

A group of four smiling business professionals in a professional setting. The image is a close-up shot of four people, two men and two women, all smiling warmly. They are dressed in business attire. The background is a soft, out-of-focus light blue.

Delaware Educator Compensation & Careers

September 22, 2014 and September 25, 2014

Virtual Town Hall

Goals

Develop a shared understanding regarding:

- The work and discussion over the past several years that led to the passing of Senate Bill 254
- The process and work underway for the development of a proposal for the new educator career ladder and compensation framework
- How you can contribute to the design of this new approach!

Overview

- **Background and context for this work**
- Overview of Senate Bill (SB) 254
- The proposal development process and timeline
- How to get involved
- Questions?

Current Educators' Career Aspirations

For years we have known that our educators...

- **...want a career that offers multiple stages of career growth, including:**
 - Meaningful milestones along a progression toward mastery
 - Opportunities for increased responsibility and pay along the way
- **...want a career that is dynamic and exciting - one that offers:**
 - New challenges without having to leave the classroom
 - More time to collaborate with their colleagues
 - More opportunities to shape their school and profession

Note: Based on feedback from Delaware Teacher of the Year Advisory Board working sessions with Secretary Murphy during 2013 – 2014 SY

Future Educators' Career Aspirations

“Making teaching a lifetime career may not fit Gen Y, but keeping a promising teacher for a five-to-ten year period makes practical sense...

...Newcomers to the profession may be encouraged to set longer-term goals if there is a second career stage that values teacher effectiveness and involves leading from the classroom.”

- *National Network of State Teachers of the Year: Creating Sustainable Teacher Career Pathways: A 21st Century Imperative (2013)*

Foundation for this Work



- Education Salary Improvement Committee (1998)

- Race to the Top initiatives (since 2010)

- DDOE exploratory research (2012)

- Stakeholder visioning (2013)

- DSEA & DDOE collaboration (Since 2013)

- Senate Bill 254 (July 2014)

- CAECC process (July - November 2014)

- Legislation proposed in Winter 2015

Educator Career Progression in Delaware Today

Years Exp.	No Degree	Bach Degree	Bach Plus 15	Bach Plus 30	Mast Degree	Mast Plus 15	Mast Plus 30	Mast Plus 45	Doctoral Degree
0.0	26,698	27,781	28,864	29,948	31,573	32,657	33,740	34,826	35,910
1.0	26,967	28,053	29,137	30,220	31,845	32,929	34,012	35,096	36,179
2.0	27,211	28,323	29,406	30,490	32,115	33,198	34,282	35,368	36,451
3.0	28,187	29,270	30,354	31,440	33,065	34,148	35,232	36,315	37,399
4.0	29,001	30,003	30,979	31,981	33,443	34,418	35,637	36,721	37,804
5.0	30,003	30,979	31,981	32,957	34,418	35,421	36,396	37,399	38,374
6.0	30,979	31,981	32,957	33,932	35,421	36,396	37,399	38,374	39,349
7.0	31,981	32,957	33,932	34,935	36,396	37,399	38,374	39,349	40,352
8.0	32,957	33,932	34,935	35,910	38,863	39,838	40,838	41,816	42,816
9.0	33,932	34,935	35,910	36,885	39,838	40,838	41,816	42,816	43,791
10.0	34,935	35,968	36,885	37,888	40,838	41,816	42,816	43,791	44,769
11.0	34,935	35,968	37,888	38,863	41,816	42,816	43,791	44,769	45,769
12.0	34,935	35,968	38,918	39,838	42,816	43,791	44,769	45,769	46,744
13.0	34,935	35,968	38,918	40,838	43,791	44,769	45,769	46,744	47,719
14.0	34,935	35,968	38,918	41,863	44,769	45,769	46,744	47,719	48,722
15.0	34,935	35,968	38,918	41,863	45,769	46,792	47,719	48,722	49,697
16.0	34,935	35,968	38,918	41,863	45,769	46,792	48,714	49,747	50,692

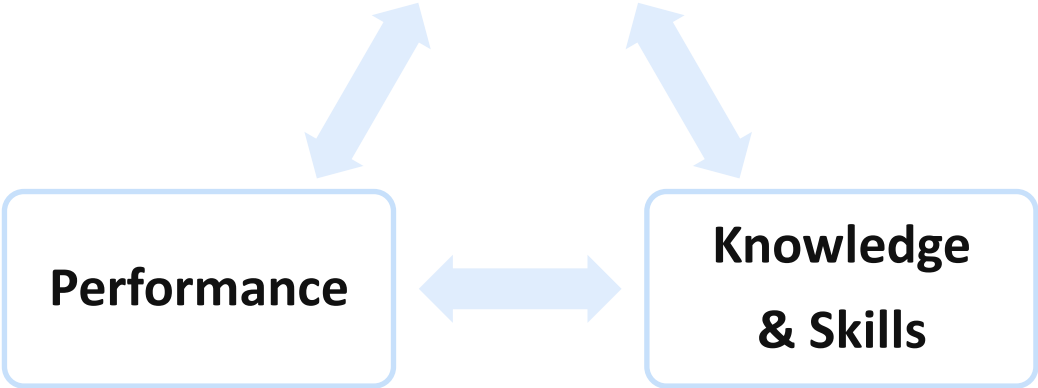
* Excludes local district share which generally represents ~30% of total base salary

Holistic Approach to Educator Career Progression

Senior Teacher Leader &
Teacher Leader Roles

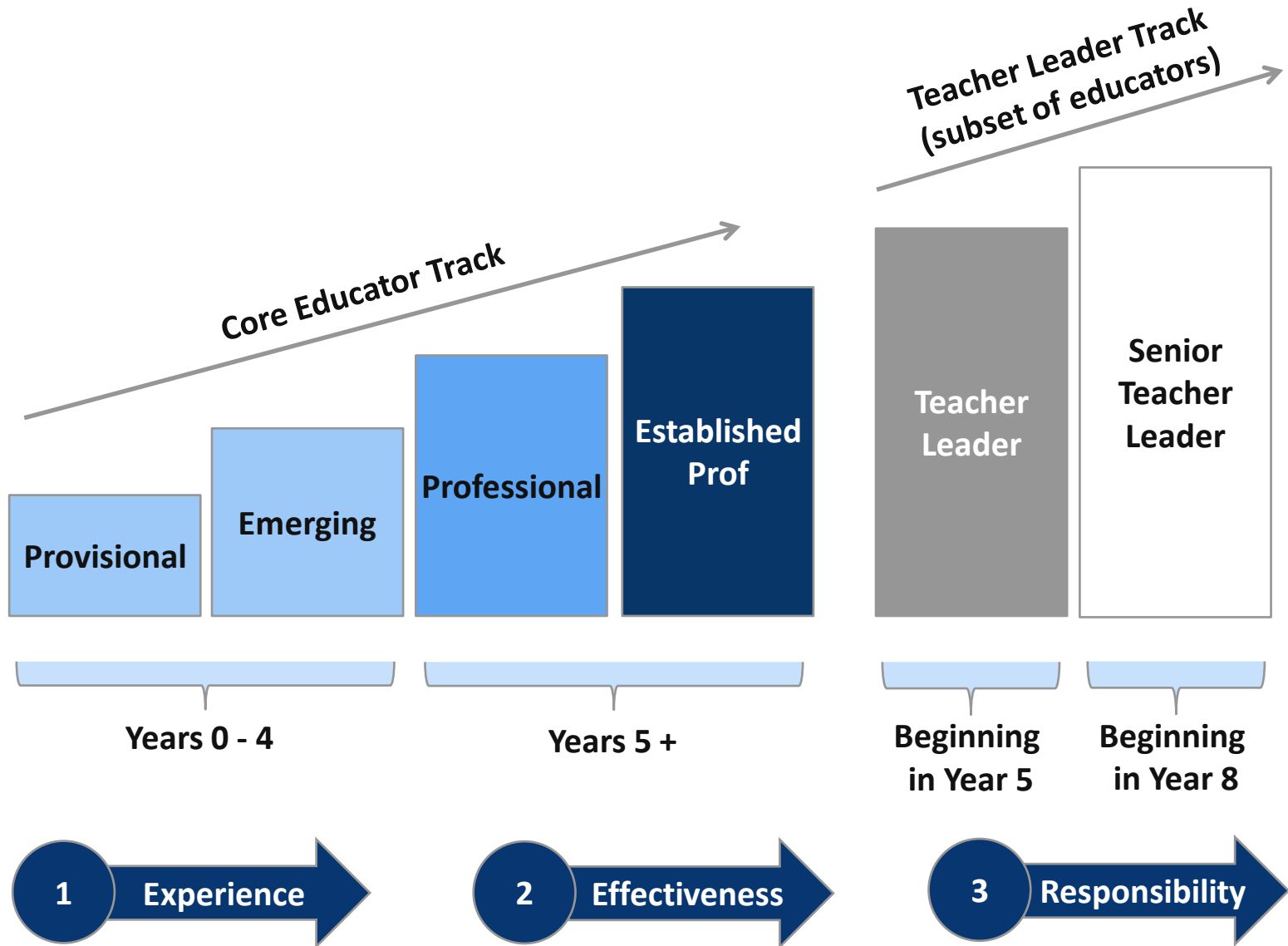
Responsibility

Valued as critical “gate keepers” to
heightened responsibilities



Mutually reinforcing with leadership roles
playing central role in driving professional
growth for all educators

Could this be the Educator Career Ladder of the future?



Overview

- Background and context for this work
- **Overview of Senate Bill (SB) 254**
- The proposal development process and timeline
- How to get involved
- Questions?

Overview of Senate Bill 254

Senate Bill 254 calls for the development of an educator career ladder structure. Specifically, it calls for:

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

**The educator career ladder proposal is due to the Governor
by November 15, 2014.**

Overview

- Background and context for this work
- Overview of Senate Bill (SB) 254
- **The proposal development process and timeline**
- How to get involved
- Questions?

Design Process and Stakeholder Engagement

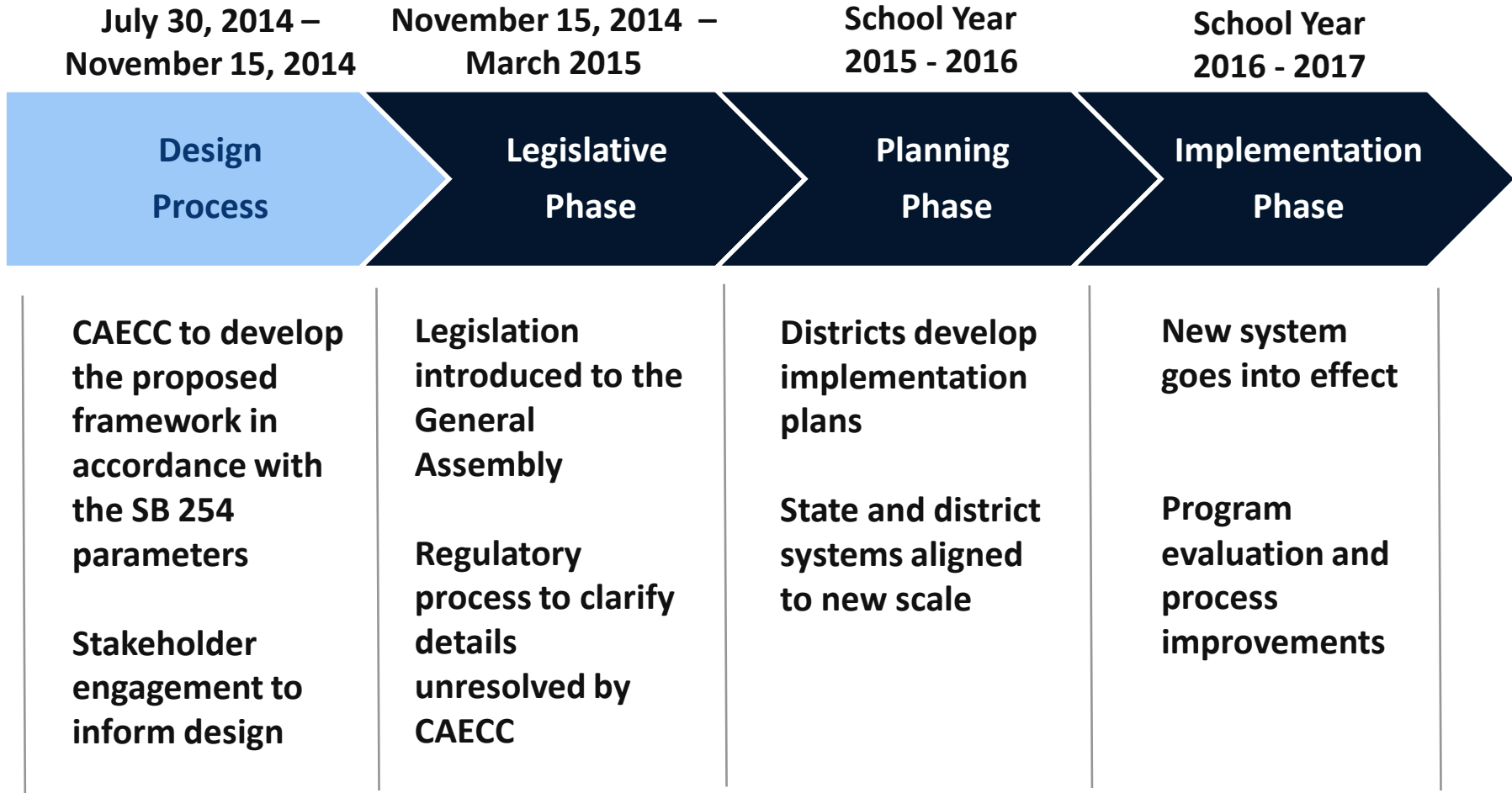
Senate Bill 254 also requires the CAECC to engage stakeholders in development of this proposal.

As a result, throughout the proposal development process, we will be engaging key stakeholder groups through a variety of ways.

The core components of the stakeholder engagement strategy are:

- Engage educators and stakeholder groups in a direct and meaningful way
- Meet with stakeholders at multiple points throughout the process
- Bring the ideas, thoughts, and opinions of stakeholders to the CAECC to help inform the proposal
- Encourage broad participation through utilization of multiple formats

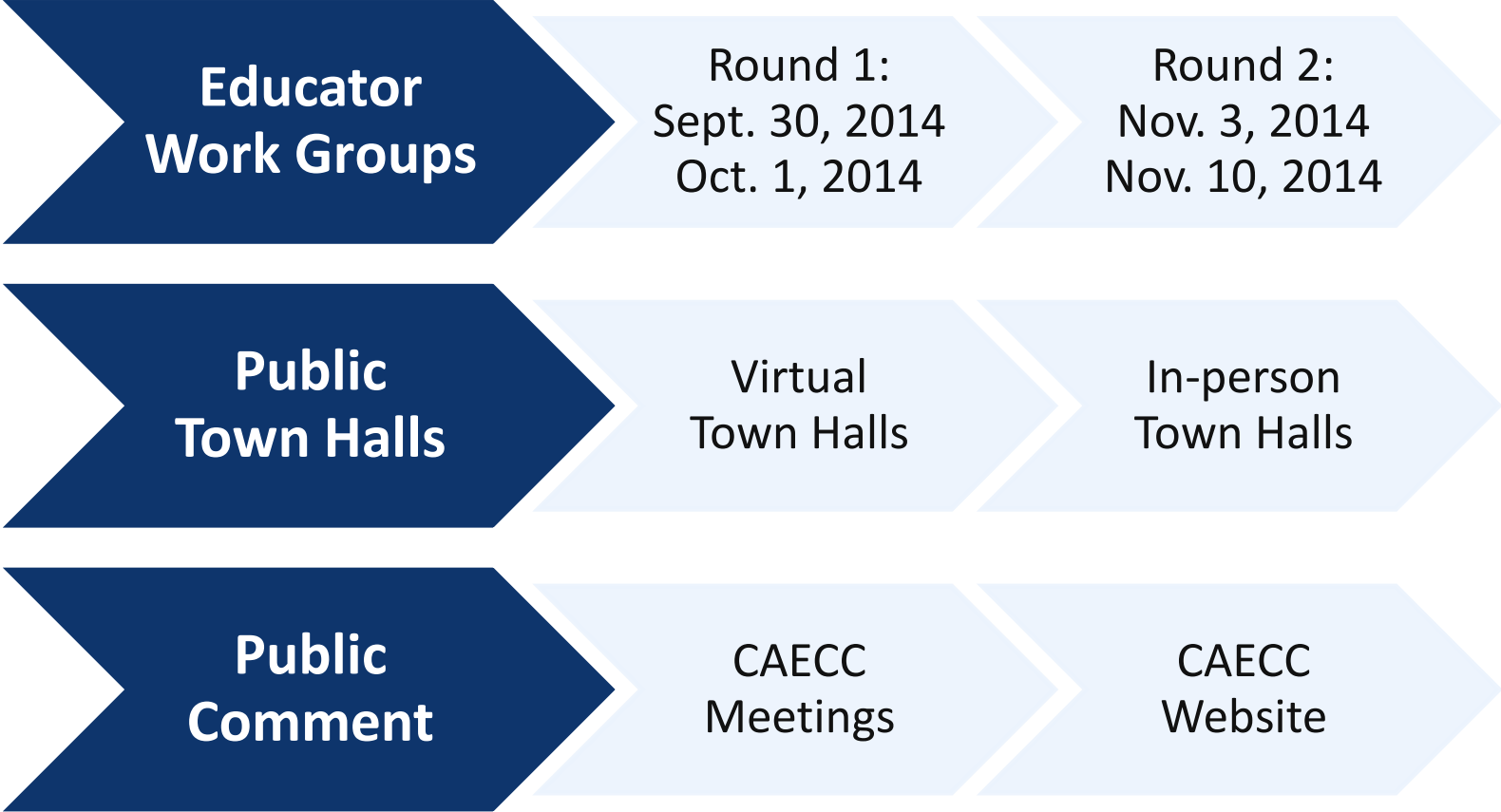
Timeline



Overview

- Background and context for this work
- Overview of Senate Bill (SB) 254
- The proposal development process and timeline
- **How to get involved**
- Questions?

Opportunities for Input



Get involved!

- **Stakeholder Working Groups:** Educators from across Delaware will convene to discuss the current career ladder proposal, teacher leadership and design considerations
 - September 30, 2014
 - October 1, 2014
 - November 3, 2014
 - November 10, 2014
- **In-person town hall sessions:**
 - October 27, 2014 – Sussex County
 - October 28, 2014 – Kent County
 - October 29, 2014 – New Castle County
- **Public Comment - Visit the DDOE Website to access CAECC meeting content - <http://www.doe.k12.de.us/caecc/>**
- **Email questions and comments to: donna.johnson@doe.k12.de.us**

Overview

- Background and context for this work
- Overview of Senate Bill (SB) 254
- The proposal development process and timeline
- How to get involved
- **Questions?**