

## AF Teacher Career Pathway Executive Summary

### What is the AF Teacher Career Pathway?

AF's Teacher Career Pathway is a systematic, coordinated approach to recognizing and developing great teachers as they progress through five career stages (intern, new teacher, teacher, senior teacher, master teacher). These stages were developed to celebrate excellent teachers and are accompanied by increased compensation, recognition and professional growth opportunities. The Teacher Career Pathway program builds off of a number of practices already in place – lesson observation and feedback, peer feedback, parent surveys, student surveys and analyzing student achievement data – but it puts these items altogether in a more systematic and coordinated way.

### Why did AF invest in the Teacher Career Pathway?



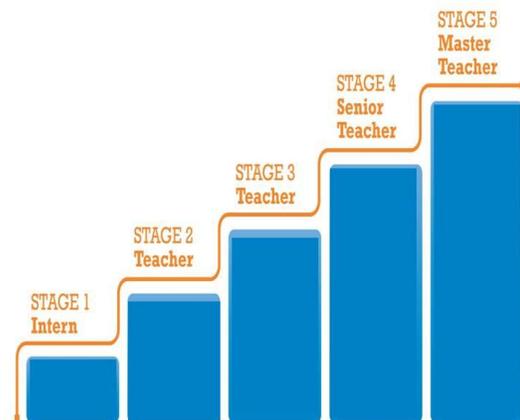
Research shows – and it is clear at AF - that the effectiveness of the classroom teacher is the single most important factor supporting student achievement. AF has invested over the last 3 years in a robust leadership pathway that provides clear career opportunities for those invested in school leadership – and we are now excited to do the same for master teachers. We want to make sure that our excellent teachers who decide to stay in the classroom are still able to “progress” in their careers and have opportunities and recognition commensurate with their increasing effectiveness.

### How will the Teacher Career Pathway increase student achievement?

- ✓ Celebrating excellence in the teaching profession through recognition and reward
- ✓ Investing in the on-going support and development of teachers at all stages of their careers
- ✓ Setting clear standards for instructional excellence and providing frequent training and feedback to help teachers learn and grow
- ✓ Developing schools with strong teams of teachers working together for student success

### When will the Teacher Career Pathway begin?

The Teacher Career Pathway will officially begin in 2011-2012 with all teachers participating in lesson observations, student surveys, parent surveys, peer surveys and student growth measures. Based on the 2011-2012 results, teachers will enter a career stage in Fall 2012. Teachers who move up a stage may receive a commensurate salary increase and access to additional professional development opportunities.



### How will teacher compensation be affected?

For all current teachers, the Teacher Career Pathway is a “win-win”. No teacher’s salary will go down. As teachers advance through the career pathway they will have opportunities to earn more than their current salary. Moreover, all teachers have the ability to earn up to 10% of their salary if their school hits school-wide bonus targets. Teachers are still eligible for the stipends associated with being a grade level chair, coach, special education coordinator, or Saturday Academy Director.

**How will a teacher move to the next stage?**

Advancement to the next stage is based on clear criteria defined by the Teaching Excellence Framework. Each stage will have a minimum “cut score” per category (student achievement, student character development, quality of instruction and planning, and core values/contribution to team achievement) and an overall “cut score” necessary to move up to the next stage. While moving to the next stage requires consistently meeting a high bar of excellence, advancement is not limited to a set number of teachers; therefore AF teachers are not competing with one another for a limited number of spots.

*“The Teacher Career Pathway builds on AF’s already strong emphasis on teacher quality, growth and professional development. It celebrates educators who stay in the classroom and pursue teaching as a viable lifelong profession.”*  
*- Josh Falk, 2<sup>nd</sup> Grade Teacher, Amistad Academy*

**TEACHING EXCELLENCE FRAMEWORK**

The Teaching Excellence Framework is the core tool for holistically evaluating a teacher’s readiness to move up a stage. All teachers will be evaluated based on the achievement and character gains they make with their scholars and on the quality of their instruction and their core values and contributions to team.

Student Achievement	Student Character Development	Quality of Instruction	Core Values & Contributions to Team Achievement
 <p><b>Student academic achievement and growth</b> on various assessments</p>	 <p><b>Student survey</b> on their experience in the classroom and <b>Parent survey</b> of relationships and character development</p>	 <p><b>Essentials lesson observations</b> (1 principal/dean observations, 2 co-observations and 1 comprehensive lesson observation)</p>	 <p><b>Peer survey and principal/dean survey</b> of core values and contributions to team achievement</p>

**How can teachers and school leaders learn more about the AF Teacher Career Pathway or provide feedback?**

- **Visit the Shared Server:** Resources on the design and implementation of the pathway, including Frequently Asked Questions, have been developed based on the question we received from AF teachers and leaders. Resources on the shared server are continuously updated and posted.
- **Join Teacher or School Leader Input Groups:** Throughout the school year there are regular opportunities to join teacher and school leader input group focused on the Teacher Career Pathway. If you are interested in joining email [teachercareerpathway@achievementfirst.org](mailto:teachercareerpathway@achievementfirst.org).
- **Reach Out School and Network Leadership:** Team members with questions about career pathway implementation are encouraged to connect directly with their Principal. Teachers and school leaders can also contact network leadership by emailing [teachercareerpathway@achievementfirst.org](mailto:teachercareerpathway@achievementfirst.org).

## AF Teacher Career Pathway provides big benefits to teachers at all stages of your career development

	<b>Stage 1 – Intern</b> Developing the skills to become a teacher	<b>Stage 2 – Teacher</b> Solid contributor, rapidly developing; deliver solid student achievement	<b>Stage 3 – Teacher</b> Strong, stable contributor; deliver strong student achievement	<b>Stage 4 – Senior Teacher</b> Strong, stable contributor; deliver very strong student achievement; meet rigorous requirements	<b>Stage 5 – Master Teacher</b> Exceptional contributor; consistently exemplary student achievement; meet rigorous requirements
<b>Increased Compensation</b>	Salary equivalent to current salary scale			Salary increase above current scale	Significant salary increase above current scale
<b>School-Wide Bonus</b>	Plus an opportunity to earn a school-wide bonus at every stage based on the AF Report Card measures of overall school performance				
<b>Robust professional development opportunities</b>	<ul style="list-style-type: none"> <li>✓ Paired with a master teacher</li> <li>✓ New Staff Training and school-site PD</li> <li>✓ Regular feedback and coaching</li> <li>✓ Goal setting and mid-year teacher development step-back</li> </ul>	<ul style="list-style-type: none"> <li>✓ Paired with a master teacher</li> <li>✓ New Staff Training and school-site PD</li> <li>✓ Frequent lesson observation with feedback and coaching</li> <li>✓ Goal setting and mid-year teacher development step-back</li> </ul>	<ul style="list-style-type: none"> <li>✓ New Staff Training and school-site PD</li> <li>✓ Frequent lesson observation with feedback and coaching</li> <li>✓ Goal setting and mid-year teacher development step-back</li> </ul>	<ul style="list-style-type: none"> <li>✓ Participation in senior teacher cohort</li> <li>✓ \$1,500 self-directed PD budget</li> <li>✓ Preferred access to special PD experiences (ex: Jon Saphier series, Marcy Cook day, culture intensive with Chi Tschang, UBD intensive)</li> <li>✓ Special visits / sharing with high-performing teachers regionally</li> <li>✓ Formal partnership with Team Teaching and Learning on curriculum and professional development</li> <li>✓ Opportunity to serve as a coach and receive coach training</li> <li>✓ Regular lesson observation with feedback and coaching</li> <li>✓ Goal setting and mid-year teacher development step-back</li> </ul>	<ul style="list-style-type: none"> <li>✓ Participation in master teacher cohort</li> <li>✓ \$2,500 self-directed PD budget</li> <li>✓ Up to 2 personal coaching sessions from network-wide or out of network “experts”</li> <li>✓ Guaranteed access to special PD experiences (ex: Jon Saphier series, Marcy Cook day, culture intensive with Chi Tshang, UBD intensive)</li> <li>✓ Special visits / sharing with high-performing teachers regionally</li> <li>✓ Special visits to observe high-performing teachers nationally</li> <li>✓ Formal partnership with Team Teaching and Learning on curriculum and professional development</li> <li>✓ Opportunity to serve as a coach and receive coach training</li> <li>✓ Regular lesson observation with feedback and coaching</li> <li>✓ Goal setting and mid-year teacher development step-back</li> </ul>
<b>Increased recognition</b>	<ul style="list-style-type: none"> <li>✓ School-based appreciations</li> </ul>	<ul style="list-style-type: none"> <li>✓ School-based appreciations</li> </ul>	<ul style="list-style-type: none"> <li>✓ School-based appreciations</li> </ul>	<ul style="list-style-type: none"> <li>✓ Announcement at AF-wide PD day</li> <li>✓ Listing in the Many Minds, One Mission newsletter</li> <li>✓ Video of your teaching or interview with you put on AF website</li> </ul>	<ul style="list-style-type: none"> <li>✓ Special recognition luncheon with travel of up to 2 family members to join your recognition</li> <li>✓ Annual master teacher meeting with Doug &amp; Dacia for ideas &amp; feedback</li> <li>✓ Announcement at AF-wide PD day</li> <li>✓ Listing in the Many Minds, One Mission newsletter</li> <li>✓ Video of your teaching or interview on AF website</li> </ul>