

A young boy with short dark hair, wearing a grey and blue striped shirt, is sitting and smiling while reading a red book. In the background, a teacher with blonde hair and a purple shirt is also reading a book. The setting is a classroom with bookshelves filled with books.

**Committee to
Advance Educator
Compensation
& Careers (CAECC)**

Meeting #9

November 3, 2014

Goals Today

During today's meeting we will discuss the following topics:

- Revisit the high priority discussion items and decision points needed in preparation for the proposal.
- Review and discuss the alternative proposal from 10/30.
- Revisit the Teacher Leader and Senior Teacher Leader roles, including:
 - Minimum eligibility criteria.
 - Selection criteria and process.

Agenda

- **Part 1: Discuss key decision points for the proposal**
- Part 2: Recap & review of alternative proposal
- Part 3: Teacher leadership minimum eligibility criteria
- Part 4: Teacher leadership selection criteria and process
- Next steps
- Public Comment

Plan for the Meetings Ahead

Meeting	Focus Areas
Today	<ul style="list-style-type: none">• Recap & review alternative proposal from 10/30• Teacher leadership roles:<ul style="list-style-type: none">• Minimum eligibility requirements• Selection process and criteria
November 7	<ul style="list-style-type: none">• Allocation rules – including additional roles for educators in high-need schools• Working definition of high-need school• Implementation considerations<ul style="list-style-type: none">• Discuss opt-in scenarios• Review the implementation roadmap, including the timeline and key dependencies• Revisit salaries and supplements
November 12	<ul style="list-style-type: none">• Review draft proposal recommendations• Clarify areas and processes for continued discussion
November 18	<ul style="list-style-type: none">• Review recommendations & next steps

Path Forward – November 15th and Beyond

Committee Recommendations	Future Processes
Career pathway with meaningful milestones for all educators	Nature (and scope) of teacher leadership roles – examples, authority, interaction with administrations
Core educator salaries (including higher starting salaries)	Details of teacher leader selection process requirements – ensuring objectivity and defining the role of educators
Teacher leader (and Senior Teacher Leader) opportunities and stipends	Opt-in process and timeline for current educators

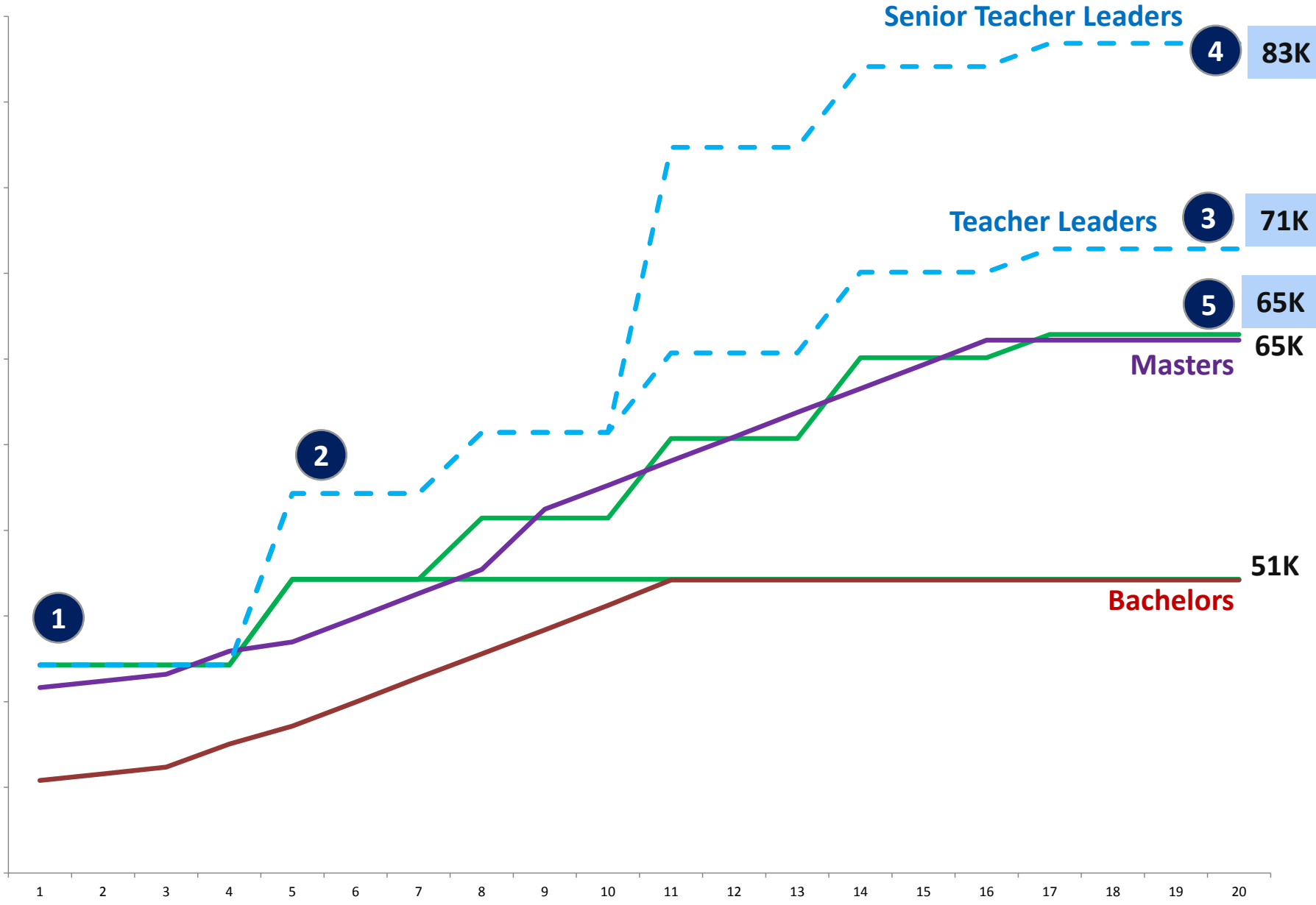
Path Forward – November 15th and Beyond

Committee Recommendations	Future Processes
Teacher leadership eligibility and role of educators in selection	District implementation – technical support and HR processes
Overall number of teacher leader and senior teacher leader roles and allocation in schools/districts	District implementation – support for those districts that want to align, and those that don't (interaction with EPER)
Guaranteed opt-in opportunities for current educators	Senior teacher leadership – objective selection process, areas of emphasis
State/district implementation needs and support	Details of career advancement opportunities for specialists, in and outside of teacher leadership

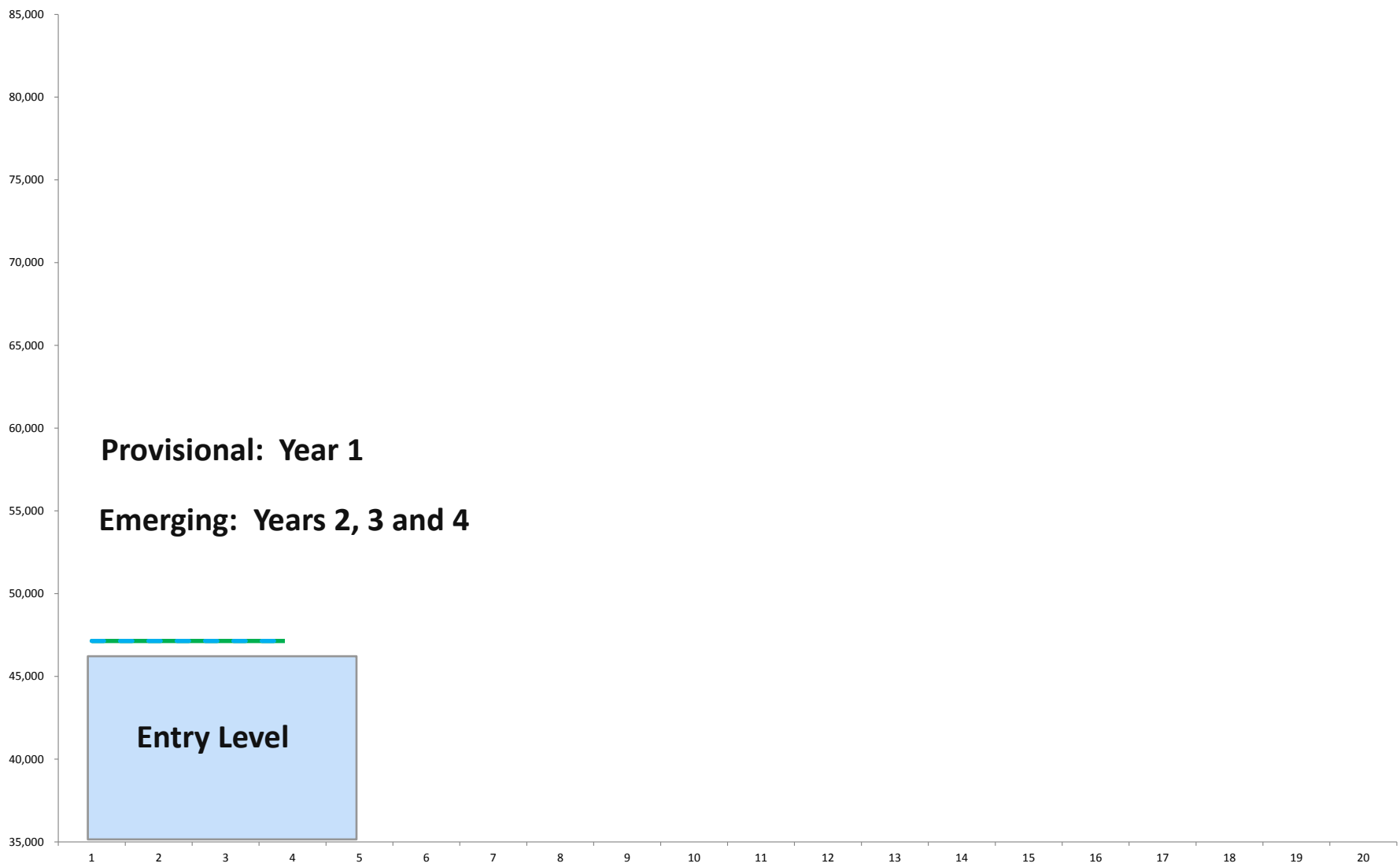
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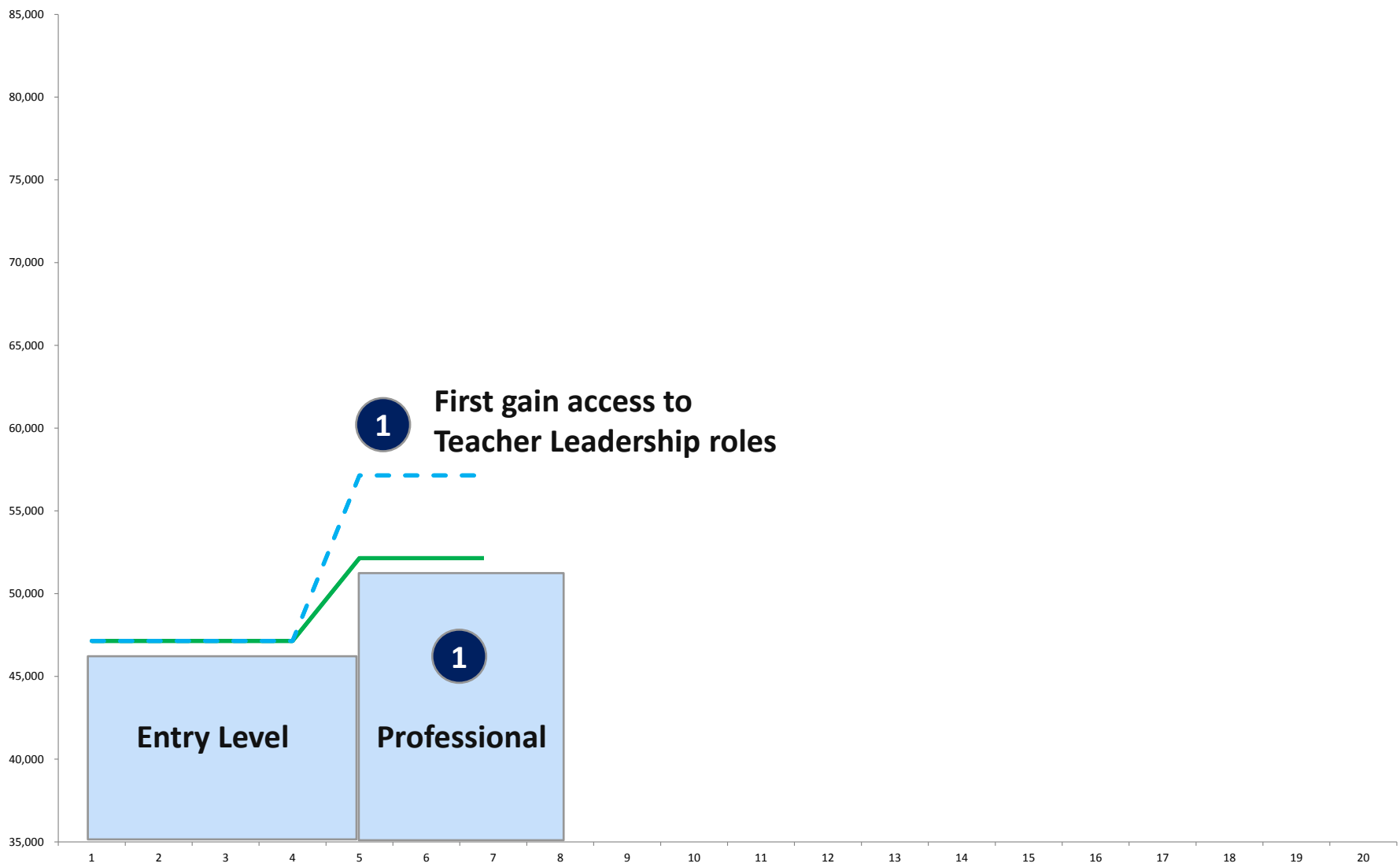
Alternative Proposal



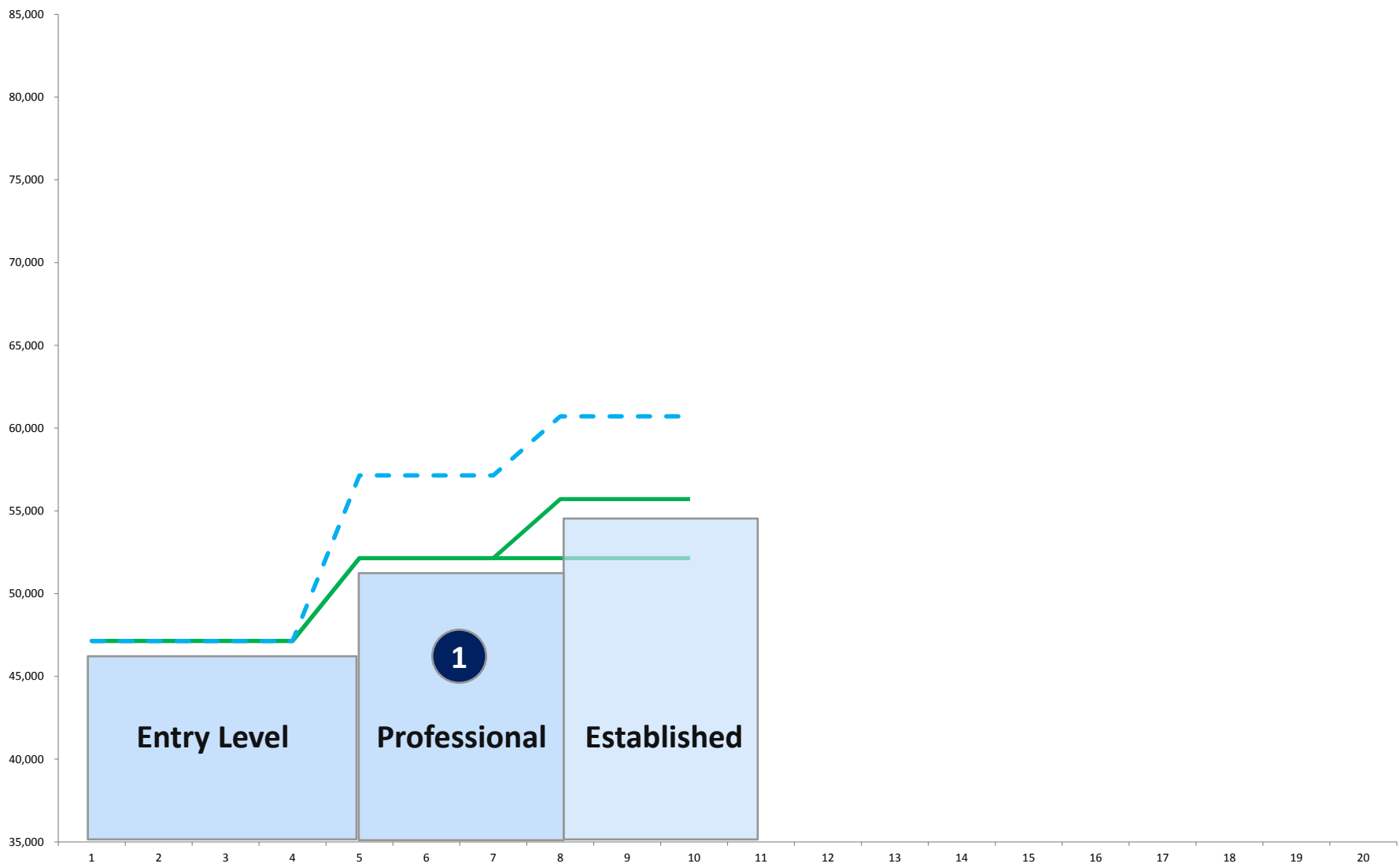
Alternative Proposal: Entry Level



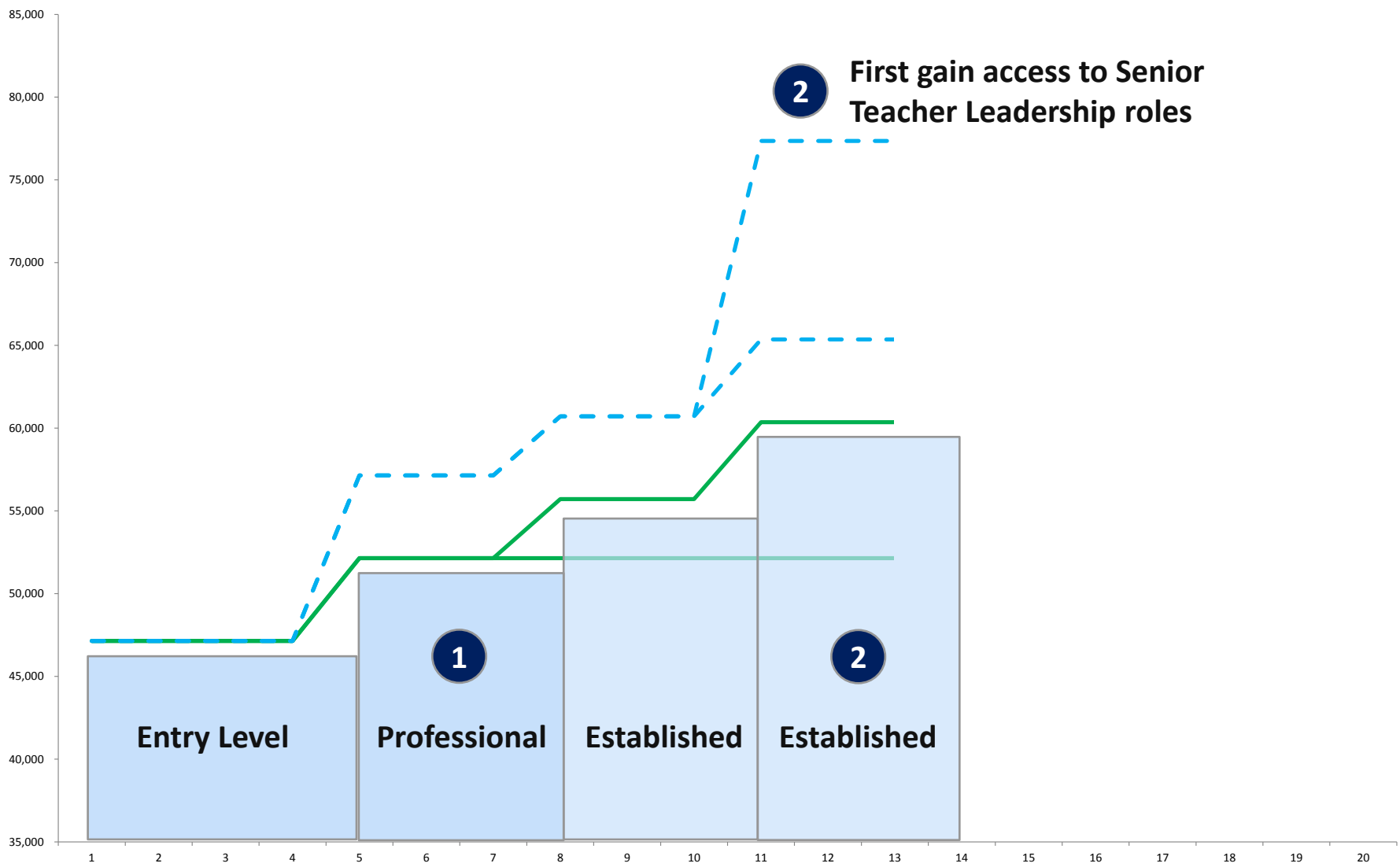
Alternative Proposal: Professional



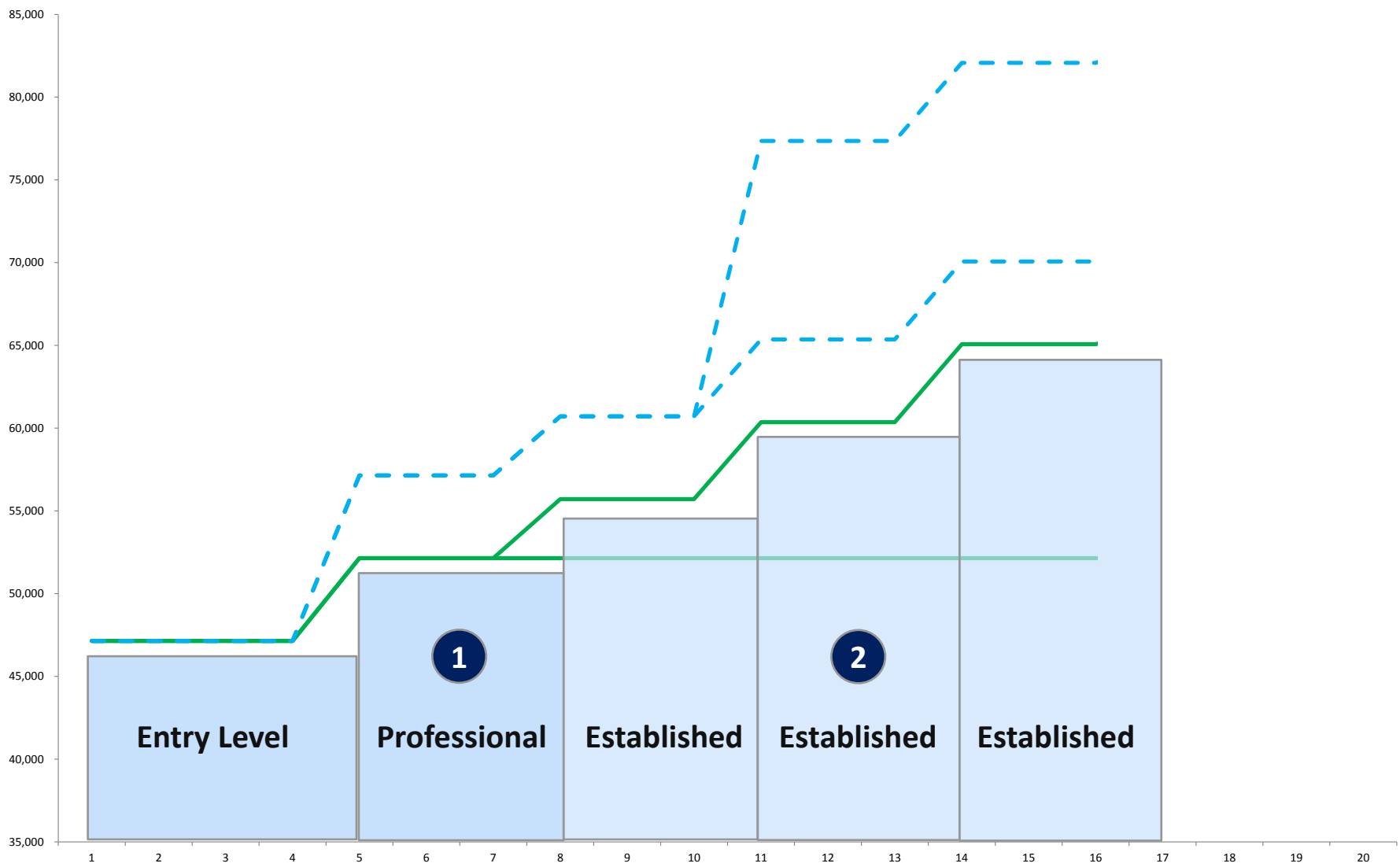
Alternative Proposal: Established



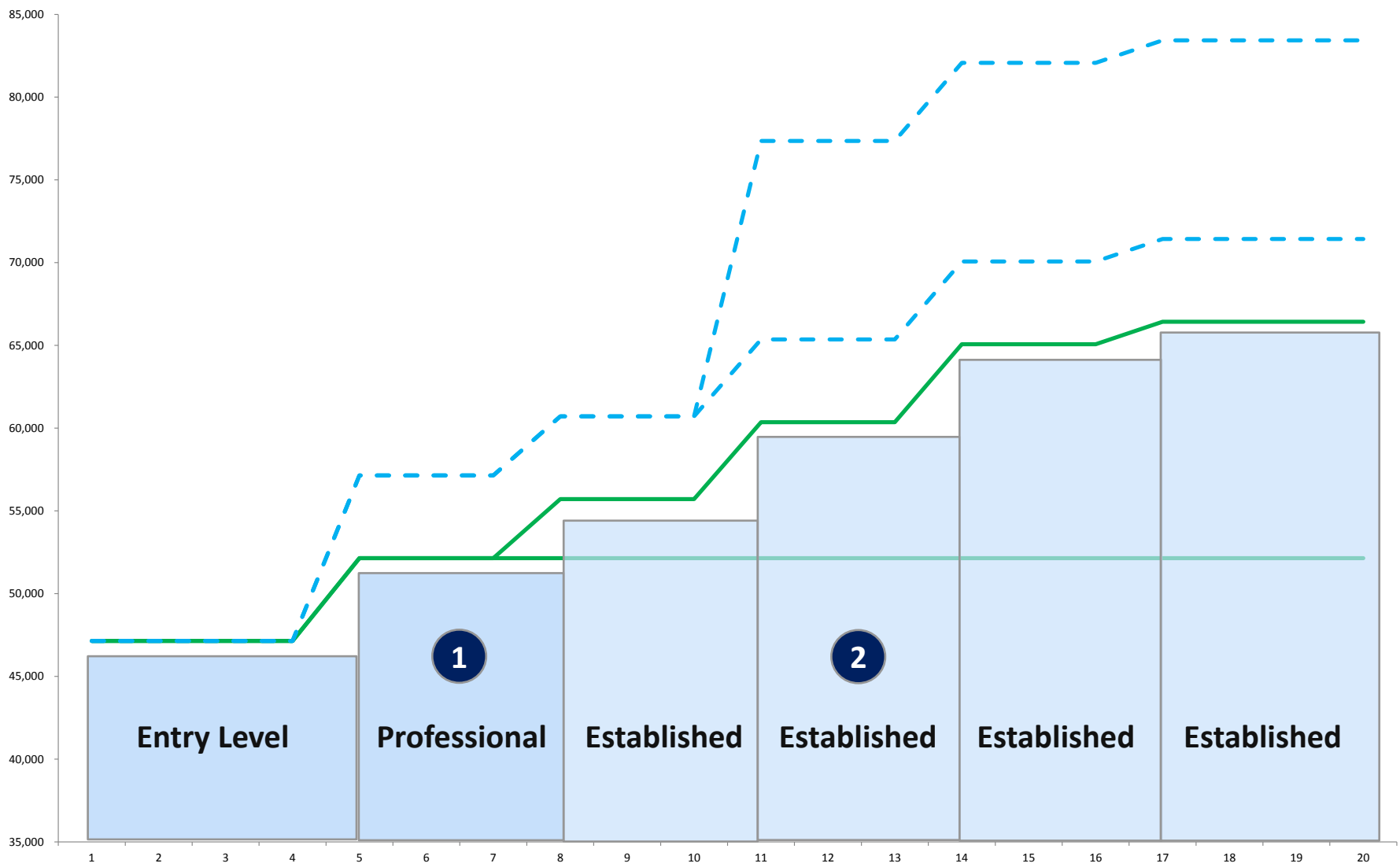
Alternative Proposal: Established



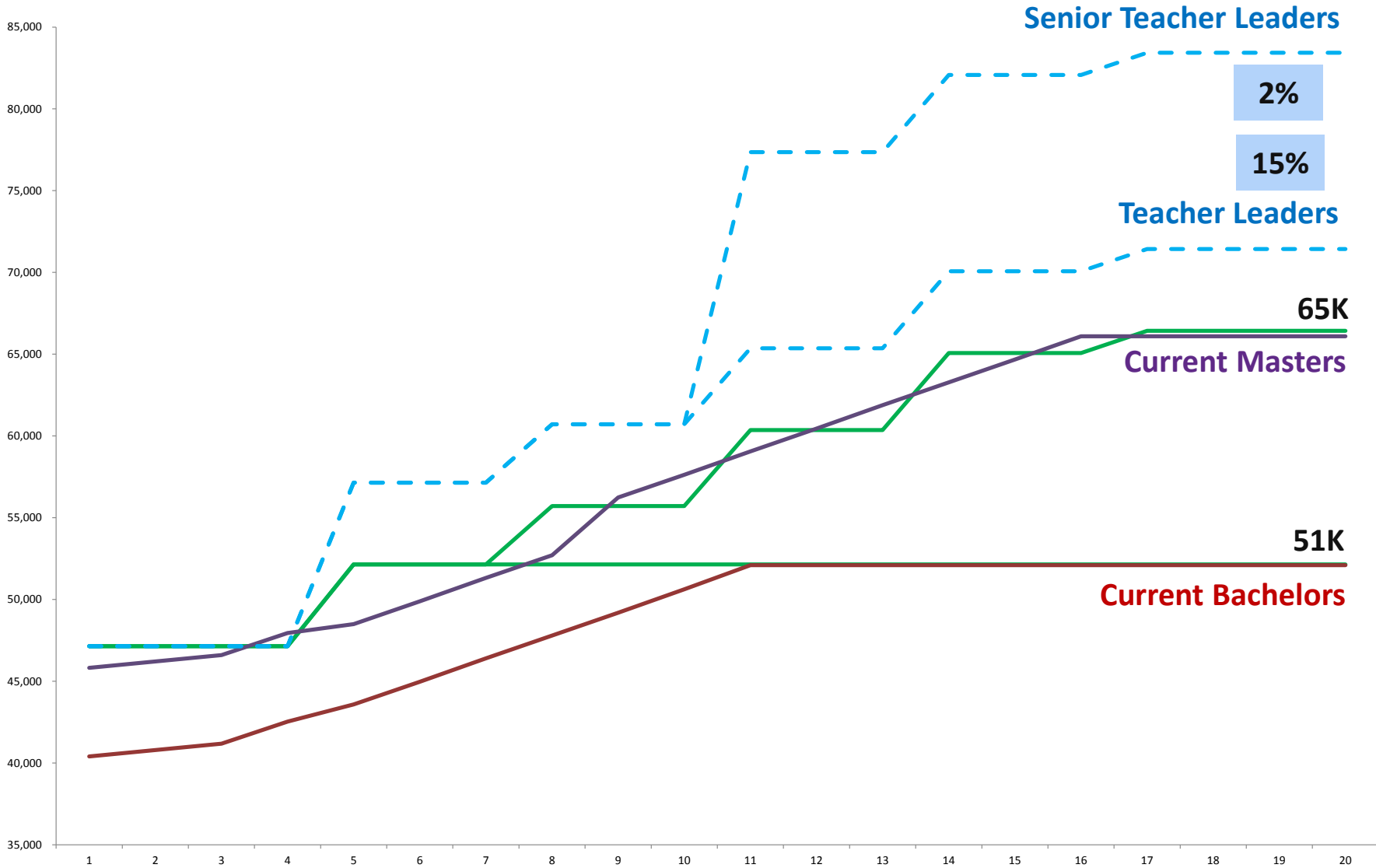
Alternative Proposal: Established



Alternative Proposal: Established



Alternative Proposal



Alternative Proposal: Career Earnings Comparison

		Early Career First 4yrs	First 10yrs Total	Next 10yrs Total	20 Year Total
Bachelors	Core Educator	\$23,673	\$53,975	\$452	\$54,427
	Teacher Leader	\$23,673	\$83,975	\$50,452	\$134,427
	Senior Teacher Leader	\$23,673	\$83,975	\$170,452	\$254,427
Masters	Core Educator	\$2,002	\$9,319	\$2,187	\$11,506
	Teacher Leader	\$2,002	\$39,319	\$52,187	\$91,506
	Senior Teacher Leader	\$2,002	\$39,319	\$172,187	\$211,506

Notes:

Core Educator assumes no TL position is held in Year 5 through 20; Teacher Leader assumes TL position is held in Year 5 through Year 20; Senior Teacher Leader assumes TL position is held in Year 5 and Senior Teacher Leader status is awarded in Year 11

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Group Discussion

Review Teacher Leadership Handout

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Sample Selection Criteria

Common teacher leader selection criteria include:

- Effective instructional skills and ability to achieve strong student gains in a variety of contexts and environments.
- Ability to analyze a challenge and determine effective solutions.
- Ability to lead and manage other adults, build other's skills, work effectively in a team, and motivate peers to action.
- Ability to establish strong and effective working relationships.
- Well respected and credible among peers.
- Strong oral and written communications skills.
- The ability to lead a large project or initiative.
- The ability to organize and analyze student data.
- Knowledgeable about school systems, processes, and policies.

Sample Selection Process Activities

Teacher leader selection processes often have a number of steps:

- **Application** including essay questions regarding past experience, leadership skills, professional development and growth
- **Lesson observation** to confirm high quality instructional skills
- **Mock feedback session** to determine a candidate's ability to observe an educator and provide coaching and feedback
- **Sample work products** including lesson plans, unit plans, student work, student data analysis, projects, etc.
- **Interview** with a school leader, central office personnel, or the Superintendent
- **Recommendation forms** from peers, school leaders, and mentors
- **Anonymous feedback survey** completed by peers in the building

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Next Steps

Stakeholder Engagement

- Additional **Town Hall – Wednesday, November 12th - William Penn High School, 4:00 pm – 5:30pm**
- Second round of **Educator Working Groups** on November 3rd and 5th
- Ongoing informational meetings with **key organizations and advisors**

Upcoming CAECC Meetings

- Focus of future discussions:
 - Teacher Leader and Senior Teacher Leader roles
 - Compensation considerations
 - Committee recommendations
 - Clarify process post November 15

Announcements

- **Next CAECC meeting:**
 - November 7th from 11 am – 1 pm
 - Carvel Building, 12th Floor (820 North French Street, Wilmington)
 - **November 12th meeting will be at William Penn HS, not Townsend Building in Dover and will be from 6pm – 8pm**
- **Materials and Minutes:**
 - <http://caecc.us>

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