



PILLAR 2

HIGH QUALITY AND DIVERSE TEACHERS AND LEADERS

GOAL

To raise the standards and status of the teaching profession, including a performance-based career ladder and salaries comparable to other fields with similar education requirements.

- Improve educator compensation and working conditions.
- Increase the rigor of educator licensure and prep programs.
- Institute new recruitment and professional development efforts to create a more diverse educator workforce.
- Establish a new statewide educator career ladder to continually improve professional practice and student performance.
- Implement more comprehensive in-service educator training and professional development.

Teachers who earn National Board Certification can receive a salary enhancement through the Blueprint for Maryland's Future. This allows educators a chance to earn salaries comparable to those in other fields with similar education requirements and could encourage more students to consider teaching as a profession.

STATUS OF CURRENT WORK

- National Board Certification (NBC)
 - Currently, CCPS has 29 National Board Certified teachers along with 110 teachers in the process of attaining certification.
 - As of July 1, 2022, NBC teachers earn a \$10,000 annual salary enhancement.
- Additional \$7,000 for NBC Teacher in a Low-Performing School
 - 2024-2025 - Elkton Middle School - State defined, Elkton High School - Local flexibility, Gilpin Manor Elementary School - Local flexibility.
- Support for Teachers Pursuing NBC
 - Support for teachers pursuing NBC comes from the Division of Education Services.
- New Career Ladder was submitted to AIB on July 1, 2024, with implementation by July 1, 2025
 - Recent Accountability and Implementation Board (AIB) guidance indicates that teachers will have the option to opt into a LEAS Career Ladder. CCPS is working with our teacher association to support all teachers.

FOCUS OF FUTURE WORK

- Percent of Time Teaching in Classrooms/Impact on Staffing and Schedules
 - Career ladder impacts teacher schedules as follows:
 - Level 1-3 teachers: 60 percent average working time teaching, 40 percent collaborating, tutoring, engaging in professional learning, and planning for instruction.
 - Level 4 Teachers (Lead Teachers): 50 percent average working time teaching and 50 percent non-teaching, including mentoring peers and serving as expert resources on content and pedagogy subcommittees will begin exploring schedules at all levels and the impact 60/40 schedules may have on staffing.
- Minimum teacher salary of \$60,000 by July 1, 2026
 - Based on current calculations, a steady increase of approximately 3.75 percent annually will be needed to achieve this requirement.