

Career Ladder Review

August 14th, 2017



Purpose

Teachers are eligible to receive supplemental pay for extra work that contributes to improvement in students' academic outcomes, such as:

- Providing opportunities for enhanced student learning experiences
- Offering remedial assistance to students
- Engaging in professional development activities.



Availability of extra work opportunities, and the rate at which the extra work is compensated, is based on a teacher's Career Ladder status.

Stages



Stage 1

- A teacher must have five years of teaching experience in the state with satisfactory performance on his/her district's PBTE instrument.

Stage 2

- A teacher must have two years of satisfactory performance at Stage 1 in order to advance to Stage 2.

Stage 3

- A teacher can move up to the third and final stage by completing three years of satisfactory performance at Stage 2

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History

1985

- Teacher Retention Tool
- Teacher Performance, Tenure, and Extra Responsibility
- Does not use student performance as a determinant of teacher performance

2010

- Missouri dropped the Career Ladder Program (Funded 60/40)
- Camdenton School Board maintained Career Ladder at 70% (additional 100,000)

2013

- Camdenton School Board increased (additional 100,000)
 - Stage 1 from \$1,050 to \$1,200
 - Stage 2 from \$2,100 to \$2,400
 - Stage 3 from \$3,500 to \$4,000



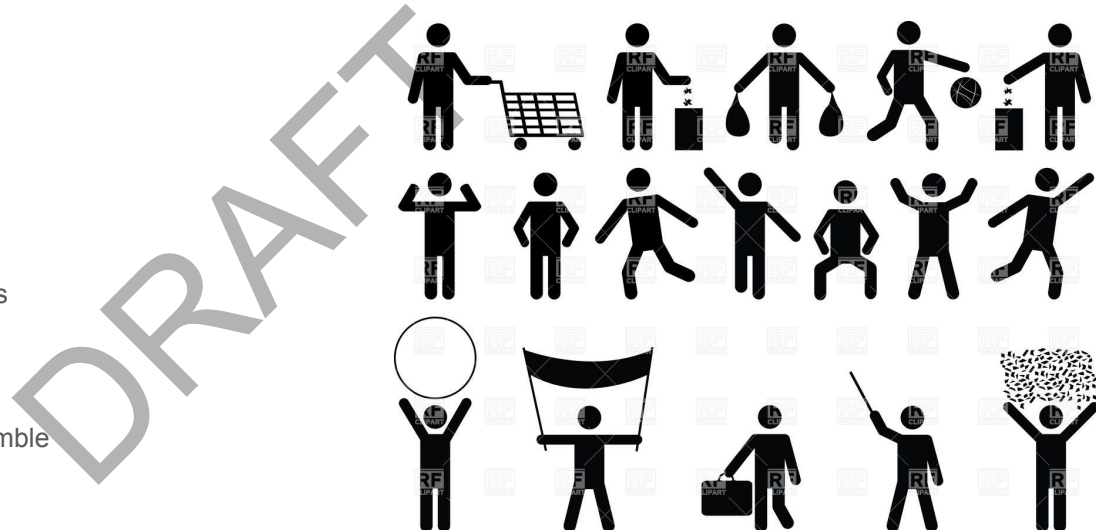
Suggested Activities from 2005-2006

- Homework Bags (kindergarten)
- Genetics Lab Activities
- Audio tapes of test for students with reading difficulties
- Organize reading and writing clubs
- Weekly grade reports
- Establish tutoring sessions for students to do labs or prepare for test
- A+ tutoring
- Developing resource guides
- Implement before/after schools activities
- New zero hour workshops
- Resume' writing
- Help high school science student plan and present lessons to elementary classes
- Writer's Club
- Peer collaboration-curriculum and instruction
- Weighted classes working with Tech Ed program in gifted elementary program
- 8th Grade Winter Guard
- Computer programs: S.T.A.R. and Electronic Bookshelf MAP Activities
- Parenting Education Training (videos)
- MAP activities or assessments - written and added each quarter
- More writing was involved on various tests



Suggested Activities from 2005-2006- Continued

- Completed performance assessment with scoring guide for each expectation in our Teacher Resource Guide
- Additional graduate hours
- New curriculum
- Additional sponsorship of clubs
- Mentoring students
- Signing- exact English
- Attending MVA Convention
- Served on the PDC Committee
- NJHS advisor
- Home visits to parents or homeroom students
- Weight training seminar for parents
- Big Brother/Big Sister Program
- Tutoring Students before/after school
- Handchime choirs- recorder band- Orff ensemble
- Kagan Cooperative Learning
- Explorer's Club
- Family Math Night
- Wild, Wild, West reading theme



Suggested Activities from 2005-2006- Continued

- Fight Free School Plan
- Conflict Resolution Curriculum
- Family Night with students
- Performance Assessment practice tests
- Missouri Heritage Day
- Reading Recovery training
- New science kits
- Inventions Program
- Chess Club
- Flat Stanley, literature activity- parent involvement
- Sign language
- Mercruiser Service School
- National Marine Mfg Association
- Train the Trainer National Cert. Program
- National Marine Service Expo
- Association of Marine Technicians
- Implemented new computer demonstrations and projects
- Implemented new six color printing unit for fabric
- Statewide workshop for teachers of gifted



Suggested Activities from 2005-2006- Continued

- Presented at the New Teacher Workshop for Gifted Teachers at Drury
- NEA building representative
- Student tutoring with student's parent when in Spanish is second language
- Cluster teaching curriculum
- Developed behavior management system
- PPP Home visit Team
- Pegasus E-mail Workshop
- Classworks Training Team
- New Math games and activities
- Presented In-service comparing IDEA and Section 504
- Success Link programs
- Computer technology classes
- MAP activities: attend meetings - develop placement assessments - involvement in Regional activities - speak at parent meetings/advisory meetings - applied courses
- Gifted Conference Retreat
- Centers: Brain Teasers and Math
- Implemented Sitton Spelling
- Author's breakfast
- New literacy center activities

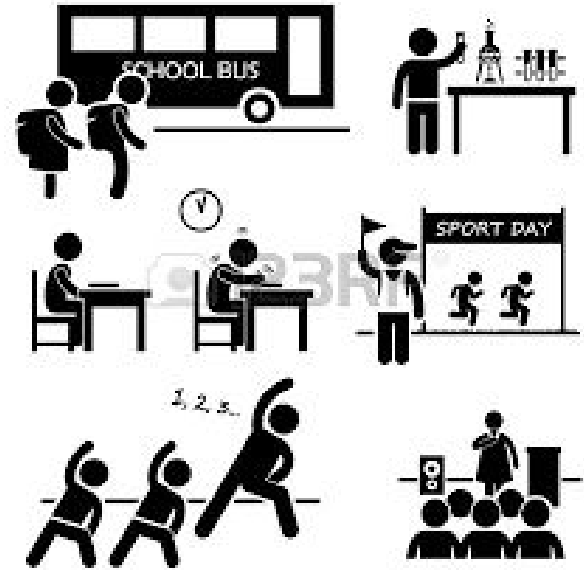


Suggested Activities from 2005-2006- Continued

- E-mails to parents
- Student generated monthly newsletter
- Displaying district art work in Jefferson City
- Writing contests for grades 9-12
- Development of journal writings to enhance learner expectations
- Book Club Implementations
- Implemented community schools projects with local mall
- Development of Calculus lab activities
- Development of modules for FACS classes
- Math placement test for sixth grade
- Thinking skills assessment instrument

... for more ideas, talk to others in your department or grade level

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Current Guidelines (2013-2014)

1. Professional Development can be counted **ONLY** if provided by the Camdenon School District. Workshops, classes, and conferences... all are important but **cannot** be counted toward Career Ladder.
2. **ANY** time spent collaborating with faculty can be counted toward Career Ladder, as long as the collaboration is for the purpose of enhancing student learning.
3. You **CANNOT** count time between 7:45 and 3:30. This is considered contract time.



Current Guidelines (2013-2014 Continued)

4. Be very careful with the dates and times you log. These are checked! If you say you tutored on a teacher workday, the committee will question you and ask for verification! You may not receive your Career Ladder money if the committee finds errors in the log. Be certain of your dates and times.
5. You may not lump dates together (example: tutored 09/01/12 to 10/01/12 = 4 hours). All dates should appear separate.
6. If you have any questions about whether an activity works or not, please contact your building representative, Heather DeLaurent or Andrea Woods. We are happy to work with you and make your Career Ladder Plan as easy as possible.



Camdenton Teacher Participation

2016-2017

Stage 1- 40 Participants

Stage 2- 37 Participants

Stage 3- 184 Participants



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Trends



Summer School

Tutoring students in various subjects

Mentoring students in before and after school activities

Voluntarily Mentoring in extracurricular activities, clubs, etc

Teacher Collaboration that impacts learning

Instructional planning

Data Collection

Parent Contact

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Accountability

- Building Committees review all logs
- Co Chairpeople review Building Committee Logs and serve as a resource to Building Committees.



Conclusion

- Most people are doing what they are supposed to be doing:
 - Relationships
 - Academic Support
 - Data Driven Instruction
- Problem
 - Accountability is difficult
 - No proof at times...
 - Honesty v. Dishonesty
 - Minimal Evidence of Academic Improvement
- Google Classroom
 - Logs will be live
 - Possibly Improves accountability



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