

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 partially visible, also reading a book. The setting appears to be a classroom with bookshelves.

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

**Meeting #11**

November 18, 2014

# Goals Today

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

- Review the status report
- Review the specific recommendations of each section to clarify
  - (1) areas of broad agreement
  - (2) areas for continued discussion
  - (3) process recommendations to resolve outstanding questions
- Clarify next steps now through January 9th

# Process Ahead

## Proposed meeting dates:

- December 4<sup>th</sup>
- December 11<sup>th</sup>
- December 18<sup>th</sup>
- January 7<sup>th</sup>

## Proposed report timeline:

- Draft: by Dec 23<sup>rd</sup>
- Final: Jan 9<sup>th</sup>

## Proposed focus areas

- **Implementation:**  
timeline, opt-in windows, sub-committees
- **Teacher Leadership:**  
selection process, allocation, eligibility
- **Career Pathway:**  
Masters, Clusters, NBCT, STEM, High Need, and other compensation

# Agenda

- **Status Report Overview**
- Next Steps
- Public Comment

## Committee Feedback: Key Themes

- **Educator Working Group**
  - Membership and purview
  - Ongoing role of the Committee
- **National Board Certification and “Clusters”**
  - Prior role in our system
  - Committee conclusions and recommendations
- **Current working compensation proposal**
  - Masters degrees – quality and value for children
- **Financial analysis and cost estimates**
  - Need to revisit
  - Inclusion in status report?
- **Examples of systems from non-urban areas**

# Status Report – Summary Recommendations

- Establish a career pathway
- Provide recognition and compensation for teacher leadership
- Create high-level leadership opportunities for the state’s most accomplished teachers so they can be leaders and decision-makers without having to leave the classroom
- Raise starting salaries so that Delaware is competitive with surrounding states
- Establish a compensation structure that provides all educators with a fair, professional salary tied to key milestones.
- Provide meaningful compensation for educators in Teacher Leader roles that is higher than the vast majority of educators earn today
- Provide Senior Teacher Leaders with compensation that is roughly commensurate with assistant principals
- Allow all current educators to remain in the existing compensation system, but provide them with multiple opportunities to join the new system if they choose to do so

# Status Report Overview: Framing Questions

- **Recommendations:**
  - Is there anything here that doesn't match your recollection of the Committee's discussion and/or agreement?
  - Is anything missing that should be reflected here?
- **Ongoing Conversations:**
  - How to resolve outstanding questions?
    - CAECC resolution
    - Defer to stakeholder groups for recommendations

# Specific Recommendations: Career Ladder Framework

## Unresolved Questions

- Entry level responsibilities: Should Provisional educators be protected from non-core classroom duties in their first year?
- Licensure & Certification: How should the Committee's proposal align with other legal requirements for educators?
- Placement rules: Where should educators with prior industry and/or teaching experience be placed on the career ladder?

## Recommendations

- Defer provisional educator question to Educator Sub-Committee
- PSB and DDOE explore implications of Licensure & Certification alignment with future system
- CAECC works with DDOE to determine placement rules



# Specific Recommendations: Teacher Leadership Roles

## Unresolved Questions

- Eligibility requirements: What are the minimum requirements that should determine eligibility to apply for a Teacher Leader role?
- Selection process: What common elements should exist state-wide? How should educators be involved in selection?
- Performance: How should schools and/or districts evaluate Teacher Leaders?
- Roles & Responsibility: How will roles be developed and defined by districts? What is the State's role in supporting that process?
- Terms of Service: What changes need to happen to ensure Teacher Leaders have the time and space to fulfill their duties?
- Allocation: How should roles be allocated to schools and districts?

## Recommendations

- Convene Educator Working Group to provide recommendations on next level of detail regarding Teacher Leadership roles
- Convene district work group to focus on technical details required to support implementation (funding mechanisms, role allocation rules, implementation planning)

# Specific Recommendations: Senior Teacher Leadership Roles

## Unresolved Questions

- Eligibility requirements: Definitions of high need school and high need population for purposes of meeting eligibility requirements
- Selection process: what common elements should exist state-wide?
- Performance: how schools and or districts should evaluate Senior Teacher Leader performance in the role
- Terms of Service: what changes need to happen to ensure Teacher Leaders have the time and space to fulfill their duties?
- Allocation: how should roles be allocated to schools and districts?

## Recommendations

- DDOE develops definitions of high-need school and high-need population for CAECC consideration
- Convene Educator Working Group to provide recommendations on next level of detail regarding Senior Teacher Leadership roles and selection process
- Convene district work group to focus on technical details required to support implementation (funding mechanisms, role allocation rules, implementation planning)

## Specific Recommendations: Compensation Structure

- **Recommendations:**
  - Is there anything here that doesn't match your recollection of the Committee's discussion and/or agreement?
  - Is anything missing that should be reflected here?
- **Ongoing Conversations:**
  - How to resolve outstanding questions?
    - CAECC resolution
    - Defer to stakeholder groups for recommendations

# Specific Recommendations: Compensation Structure

## Unresolved Questions

- What are the specific levels of base pay at each step of the Career Ladder?
- What are the specific supplemental pay for Teacher Leader and Senior Teacher Leader roles?
- What is the funding mechanism for Teacher Leader and Senior Teacher Leadership supplements?
- Will the future system recognize other credentials for compensation?

## Recommendations

- CAECC recommends minimum levels of base pay and supplemental pay
- Convene work group to focus on technical details required to support implementation (funding mechanisms, role allocation rules, implementation planning)

# Specific Recommendations: Implementation Considerations

## Unresolved Questions

- Opt-in windows: What rules should govern the opt-in opportunities for current educators?
- What are the critical dependencies required for implementation?
- What is the role of the state in supporting implementation?

## Recommendations

- CAECC to recommend an appropriate set of rules to guide opt-in
- DDOE develops a proposal for state's role in supporting implementation for CAECC review
- Convene work group to focus on technical details required to support implementation (funding mechanisms, role allocation rules, implementation planning)

# Agenda

- Status Report Overview
- **Next Steps**
- Public Comment

# Announcements

- **Next CAECC meeting:**
  - TBD (first or second week of December)
- **Materials and Minutes:**
  - <http://caecc.us>

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- Status Report Overview
- Next Steps
- **Public Comment**