



Performance Salary Schedule—Career Ladder Levels

The Performance Salary Schedule applies to all annual contract instructional staff. The Performance Salary Schedule is comprised of three Career Ladder Levels as follows: Apprentice Teacher, Career Teacher, and Accomplished Teacher. The Career Ladder Committee oversees the annual movement requirements of the Career Ladder and is comprised of representatives from both TALC and the District with a goal to continuously improve the implementation of the Career Ladder. Movement on the Career Ladder occurs automatically on an annual basis for employees that meet the requirements to move to the next level. Requirements fall under six (6) categories: mentoring, professional experience, performance evaluations, professional development, certification, and participation.

Apprentice Teacher Profile

The Apprentice Teacher is a teacher in years 1 through 3 of service in the School District of Lee County, who has not completed the Apprentice Teacher Professional Development Plan, and/or has not received three final performance evaluations of *Highly Effective* or *Effective* during eligible years. Apprentice teachers are typically assigned a Mentor Teacher during their first year of assignment. Continuation of the assignment of a Mentor Teacher beyond the first year is dependent on the Apprentice Teacher's performance improvement and readiness level.

FY17 Apprentice to Career Movement Requirements

Requirements for the Apprentice Teacher to move to the next Career Ladder Level are as follows:

1. Complete the Accomplished Professional Practices for Lee County Educational System (APPLES) Program.
2. Have a minimum of three (3) years of experience within the District or a minimum of three (3) creditable years of experience and two (2) District years of experience.
3. Receive a total final performance evaluation rating of *Highly Effective* or *Effective* on the prior two (2) final evaluations (FY15 and FY16) and a manager's rating of *Highly Effective* or *Effective* during FY17.
4. Complete the professional development requirements of Protecting Florida's Children and Principles of Professional Conduct (formerly Code of Ethics).
5. Complete the requirements for a Professional Teaching Certificate.

Career Teacher Profile

The Career Teacher has 3 years or more of teaching experience and/or has completed the Apprentice Teacher Professional Development Plan. Career Teachers are eligible for supplemental positions including Mentor Teacher and Instructional Coach. Once a Career Teacher has the necessary level of experience (minimum ten (10) years) and has completed the requirements of the Career Teacher Professional Development Plan, the employee would be eligible for advancement consideration to the position of Accomplished Teacher.

FY17 Career to Accomplished Movement Requirements

Requirements for the Career Teacher to move to the next Career Ladder Level are as follows:

1. Have a minimum of ten (10) years of experience within the District or a minimum of ten (10) creditable years of experience and five (5) District years of experience.
2. Receive a total final performance evaluation rating of *Highly Effective* or *Effective* on the prior four (4) final evaluations (FY13, FY14, FY15, and FY16) and a manager's rating of *Highly Effective* or *Effective* during FY17.
3. Earn at least 360 Total Inservice Points while at the Career Level. Eligible employees must earn a minimum of 30 Inservice points per bucket for buckets 1-5, a minimum of 30 Inservice Points combined for buckets 6-9, and an additional 180 Inservice Points at the employee's discretion in any bucket(s). The first digit of each Inservice course code correlates to the bucket number.

Buckets:

1. Subject Content/Academic Standards
2. Instructional Methodology/Faculty Development
3. Technology Integration/Digital Learning Support
4. Assessment & Data Analysis/Problem Solving
5. Classroom Management
6. School Safety/Safe Learning Environment/School Culture
7. Management/Leadership Planning
8. General Support
9. Student Growth/Achievement

OR

Earn an Advanced Degree in Education or a Field Related to Area of Certification while at the Career Level

4. Maintain Professional Teaching Certificate.
5. Participation requirements for the FY17 Career Ladder Movement will be waived for teachers who have met the experience requirement. All other teachers will be awarded credit for past participation based upon the recommendation from a subcommittee responsible for clarifying the participation requirements for future movements.

Accomplished Teacher Profile

The Accomplished Teacher has ten (10) or more years of teaching experience and has completed the Career Teacher Professional Development Plan or received an Advanced Degree while on the Career Level, as described above. The Accomplished Teacher is considered the highest Career Ladder Level achieved without an increase in responsibility or assignment beyond normal classroom duties. Accomplished Teachers design an individual Personal Learning Plan (PLP) derived from requirements for recertification, performance evaluation indicators, areas for personal growth, etc.

Other Career Ladder Opportunities (Only available to Career and Accomplished)

Mentor Teacher

1. All professional development, same as above.
2. Instructional Coaching: *The Lee County Way* (Collegial Coaching/Clinical Educator)
3. Quality in Action (including Plan-Do-Study-Act)
4. Teacher Evaluation System, inclusive of the Value Added Model (includes coaching)

Teacher Leader

1. All professional development, same as above.
2. Leading with Strengths (Gallup Strength Finder)
3. Leading Professional Learning (includes Creating a Culture of Shared Leadership, Leading Effective Teams, and Positive Communication)
4. Understanding Children of Poverty
5. Teacher Evaluation System, inclusive of the Value Added Model (includes non-classroom instructional and coaching of indicators)

Professional Development and Leadership Specialist

1. All professional development, same as above.
2. Systems and Continuous Improvement

3. Coaching Strengths
4. Instructional Rounds
5. Teacher Evaluation System, inclusive of the Value Added Model

Note: The District will study the effectiveness of TIF positions relative to the continuation of those positions beyond TIF grant funding.

FY17 CAREER LADDER LEVELS

Apprentice Profile

Experience

Less than 3 Years of Teaching Experience
All New Hires

Education

Bachelor's Degree

Professional Development

On Apprentice to Career PD Plan

Certification

Temporary Certification

OR

Professional Certification

Career Profile

Experience

3 or more Years of Teaching Experience

Education

Professional Development

Completed Apprentice to Career PD Requirements

On Career to Accomplished PD Plan

Certification

Professional Certification

Opportunities

Mentor Teacher

Complete Career to Accomplished PD Requirements
Completed Clinical Educator PD

Teacher Leader

Complete Career to Accomplished PD Requirements
Complete Leading with Strengths (Gallup Strength Finder) PD
Complete Leading Professional Learning (including Creating a Culture of Shared Leadership, Leading Effective Teams, and Positive Communication) PD
Complete Understanding Children of Poverty PD
Complete Teacher Evaluation System (including VAM, non-classroom instructional, and coaching of indicators) PD

Completed Clinical Educator PD
Accepted to Teacher Leader Pool

Professional Development and Leadership Specialist

Complete Career to Accomplished PD Requirement
Complete Systems and Continuous Improvement PD
Complete Coaching Strengths PD
Complete Instructional Rounds PD
Completed Clinical Educator PD
Accepted to Teacher Leader Pool

Accomplished Profile

Experience

10 or more Years of Teaching Experience

Education

Professional Development

Completed Apprentice to Career PD Requirements and Career to Accomplished PD Requirements
Design Personal Learning Plan (derived from requirements for recertification, performance evaluation indicators, areas for personal growth, etc.)

Certification

Professional Certification

Opportunities

Mentor Teacher

Complete Career to Accomplished PD Requirements
Completed Clinical Educator PD

Teacher Leader

Complete Career to Accomplished PD Requirements
Complete Leading with Strengths (Gallup Strength Finder) PD
Complete Leading Professional Learning (including Creating a Culture of Shared Leadership, Leading Effective Teams, and Positive Communication) PD
Complete Understanding Children of Poverty PD
Complete Teacher Evaluation System (including VAM, non-classroom instructional, and coaching of indicators) PD

Completed Clinical Educator PD
Accepted to Teacher Leader Pool

Professional Development and Leadership Specialist

Complete Career to Accomplished PD Requirement
Complete Systems and Continuous Improvement PD
Complete Coaching Strengths PD
Complete Instructional Rounds PD
Completed Clinical Educator PD
Accepted to Teacher Leader Pool

FY17 CAREER LADDER MOVEMENT REQUIREMENTS

Apprentice to Career Movement

Mentoring Requirements

Must Complete APPLES

Experience Requirements

Min. 3 District Years of Experience

OR

Min. 3 Creditable Years of Experience

Min. 2 District Years of Experience

Education Requirements

Performance Evaluation Requirements

HE/E on Past 2 Final Performance Evaluations and HE/E for current manager's

"Highly Effective" or "Effective" Manager's Rating for FY17

"Highly Effective" or "Effective" Final Performance Rating for FY16

"Highly Effective" or "Effective" Final Performance Rating for FY15

Professional Development Requirements

School-Based Requirements for Beginning Teacher Program (APPLES)

Protecting Florida's Children

Principles of Professional Conduct (formerly Code of Ethics)

Certification Requirements

Earn Professional Teaching Certificate

Career to Accomplished Movement

Mentoring Requirements

Experience Requirements

Min. 10 District Years of Experience

OR

Min. 10 Creditable Years of Experience

Min. 5 District Years of Experience

Education Requirements

Performance Evaluation Requirements

HE/E on Past 5 Final Performance Evaluations at Career Level

"Highly Effective" or "Effective" Manager's Rating for FY17

"Highly Effective" or "Effective" Final Performance Rating for FY16

"Highly Effective" or "Effective" Final Performance Rating for FY15

"Highly Effective" or "Effective" Final Performance Rating for FY14

"Highly Effective" or "Effective" Final Performance Rating for FY13

Professional Development Requirements

Earn 360 Total Inservice Points while at the Career Level; 30 Inservice Points per Bucket (labeled 1-5 and other), 180 Inservice Points in Any Bucket at Employee's Discretion (labeled 1-9)

- 1) Subject Content/Academic Standards
- 2) Instructional Methodology/Faculty Development
- 3) Technology Integration/Digital Learning Support
- 4) Assessment & Data Analysis/Problem Solving
- 5) Classroom Management

Other:

- 6) School Safety/Safe Learning Environment/School Culture
- 7) Management/Leadership Planning
- 8) General Support
- 9) Student Growth/Achievement

OR

Earn an Advanced Degree in Education* or a Field Related to Area of Certification while on Career Level

Certification Requirements

Maintain Professional Teaching Certificate

Participation Requirements

Satisfactory Participation for 4 out of the Past 7 Years**

Waived for FY17 Career Ladder Movement for Teachers who have met the Experience Requirements

Research and award credit toward completion based on past 3 years

*Subcommittee to refine weighted values

*Advanced Degree Supplements are not available for Master's Degree in Education

**Starting July 1, 2013

Requirements must be fulfilled while on the Apprentice Level

Requirements must be fulfilled while on the Career Level