

Teaching Levels	Annualized Salary	Attributes and Achievements	
Novice	\$55,000 to \$58,000	<p>Traits of Novice Teacher:</p> <ul style="list-style-type: none"> <li>• Earned a BA or BS degree</li> <li>• Earned teacher certification</li> <li>• Has a track record of receiving and implementing feedback in their teaching practice</li> <li>• Observes other teachers and engages in thoughtful implementation of best practices</li> <li>• Seeks out additional professional development as needed</li> <li>• Fully plans all lessons to maximize learning</li> <li>• Fulfills extracurricular responsibilities</li> <li>• Builds and provides evidence of a position classroom community</li> </ul>	<ul style="list-style-type: none"> <li>• Boys' Latin Mission and Vision of success in college</li> <li>• Uses educational technology to enhance student learning</li> <li>• Records and submits data in a timely fashion, meeting academic, behavioral, special education deadlines</li> <li>• Incorporates and can provide both video and student work evidence of regularly teaching the curriculum</li> <li>• Communicates regularly with a majority of teaching load's families with log entry support</li> <li>• Earns Special Education certification</li> <li>• Earns Latin certification</li> <li>• Earns Physics certification</li> <li>• Approximate Years of Experience: 0-3</li> </ul>
Practiced	\$58,000 to \$65,000	<p>Traits of Practiced Teacher:</p> <ul style="list-style-type: none"> <li>• Meets most of the qualities above</li> <li>• Utilizes known best practices for teaching boys and tracks successful impact</li> <li>• Demonstrates engagement in the teaching profession through regular attendance at external professional development and turnkeys learning to the broader teaching community</li> <li>• Exhibits professional maturity in interactions with all members of the school community</li> </ul>	<ul style="list-style-type: none"> <li>• Regularly implements and records appropriate and effective instructional interventions for students</li> <li>• Serves as Grade Level Chair</li> <li>• Established systems and responsiveness to involve families in the classroom throughout the year with evidence of engagement and impact</li> <li>• Demonstrates expertise in benchmark and curriculum development</li> <li>• Develops camaraderie with the staff community</li> <li>• Approximate Years of Experience: 3-5</li> </ul>
Developed	\$65,000 to \$70,000	<p>Traits of Developed Teacher:</p> <ul style="list-style-type: none"> <li>• Meets most of the qualities above</li> <li>• Serves as Department Chair</li> <li>• Serves as PLC Leader</li> <li>• Emerges as a respected leader and role model schoolwide</li> <li>• Leads professional learning opportunities for colleagues</li> <li>• Demonstrates track record of support, differentiation, and accommodation for students with different learning needs</li> <li>• Prompts students to explore and leverage their learning</li> </ul>	<ul style="list-style-type: none"> <li>• Initiates and implements action research on best practices</li> <li>• Demonstrates ability to implement significant course curriculum planning with positive student growth impact</li> <li>• Earns a high needs certification as per the needs of the school (e.g. Wilson Reading, Orton Gillingham, Touch Math, Just Words, etc.)</li> <li>• Earns dual certification that includes Special Education</li> <li>• Approximate Years of Experience: 5-8</li> </ul>
Distinguished	\$70,000 to \$80,000	<p>Traits of Distinguished Teacher:</p> <ul style="list-style-type: none"> <li>• Meets most of the qualities above</li> <li>• Demonstrates 3 or more years of exceptional results (as measured by student achievement data and growth data)</li> <li>• Viewed by all stakeholders (parents, students, peer teachers, department chair, and school administration) as an exceptional teacher-leader</li> <li>• Leads faculty learning for implementing strategic initiatives and best practices with demonstrated impact on faculty</li> </ul>	<ul style="list-style-type: none"> <li>• Leads learning in the induction of new hires</li> <li>• Maintains robust, professional, inspirational, supportive relationships with both students and alumni</li> <li>• Takes initiative to improve vertical and horizontal curriculum beyond classroom with evidence of impact</li> <li>• Earns National Board Certification</li> <li>• Approximate Years of Experience: 8-10+</li> </ul>
Excelsior	\$80,000 to \$100,000	<p>Traits of Excelsior Teacher:</p> <ul style="list-style-type: none"> <li>• Meets most of the qualities above</li> <li>• Demonstrates expertise in curriculum development with evidence of impact</li> <li>• Demonstrates expertise in instructional strategies with evidence of impact</li> <li>• Demonstrates expertise in cultivating strong classroom and school community relationships with evidence of impact</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrates expertise in building partnerships with parents through EFN and family collaboration with evidence of support</li> <li>• Serves as ambassador for the school through community partnerships</li> <li>• Serves as a culture keeper of school traditions</li> <li>• Approximate Years of Experience: 10+</li> </ul>

## Boys' Latin of Philadelphia Teacher Compensation and Performance Framework



### Additional Compensation Opportunities

**Leadership Compensation:**  
Faculty in positions of leadership that coordinate others and/or support the operational or curricular needs of the school are eligible to receive an additional annual salary adjustment.

**Stipends:**  
Faculty dedicating time as an advisor for teams, clubs, or groups that require practice, competition, summer duties, performance, or publication are eligible for additional stipends.

**Other Unique Benefits:**

- Reimbursing teacher licensure testing and application fees with faculty commitments
- Up to \$2,500 in tuition reimbursement annually