



# The MCEA Career Lattice

## What is the Career Lattice?

The Career Lattice has been created to provide teachers with expanded opportunities to pursue school-based leadership and innovative instruction with attendant salary enhancement. It supplements the existing Teacher Professional Growth System (PGS). The first step to advancement is to seek “lead teacher” status.

## What is a Lead Teacher?

Teachers who wish to demonstrate instructional mastery and leadership skills may choose to apply for lead teacher status. The application process requires evidence of exemplary teaching performance and leadership skills with colleagues and/or the school community. Lead teacher status is a pathway to the selection for teacher leadership roles within MCPS. Once a teacher receives the designation of lead teacher from the Career Lattice Joint Panel, s/he is eligible to be selected for specific opportunities within MCPS. At this time, lead teacher opportunities include:

- Teacher leadership positions such as resource teacher, team leader, consulting teacher, instructional specialist and staff development teacher
- Project leadership opportunities in high needs schools (with funding for program expenses and a stipend)

## What is the Career Lattice Joint Panel?

The Joint Panel is responsible for the design, implementation, and refinement of the Career Lattice. The Panel is comprised of six teachers and six administrators recommended by the teachers union (MCEA) and the administrators association (MCAAP), along with the Associate Superintendent for Human Resources. The Panel manages the lead teacher application and renewal process and the procedures for project-based leadership opportunities.

## How Does the Career Lattice Fit in the Teacher Professional Growth System?

Achievement of lead teacher status is recorded on the teacher’s evaluation document as an indicator of classroom performance and leadership skills.

## Lead Teacher Status is a Gateway to Teacher Leadership Opportunities

Beginning in school year 2014/15, lead teacher status is a desired qualification for vacant resource teacher, staff development teacher, instructional specialist, and consulting teacher vacancies. As the pool of lead teachers increases, the Panel will recommend that lead teacher status become a requirement for selection as a resource teacher, team leader, staff development teacher, instructional specialist, consulting teacher and other teacher leadership roles. The Panel will also recommend the addition of new leadership opportunities within schools.

## Incentives to Work in High Needs Schools

Teachers who have achieved lead teacher status will be provided with an incentive to work in a school-based leadership position in designated high needs schools. The designated schools will be recommended by the Panel and agreed upon by MCEA and MCPS. Lead teachers in school-

based leadership positions (ex. resource teachers, team leaders, staff development teachers) will receive a \$2,000 annual salary supplement, in addition to any other position-related supplements. These supplements initially are available only in designated high needs schools, in order to encourage lead teachers to stay in, or transfer to, those schools. Once the Career Lattice is fully implemented, the supplements will be available to lead teachers in identified school-based leadership positions in all schools.

### **Innovation Grant Opportunities**

Any teacher with Lead Teacher status in designated high needs schools, along with lead teachers transferring into those designated schools, is eligible for a salary supplement of \$2,000, and program budgets of \$1,000 - \$3,000, for developing and leading innovative projects to support student achievement. Such projects are to be developed in collaboration with the Leadership Team, and subject to review and approval through the process established by the Panel.

### **Impact on Incumbent Resource Teachers, Team Leaders, Staff Development Teachers, Instructional Specialists, and Consulting Teachers**

Incumbents may choose to apply for lead teacher status, and may be eligible for the salary supplements as the Lattice phase-in reaches their schools. Lead teacher status is not required.

### **What is the Application Process?**

The application process is modeled on the National Board for Professional Teaching Standards process. It includes a Purpose or Rationale Statement and three components: 1) a video of classroom instruction with written reflection, 2) descriptions of two "leadership in teaching experiences", and 3) recommendations from both colleagues and principals.

### **Timeline:**

#### **Beginning in Spring 2014**

- Application process opens

#### **Beginning in School Year 2014-2015**

- lead teachers in designated high needs schools, along with lead teachers transferring into those schools, are eligible for salary supplements of \$2,000, and a program budget of \$1,000 - \$3,000, for developing and leading innovative projects to support student achievement.
- lead teachers in school-based teacher leadership positions in designated high needs schools, along with lead teachers transferring into those positions at schools, receive a salary supplement of \$2,000.
- lead teacher status is a desired qualification for vacant resource teacher, staff development teacher, instructional specialist, and consulting teacher vacancies.

