Lebanon R-III
2025-2026
District Career Ladder Plan

Board Approval Date: April 15, 2025

The Missouri Career Development and Teacher Excellence Plan (Career Ladder Program) is a voluntary performance pay matching program established by statute. The General Assembly makes an annual appropriation to provide the state's share of the Career Ladder Program. The Career Ladder rule (5 CSR 20-400.370) sets forth guidelines for local district participation in the Career Ladder Program.

The Career Ladder Grant Program supports salary supplements for teaching staff to provide compensation for additional responsibilities and voluntary efforts performed for which a teacher does not already receive some type of compensation. The career advancement program is a matching fund program. Up to 60 percent of the additional salary supplement shall come from state grant funds, and the remaining amount not less than 40 percent and any related benefit costs coming from local sources. This grant is subject to appropriation on an annual basis.

The Lebanon R-III School District is committed to providing a successful educational experience for all students. Educational excellence is dependent largely on the skill, talent, and dedication of educators. The purpose of the Career Ladder Program is to enhance the educational experience of students by recognizing and rewarding productive, effective educators. The Lebanon R-III School District has developed a School Improvement Plan, a Curriculum Development Plan, and a Professional Development Plan and participates in the Missouri School Improvement Program to facilitate and improve the educational experience for all students. All Career Ladder responsibilities will be academic and shall directly relate to the improvement of programs and services for students as outlined in the Lebanon R-III School Improvement Plan, Curriculum Development Plan, Professional Development Plan, the Missouri School Improvement Program, or other instructional improvement plan in the Lebanon R-III School District. The teacher's Career Development Plan (CDP) will associate each Career Ladder responsibility or volunteer effort with either a designated plan or other instructional improvement.

The DCLP shall contain three stages and the qualifications, responsibilities or volunteer efforts for each stage. The annual supplemental pay shall not exceed:

- $1,500 for Stage I
- $3,000 for Stage II
- $5,000 for Stage III

The Lebanon R-III School District shall assign qualified, participating teachers to the appropriate stage and award teachers supplemental pay in an amount to be specified annually and not to exceed $1,500 for Stage I, $3,000 for Stage II, or $5,000 for Stage III. This supplemental pay

shall be in addition to the salary normally accorded to the teacher by the district's salary schedule.

To participate, a Lebanon R-III School District educator shall meet the following qualifications before participation:

All full-time certified educators are eligible provided they have completed at least two years of public school experience, are reported in the MOSIS October Cycle Educator submission under a 40 (Library/Media), 50 (Counselor/Guidance), 60 (Teacher), 70 (other pupil services personnel: school psychological examiners, parents as teachers educators, school psychologists, special education diagnosticians), or 90 (ancillary personnel: speech pathologist) code, are appropriately certified and are paid on the district salary schedule.

Eligible teachers in Stage I of the Lebanon R-III School District shall have the following:

a. Completed two (2) years of teaching experience in Missouri public schools.
b. Completed the required beginning teacher assistance program and participated in two (2) years of mentoring (section 168.400.4 RSMo),
c. Performed at an acceptable level or above on all criteria on the most recent final evaluation instrument of the performance-based teacher evaluation process. The local evaluation process must be fully aligned with the Essential Principles of Effective Evaluation (5 CSR 20-400.375).
d. Be serving on not less than a regular length full-time contract.
e. Appropriate certification in the subject area for each teacher.
f. Developed a Career Development Plan (CDP) that contains responsibilities or volunteer efforts that the educator will assume to receive his/her Career Ladder supplemental pay. The educator will complete one or more responsibilities or volunteer efforts by May 31, 2026. The district shall ensure that a minimum of fifty (50) clock hours are completed for Stage I. This requirement should coincide with the standard* and be commensurate and adjustable to the compensation offered for Stage I. The educator shall relate each responsibility to an identified plan or other instructional improvement.

Eligible teachers in Stage II of the Lebanon R-III School District shall have the following:

a. Completed three (3) years of teaching experience in Missouri public schools.
b. Completed the required beginning teacher assistance program and participated in two (2) years of mentoring (section 168.400.4 RSMo),
c. Performed at an acceptable level or above on all criteria on the most recent final evaluation instrument of the performance-based teacher evaluation process. The local evaluation process must be fully aligned with the Essential Principles of Effective Evaluation (5 CSR 20-400.375).

d. Be serving on not less than a regular length full-time contract.
e. Appropriate certification in the subject area for each teacher.
f. Developed a Career Ladder Development Plan (CDP) that contains responsibilities or volunteer efforts that the educator will assume to receive his/her Career Ladder supplemental pay. The educator will complete one or more responsibilities or volunteer efforts by May 31, 2026. The district shall ensure that a minimum of seventy-five (75) clock hours are completed for Stage II. This requirement should coincide with the standard* and be commensurate and adjustable to the compensation offered for Stage II. The educator shall relate each responsibility to an identified plan or other instructional improvement.

Eligible teachers in Stage III of the Lebanon R-III School District shall have the following:

a. Completed five (5) years of teaching experience in Missouri public schools.
b. Completed the required beginning teacher assistance program and participated in two (2) years of mentoring (section 168.400.4 RSMo),
c. Performed at an acceptable level or above on all criteria on the most recent final evaluation instrument of the performance-based teacher evaluation process. The local evaluation process must be fully aligned with the Essential Principles of Effective Evaluation (5 CSR 20-400.375).
d. Be serving on not less than a regular length full-time contract.
e. Appropriate certification in the subject area for each teacher.
f. Developed a Career Ladder Development Plan (CDP) that contains responsibilities or volunteer efforts that the educator will assume to receive his/her Career Ladder supplemental pay. The educator will complete one or more responsibilities or volunteer efforts by May 31, 2026. The district shall ensure that a minimum of one hundred (100) clock hours are completed for Stage III. This requirement should coincide with the standard* and be commensurate and adjustable to the compensation offered for Stage III. The educator shall relate each responsibility to an identified plan or other instructional improvement.

Each career ladder stage shall contain specific qualifications to be completed before application. Responsibilities or voluntary efforts are commensurate and adjustable to the compensation is offered for that stage and will be completed by the teacher while on the Career Ladder. Teachers on each stage of the Career Ladder Plan will complete a required number of clock hours of effort:

a. Stage I – fifty (50) clock hours
b. Stage II – seventy-five (75) clock hours
c. Stage III – one hundred (100) clock hours

Eligible teachers participating in the Career Ladder Grant Program of the Lebanon R-III School District shall complete a minimum of clock hours in one or more responsibilities or volunteer Efforts. Lebanon R-III School District teachers will complete:

a. At least fifty (50) clock hours for those teachers in Stage I
b. At least seventy-five (75) clock hours for those teachers in Stage II
c. At least one hundred (100) clock hours for those teachers in Stage III

Lebanon R-III School district teachers participating in the Career Ladder Grant Program shall complete a minimum of the required hours on responsibilities or voluntary efforts in one of the following areas:

a. Serving in teacher externships as provided in section 168.025, RSMo;
b. Serving as a coach, supervisor, or organizer of any extracurricular activities for which the teacher does not already receive additional compensation;
c. Serving as a mentor or cooperating teacher for new teachers for which the teacher does not already receive additional compensation;
d. Serving as a mentor for students, whether in a formal or informal capacity;
e. Providing high-quality tutoring or additional learning opportunities to students;
f. Assisting students with postsecondary education preparation including, but not limited to, teaching an ACT or SAT preparation course or assisting students with completing college or career school admission or financial assistance applications;
g. Receiving additional teacher training or certification outside of that offered by the school district (i.e. National Board Certification); and
h. Other (with a description of how this teacher's responsibility or voluntary effort directly and relates to the improvement of programs and services for students as outlined in the District School Improvement Plan, Curriculum Development Plan, Professional Development Plan, Missouri School Improvement Program, or instructional improvement).

District Career Ladder Plan Development and Assessment

The Lebanon R-III School District recognized the importance of input from both patrons and stakeholders in the development and implementation of its DCLP. To ensure a comprehensive approach, the district selected one teacher representative per grade level to serve on a working group tasked with developing the plan. This working group actively sought feedback from all patrons including staff and community members to make appropriate revisions to the DCLP before presenting it to the local school board for approval.

Additionally, the district has established an assessment committee, consisting of one teacher representative per grade level, to annually evaluate the success of the DCLP. This committee will gather input from a variety of sources, including students, teachers, and parents, and report to the board at the regular May meeting. The assessment will include a review of the benefits for the school and its students, as well as teacher interest and participation, ensuring that the DCLP remains relevant and effective over time. The Lebanon R-III School District will report data on their Career Ladder Grant Program to the Department of Elementary and Secondary Education

upon request. Information reported to the department upon request may include but not be limited to:

a. Total number of teachers participating at each stage
b. Total state contribution
c. Total local contribution
d. Total hours of teacher participation in these categories:
    - Participating in teacher externships as provided in section 168.025, RSMo;
    - Serving as a coach, supervisor, or organizer of any extracurricular activities for which the teacher does not already receive additional compensation;
    - Serving as a mentor or cooperating teacher for new teachers for which the teacher does not already receive additional compensation;
    - Serving as a mentor for students, whether in a formal or informal capacity;
    - Providing high-quality tutoring or additional learning opportunities to students;
    - Assisting students with postsecondary education preparation including, but not limited to, teaching an ACT or SAT preparation course or assisting students with completing college or career school admission or financial assistance applications; and
    - Receiving additional teacher training or certification outside of that offered by the school district (i.e. National Board Certification)
    - Other (with a description of how this responsibility or voluntary effort directly relates to the improvement of programs and services for students as outlined in the District School Improvement Plan, Curriculum Development Plan, Professional Development Plan, Missouri School Improvement Program, or instructional improvement).
    - Overall annual retention rates of participating teachers

Procedures for appealing decisions made regarding approval or denial of application and placement on the Career Ladder, including the right to substantive and procedural appeals of the PBTE.

Any Lebanon R-III School District educator who is denied participation in the Career Ladder Program due to a determination from the performance-based evaluation process or a determination that they have not met the requirements for participation will have the option to appeal that determination. The appeal procedure shall include:

a. An opportunity to have the decision reviewed by the superintendent of schools of the Lebanon R-III School District; and
b. An opportunity to have the decision rendered by the superintendent reviewed by the local board of education for the Lebanon R-III School District.

Appeal procedures shall be implemented in a timely fashion. All decisions made with respect to a teacher's application to and placement on any stage of the Career Ladder shall be based on the qualifications for that stage as stated in this Lebanon R-III School District Career Ladder Plan.

Provisions for recognition of teacher mobility from one participating district to another within the state.

An educator entering the Lebanon R-III School District may apply to participate on any Career Ladder stage for which he/she is qualified based on total years of experience in a Missouri public school.

* The Career Ladder Grant Program Standard is:

STAGE	DOLLARS	HOURS	MINIMUM # OF RESPONSIBILITIES
Stage I	$1,500	50	1
Stage II	$3,000	75	1
Stage III	$5,000	100	1

The minimum number of responsibilities or volunteer efforts and the minimum number of clock hours must be met for a teacher to be eligible under the Career Ladder Grant Program.