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Pilot Career Ladder Program

Better Educated Students and Teachers (BEST)

A Plan for Implementation

State Board of Education

June 17, 2003



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Current Salary Schedules

Primarily Based Upon:

- Years of Experience
- Degrees Held

Also: 5% Supplement for Outstanding Performance



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BEST Program Supports SBE's Strategic Imperatives

- Number 1--Increasing the Supply of Highly Qualified K-12 Instructors by:
 - (1) Providing Strong Professional Support
 - (2) Exciting Interest in Teaching as a Career



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BEST Program Supports SBE's Strategic Imperatives continued

- Number 4--Improving the Quality of School Leadership at All Levels by:
 - (1) Attracting Outstanding Leaders From All Sectors
 - (2) Holding Education Leaders Accountable for Results



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BEST Guiding Principles (s.1000.041, F.S.)

Teachers

- Lead, while students learn
- Maintain environment for learning
- Trained, recruited, well-compensated and retained for Quality
- Rewarded for students' high performance
- Most successful with exemplary school administrators



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BEST Guiding Principles

Support for Implementation Required of:

- School Boards
- District School Superintendents
- District Administrators
- School-Based Administrators
- Teacher Preparation Programs
- Post-Secondary Institutions Providing Acceleration Programs



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BEST Salary Career Ladder for Classroom Teachers (s.1012.231, F.S.)

Implementation Required
of All Districts



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BEST Salary Career Ladder for Classroom Teachers

Stakeholder Involvement:

- **Briefings** - Governor's Office and Legislative Staff
- **Continual Information Exchange** - Parents, Teachers, Business Community, Principals, District Staff, Superintendents, and DOE Staff



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BEST Career Ladder Teacher Categories

- Associate Teacher
- Professional Teacher
- Lead Teacher
- Mentor Teacher



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Associate Teacher

- Without Professional Certificate
or
- With Professional Certificate, Evaluated
as Low-Performing



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Professional Teacher

- With Professional Certificate



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Lead Teacher

- Department Chair
- Grade-Level Leader
- Intern Coordinator
- Professional Development Coordinator

Outstanding Performance

*Minimum of One Year as Professional
Teacher*



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Mentor Teacher

- Mentors Other Teachers
- Faculty-Based Professional Development Coordinator
- Direct Instruction of Low-Performing Students

Outstanding Performance

Minimum of 2 Years as Lead Teacher



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BEST Salary Ladder for Classroom Teachers

- By December 1, 2003, SBE Approves Guidelines and Criteria for District Plans
- By March 1, 2004, Districts Submit Plans for 2004-2005 to SBE



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Pilot Career Ladder Program (BEST)

General Appropriations Act--Line Item 64A

- \$25 Million to Fund Early Innovator School Districts
- Implementation - Beginning January 2004



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Pilot Career Ladder Program Eligibility

- **District School Board Establishes Four Salary Ladder Positions Specified in s.1012.231, F.S.**
- **District School Board Adopts Plan for Principal Leadership Designation**
- **District School Board and Bargaining Agent Agree on Career Ladder Positions and Salary Levels**
- **District School Board Agrees to Reach Consensus with Commissioner on a BEST Model by December 31, 2003, and Begin Implementation by January, 2004**



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Pilot Career Ladder Program Key Actions

June - July 2003--Pilot Grant Guidelines
Developed and Approved by SBE

August - October 2003--Districts Prepare
Pilot Grant Proposals and Submit to DOE



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Pilot Career Ladder Program Key Actions continued

- November 2003--DOE Reviews Pilot Grant Proposals and Submits to SBE for Approval**
- November 2003--SBE Approves Pilot Grants**
- January 2004--Implementation of Pilot Programs Begins**



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Career Ladder Program Key Actions

**November 2003--SBE Approves Guidelines
and Criteria for 2004-2005 District Plans**

**January - March 2004--District Plans for 2004-
2005 Developed and Submitted to SBE**

**August 2004--Implementation of District Plans
Begins**