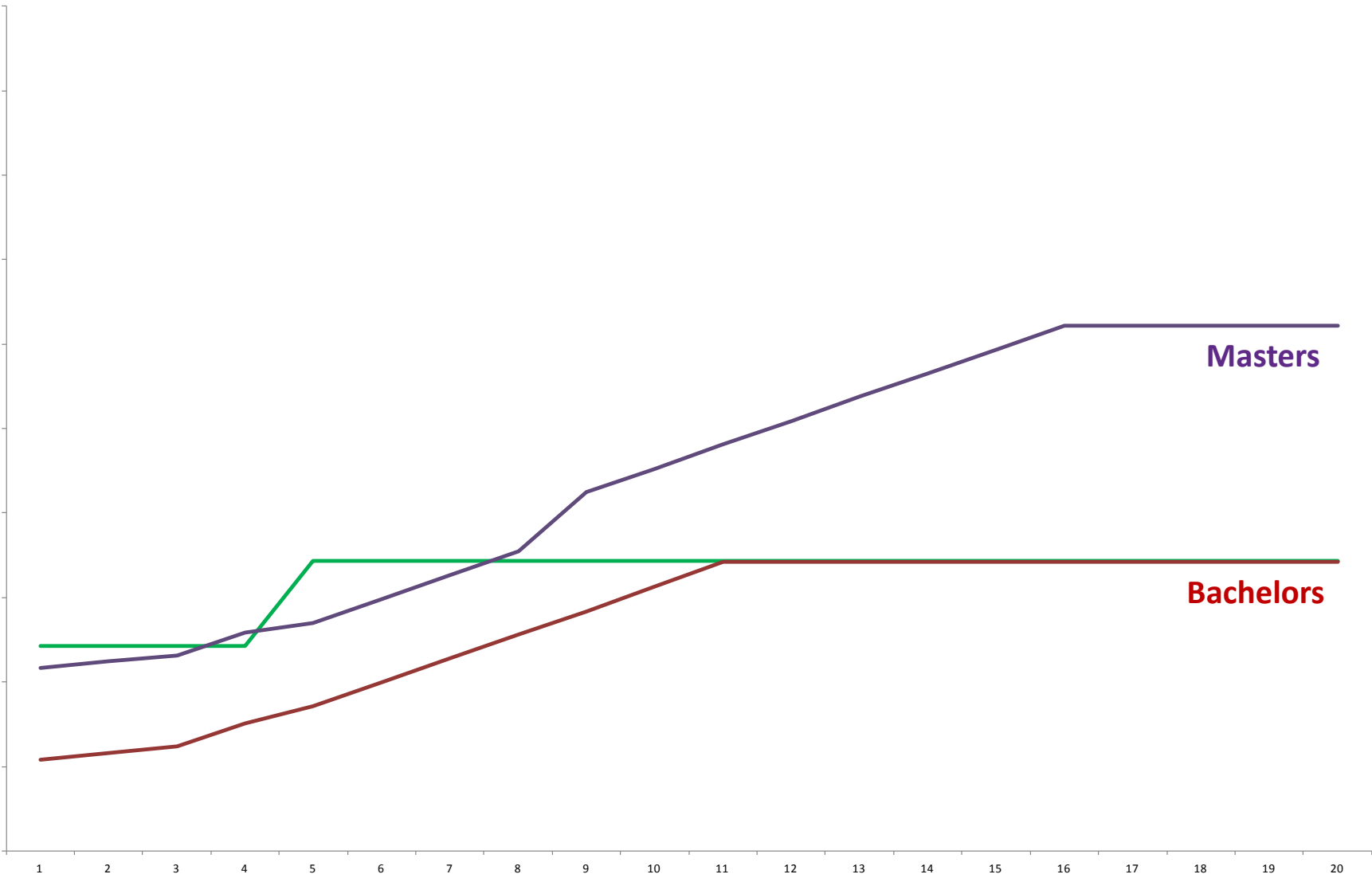
Alternative Proposal



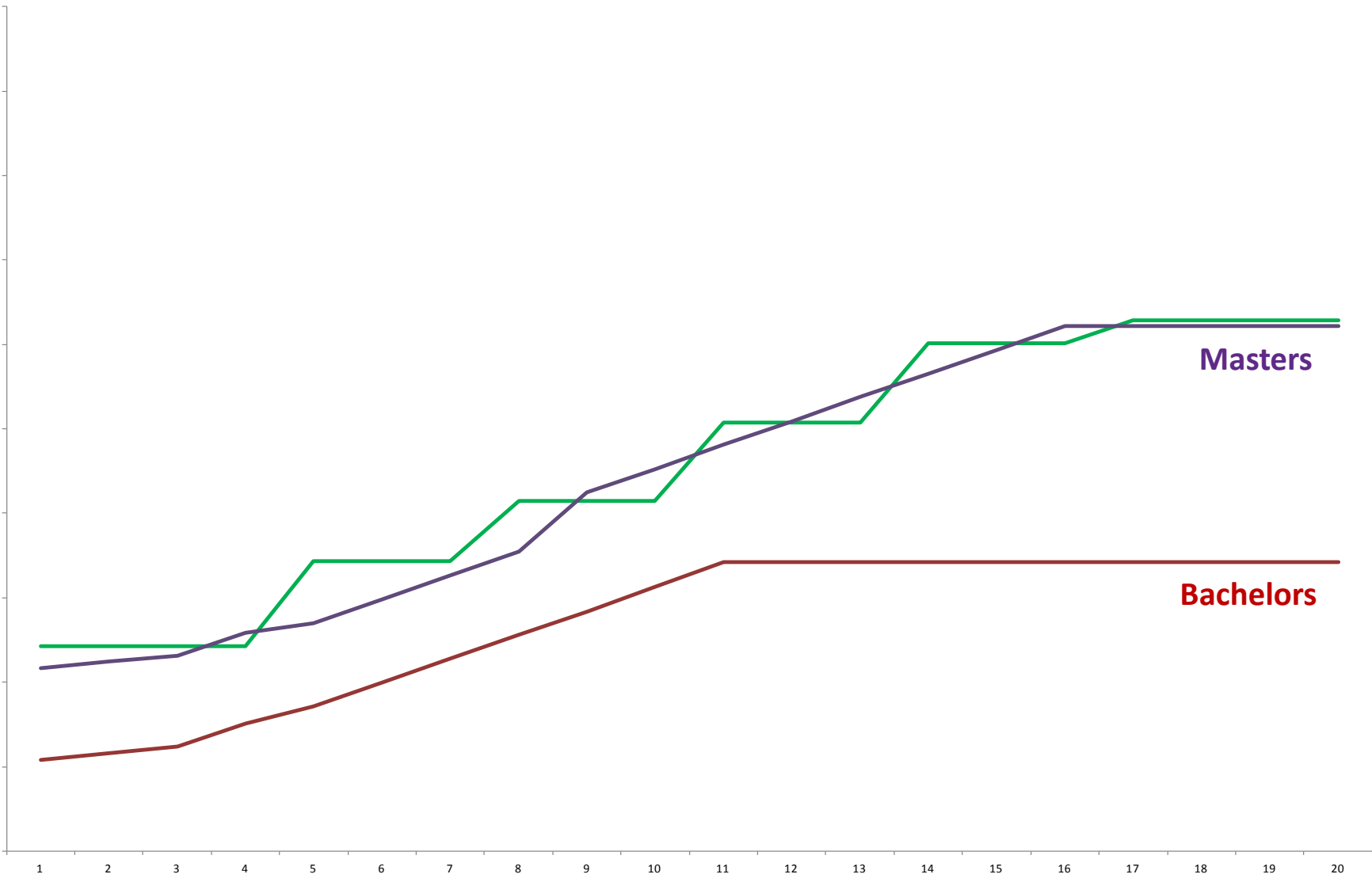
Alternative Proposal: Current BA & MA



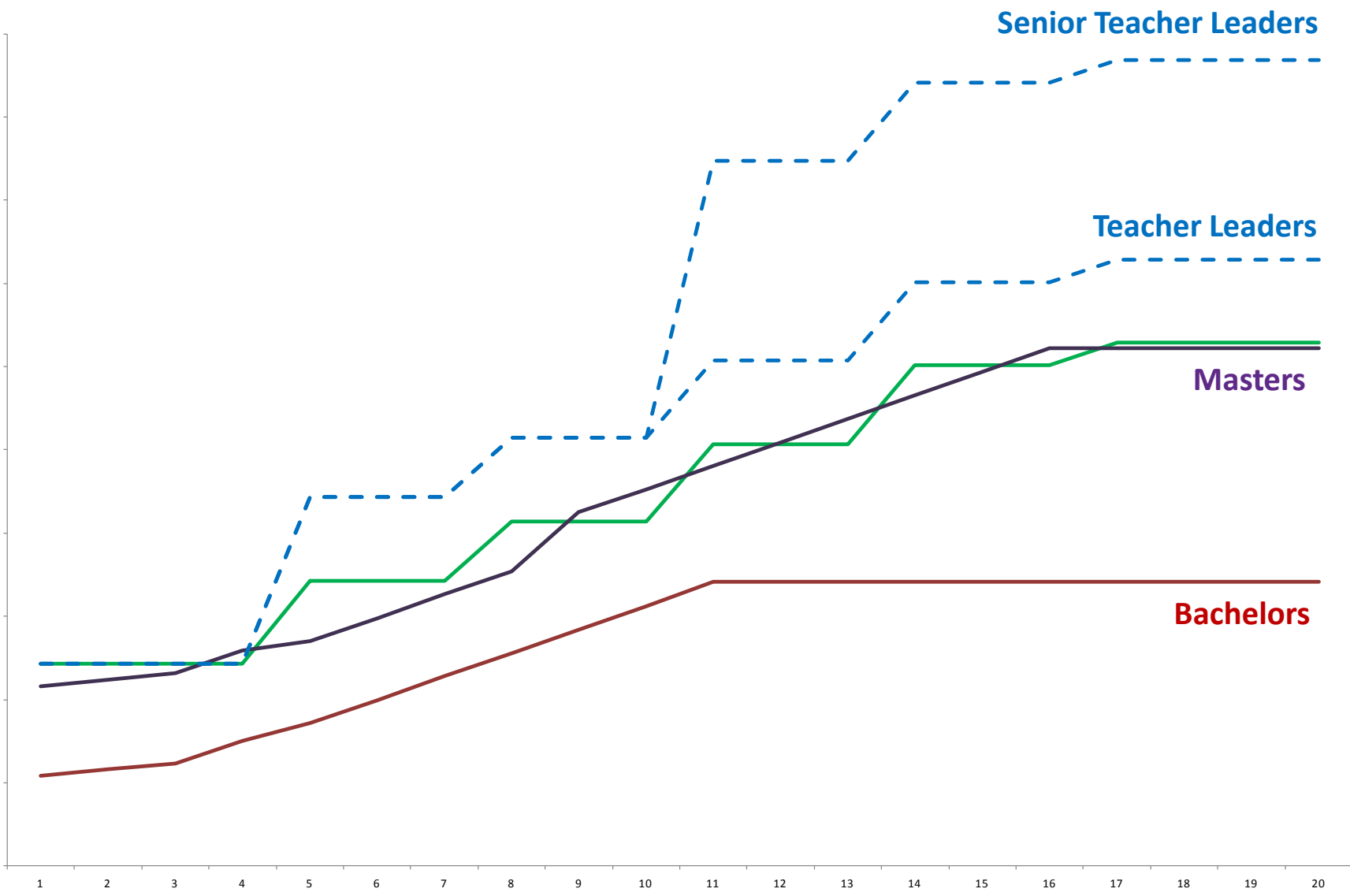
Alternative Proposal: Bachelors



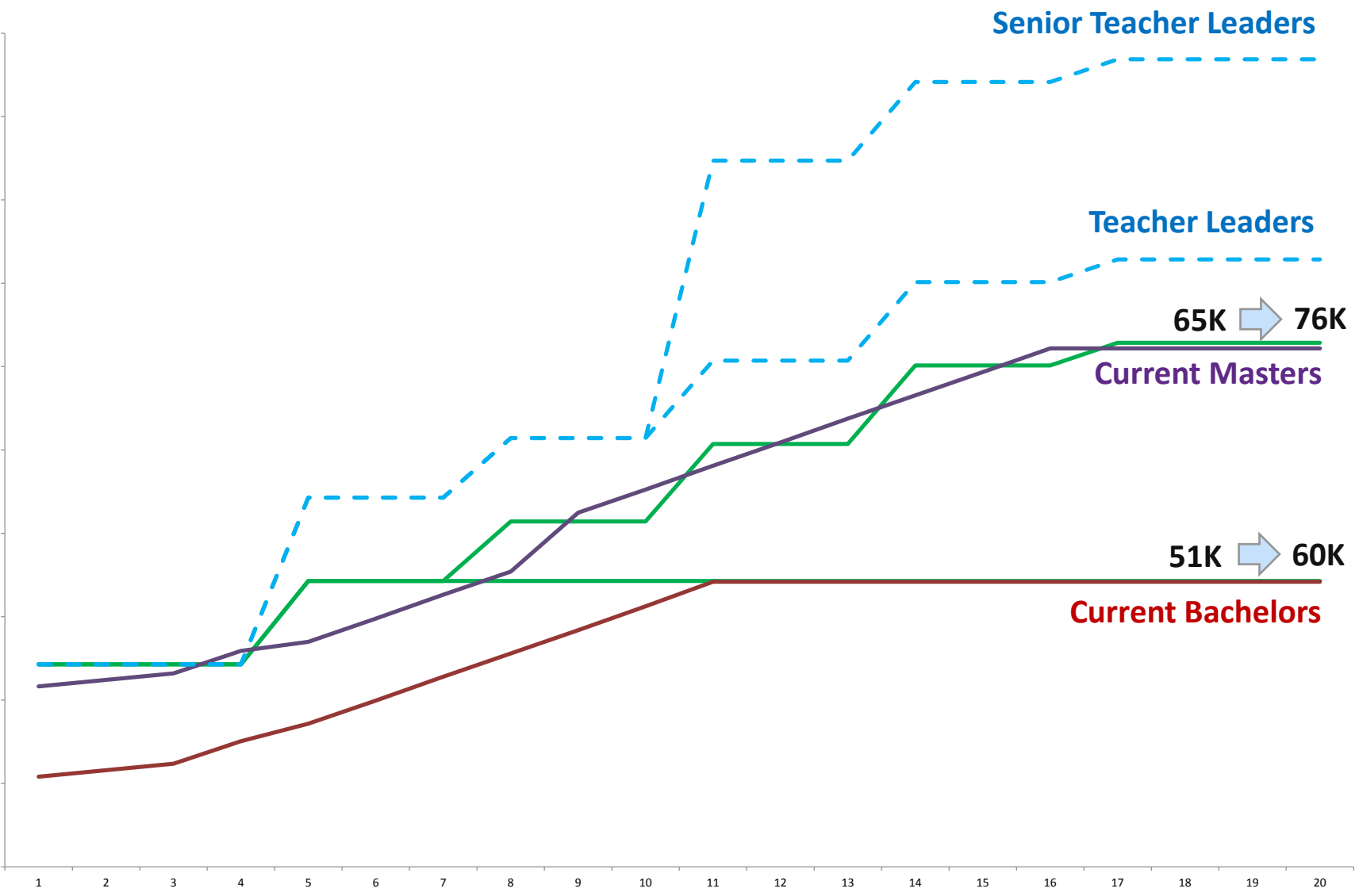
Alternative Proposal: Masters



Alternative Proposal: Masters with Teacher Leadership



Alternative Proposal: Masters & Bachelors



65K → 76K

Current Masters

51K → 60K

Current Bachelors

Breakout Group Instructions

On your folder, you will find the number for your small group.

Below are the room assignments for each group.

Red Group

Blue Group

Green Group

Please transition to your assigned breakout room.

Small group discussions will begin in 5 minutes.

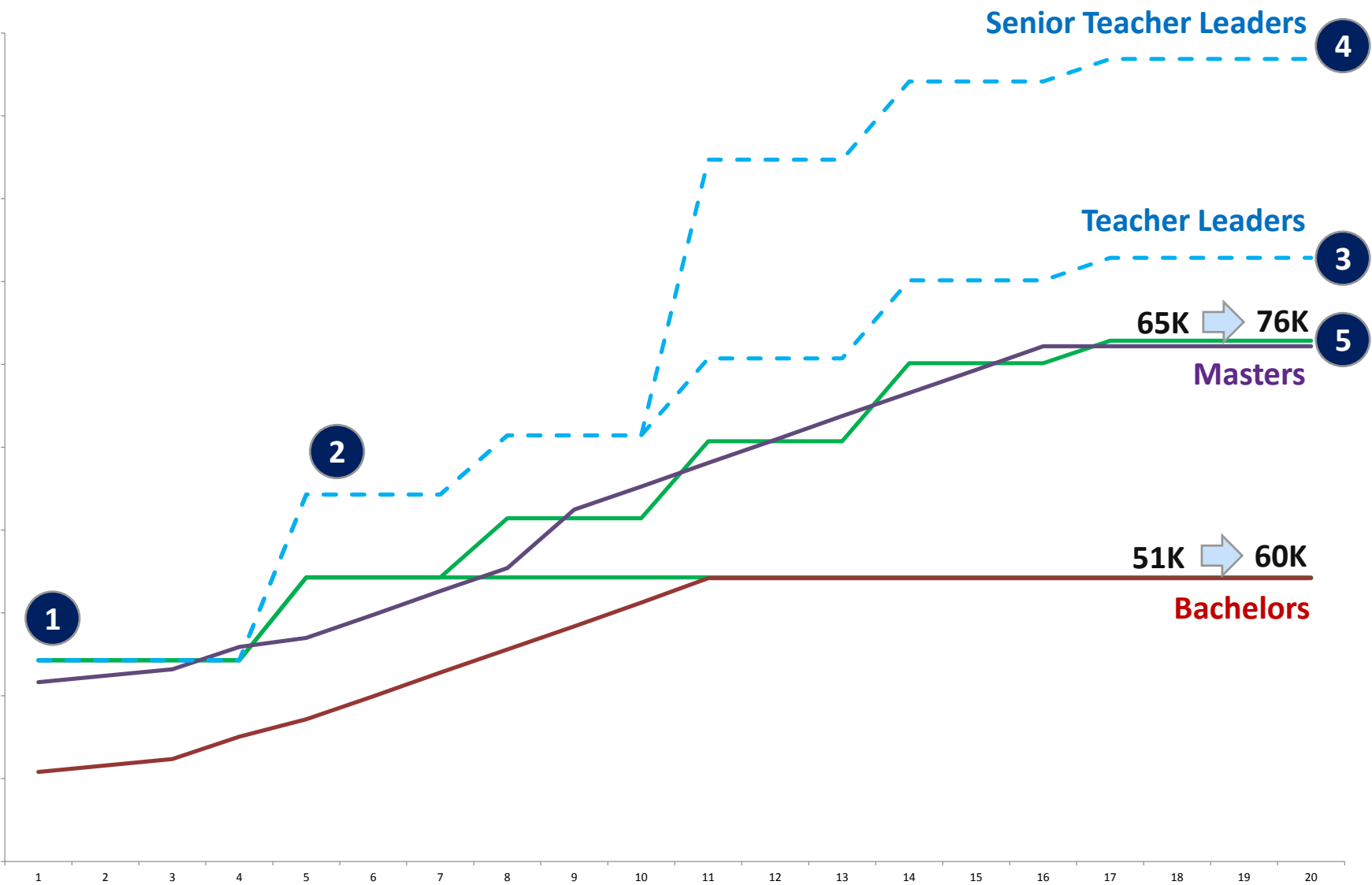
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Working Group Norms

- **Participate throughout the meeting! Share your insights and knowledge based on your experiences as an educator.**
- **Share the “air time” and give everyone the opportunity to participate.**
- **Be respectful of others’ views and opinions.**
- **Be open-minded and consider new ideas or approaches.**
- **Remember that this is a work in progress. We will be drawing on your input to further develop and refine this proposal.**

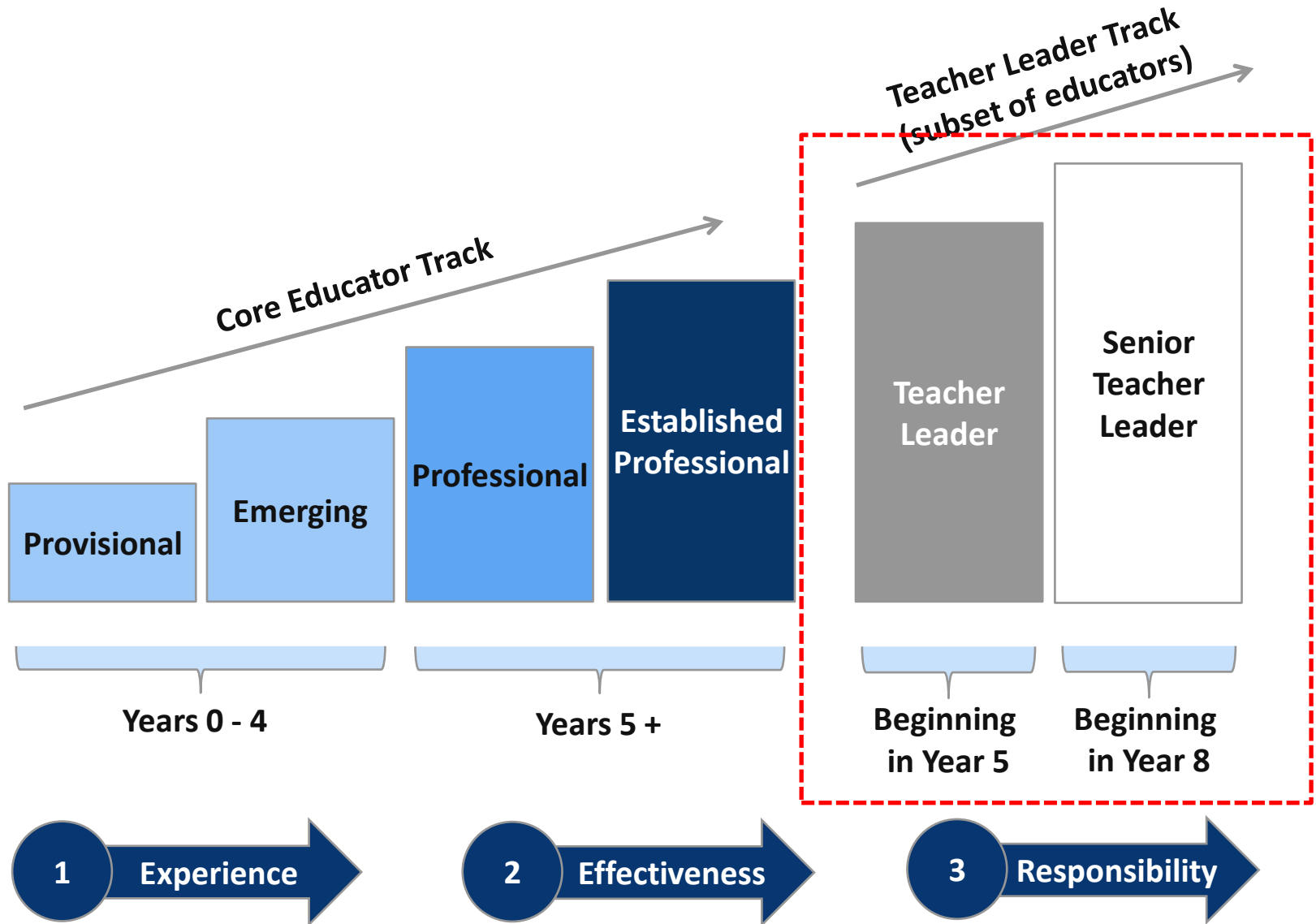
Alternative Proposal



Group Discussion Part I: Alternative Proposal

- **Do a survey of your group:**
 - For those of you with a Masters, when did you get your degree? Did you leave the classroom or pursue it while still teaching? How long did it take you?
 - For those of you who have a Bachelors, what are the key considerations in when and whether you will pursue a Masters?
- **For those of you who have pursued higher degrees:**
 - How did they improve your practice?
 - How do you compare the impact versus other forms of professional development?

Group Discussion Part II: Teacher Leadership



Group Discussion Part II: Teacher Leadership Selection Questions

- **Selection Processes:**
 - How does selection from EPER roles and other leadership positions currently work in your school? Name 2 examples.
 - What works, what doesn't, and what would you change? Name 2 "do's" and 2 "don'ts".
 - If you have experienced a selection process in your building that included educators, tell us how that worked.

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Next Steps

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 DDOE Website to access CAECC meeting content:

<http://caecc.us>

Email questions and comments to: donna.johnson@doe.k12.de.us