

CAECC DRAFT PROPOSALS FOR COMMITTEE CONSIDERATION

January 30, 2015

Unresolved Issue: Eligibility requirements for Teacher Leader positions

Proposal: An educator is eligible to hold a Teacher Leader position when they have achieved the following:

- The Professional or Established Educator designation
- An Effective summative rating in their most recent evaluation cycle ~~that reflects:~~
 - ~~○ A 4/4 rating in Components I through IV AND~~
 - ~~○ An “Exceeds” rating on Measure A OR an “Exceeds” rating on Measure B or C in Component V~~

Unresolved Issue: Eligibility requirements for Senior Teacher Leader positions

Proposal: An educator is eligible to hold a Senior Teacher Leader position when they have achieved the following:

- The Established Educator designation
- A summative rating of Highly Effective in their most recent evaluation cycle
- Has served at least two full terms in a Teacher Leader role and demonstrated excellence in leading other adults
 - National Board Certification may substitute for one of the two-term Teacher Leader requirement
- Has served in a high-need school OR a significant high need population for at least six years

Unresolved Issue: Opt-in opportunities for current educators

Proposal: The future system should offer three opt-in windows for existing educators to join voluntarily the new system, with the following conditions:

- The three opt-in windows will fall within the first five years of implementation
- All of those employed in a Delaware public school at the time of implementation will have the option to voluntarily opt-in to the alternative system
- Once an educator chooses to opt-in to the alternative system they will no longer be able to rejoin the existing state scale

DRAFT DOCUMENT FOR DISCUSSION PURPOSES ONLY

- Educators who elect to remain on the current state pay scale should retain their right to do so and be paid according to the current provisions of Title 14, § 1305 of Delaware Code
- Those who are currently employed or have been employed in a Delaware public school within [x] years of the implementation date shall be considered “current employees” and retain the right of voluntary opt-in to the alternative system

Unresolved Issue: Determine levels of base pay for educators at all steps in the career pathway

Proposal: Educators with a Bachelor’s degree will have the opportunity to increase their base salary earnings toward those offered to Master’s degree holders by holding Teacher Leader positions.

Condition	Increase to Proposal Base Salary (%)	Increase to Proposal Base Salary (\$)
1 term as a Teacher Leader (within 10 year period)	5%	\$1,825
2 terms as a Teacher Leader (within 15 year period)	15%	\$5,475
3 terms as a Teacher Leader (within 20 year period)	25%	\$9,125

Proposed conditions:

- The supplement to base salary is received as long as the required number of Teacher Leadership terms have been held within the timeframe specified (e.g. 1 full three-year term within a 10 year timeframe).
- After 1 term as a Teacher Leader, the increase to base salary is received the following year (e.g. after the third year, the base salary increase occurs in the fourth year).
- Additional increases to base salary for subsequent Teacher Leadership roles in the timeframes specified above occur in the first year of the additional Teacher Leadership term.
- Educators who go on to receive a Master’s degree will no longer receive the additional supplement to their base salary and will be paid according to the level of pay designated for Master’s degree holders at their step in the career ladder.

Unresolved Issue: Will the future system recognize other credentials for compensation?

Proposal:

Accelerated Senior Teacher Leadership eligibility: National Board Certification will be recognized as a gateway credential, unlocking Senior Teacher Leadership eligibility three years ahead of the standard trajectory, by counting toward one of the two-terms of Teacher Leadership required for eligibility.

State support for NBCT attainment: the State will reimburse 50% of the cost of attaining National Board Certification for an educator's first attempt. (Estimated cost is \$100,000 to \$200,000 per year)

Higher stipend in high-need schools: Teacher Leadership in a High Need school for those with National Board Certification will receive a \$6,000 per year supplement while holding the leadership term.

Service in a high-need school: National Board Certified teachers serving in a high need school or with a high need population will receive a \$3,000 per year supplement.

Strengthen quality of Master's degrees: Educator Work Group will work with DDOE, PSB, and SBE to survey the current landscape with regard to Master's degrees and issue recommendations to the CAECC on how best to ensure high quality Master's degrees are rewarded and compensated in our schools.

Skills & Knowledge and Teacher Leadership: Educator Work Group will explore how other states and districts incentivize high quality professional development and how it might play a role in Teacher Leader and Senior Teacher Leader selection in the alternative system.