

A young boy with short dark hair, wearing a grey and blue striped shirt, is sitting and smiling while holding a red folder. In the background, a teacher with blonde hair is visible, and there are bookshelves filled with books.

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

Meeting #13

January 16, 2015

Goals Today

During today's meeting we will:

- Revisit and recap where left off in the last round of discussions before the holidays
- Clarify the unresolved questions this Committee sought to address prior to the Educator Work Group phase of this work
- Introduce a series of proposals addressing those issues for initial reactions and discussion
- Ask that the Committee reflect on these proposals over the next week and come prepared to take action on these and other recommendations in subsequent discussions

Agenda

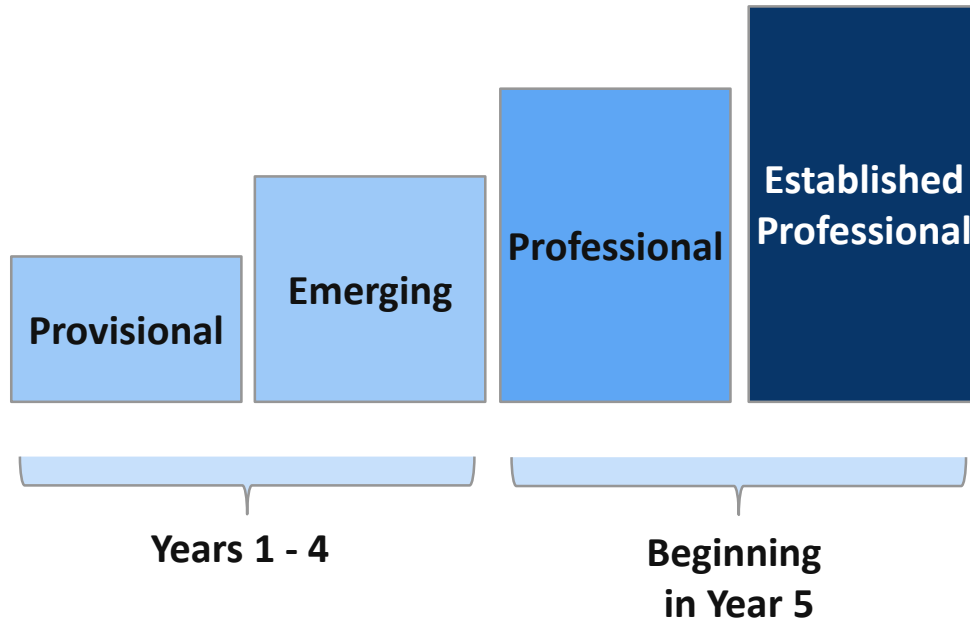
- **Part I: Recap and review Committee charge and debates**
- Part II: Discuss proposals to outstanding questions
- Next Steps
- Public Comment

Our Charge: Review

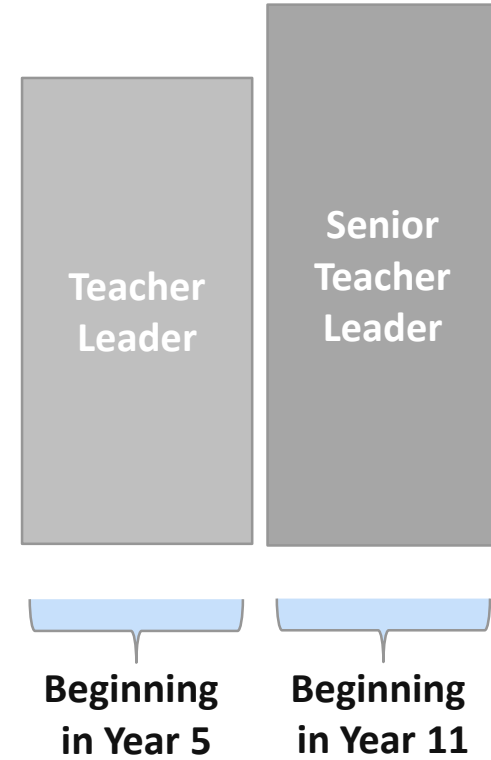
1. Create a career pathway with few and meaningful steps
2. Establish a number of leadership roles through which educators will receive additional pay for assuming leadership responsibilities
3. Establish senior leadership positions for a small sub-set of experienced educators
4. Allocate leadership roles across school districts
5. Specify the applicability of the new system [and] provide a mechanism and timeline for current educators to opt-in to the new system
6. Determine levels of base pay for educators at all steps in the career pathway

Charge #1: Create a career pathway with few and meaningful steps

Educator Career Pathway



Teacher Leadership



Charge #1: Create a career pathway with few and meaningful steps

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 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

Charge #2: Establish a number of leadership roles through which educators will receive additional pay for assuming leadership responsibilities

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 technical advisory group to focus on technical details required to support implementation (funding mechanisms, role allocation rules, implementation planning)

Charge #3: Establish senior leadership positions for a small sub-set of experienced educators

Unresolved Questions

- **Eligibility requirements: what are the minimum requirements that should determine eligibility to apply for a Senior Teacher Leader role?**
- Selection process: what common elements should exist state-wide?
- Performance: how should schools and or districts 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 technical advisory group to focus on technical details required to support implementation (funding mechanisms, role allocation rules, implementation planning)

Charge #4: Allocate leadership roles across school districts

Guiding Principles for Allocation:

- **Principle 1** – Ensure every school has a fair minimum number of roles
- **Principle 2** – Ensure high need schools receive a higher proportion of roles so they are better able to attract and retain great educators
- **Principle 3** – Retain some district flexibility to adjust the location and types of roles based on local needs

Charge #4: Allocate leadership roles across school districts

Unresolved Questions

- Definitions of “high need school” and “high need population” for purposes of determining allocation of leadership roles
- Funding mechanism and rules governing allocations

Recommendations

- DDOE develops definitions of high-need school and high-need population for CAECC consideration
- Convene technical advisory group to focus on details required to support implementation (funding mechanisms, role allocation rules, implementation planning)

Charge #5: Specify the applicability of the new system [and] provide a mechanism and timeline for current educators to opt-in to the new system

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 technical advisory group to focus on technical details required to support implementation (funding mechanisms, role allocation rules, implementation planning)

Charge #6: Determine levels of base pay for educators at all steps in the career pathway

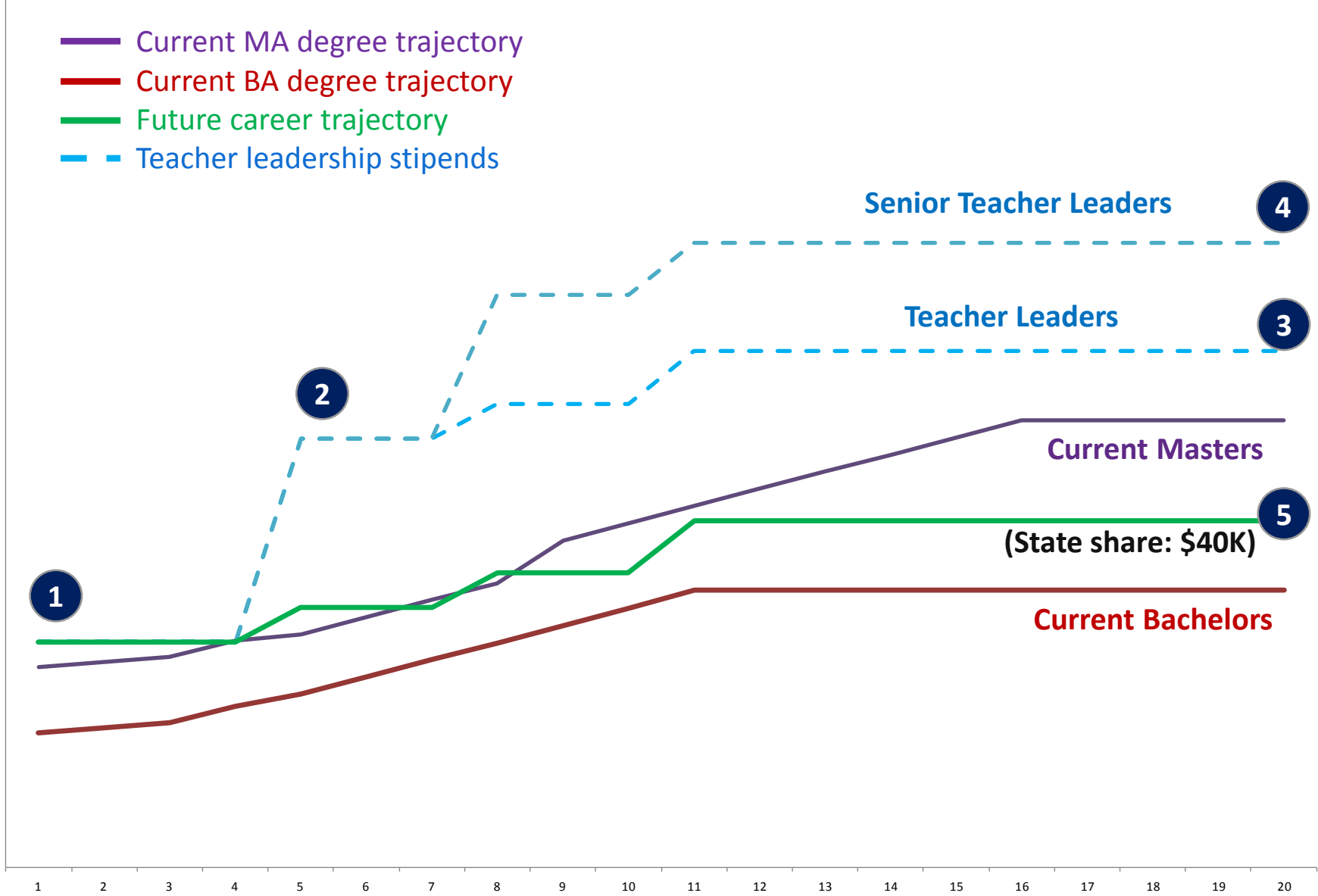
Unresolved Questions

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

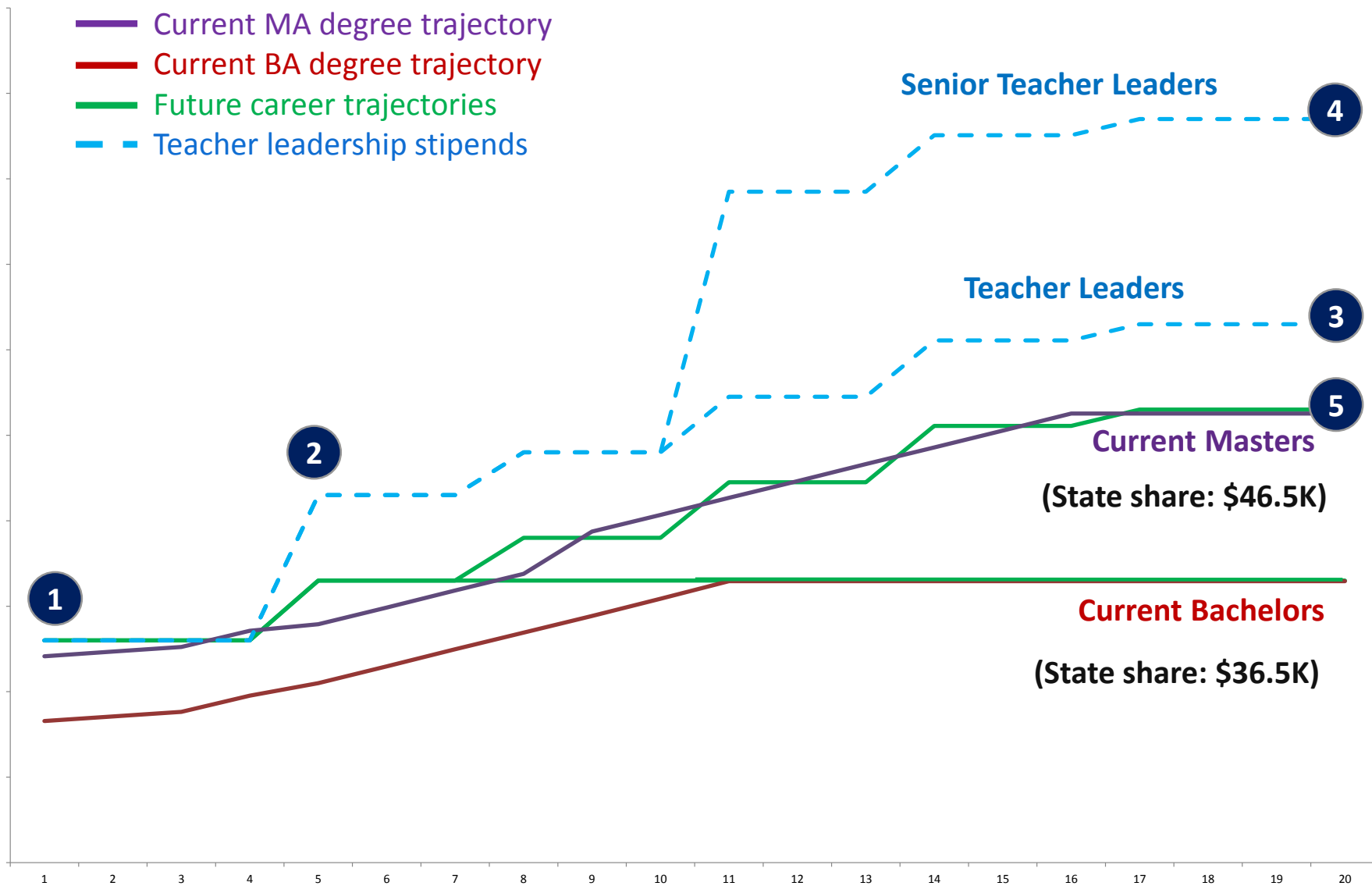
Recommendations

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

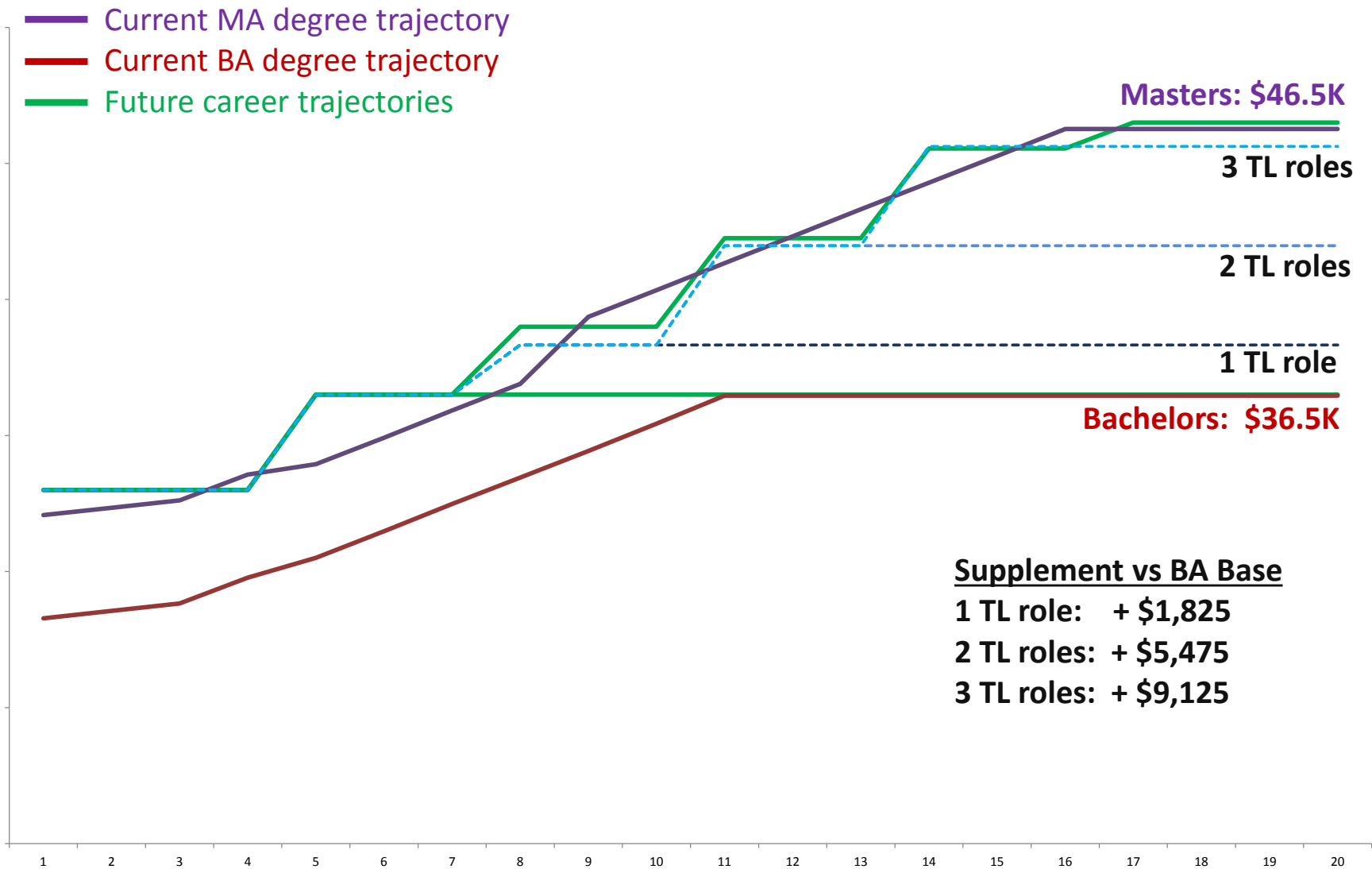
Initial Working Proposal



Alternative Working Proposal



Working Proposal 2.0



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REVIEW PROPOSALS HANDOUT

Agenda

- Part I: Recap and review Committee charge and debates
- Part II: Discuss proposals to outstanding questions
- **Next Steps**
- Public Comment

Announcements

- **Next CAECC meeting:**
 - Proposed: Friday, January 23rd from 10am – 1pm, location TBD
- **Materials and Minutes:**
 - <http://caecc.us>

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- Part I: Recap and review Committee charge and debates
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- **Public Comment**