



# FY18 (2017-2018 school year) Career Ladder Document

## General Information

The Performance Salary Schedule applies to all Instructional Staff with Annual Contract or Probationary Contract status. The Career Ladder includes separate classifications of Instructional Staff on the Performance Salary Schedule. These classifications are referred to as Career Ladder Levels and include: Apprentice, Career, and Accomplished.

The Career Ladder Committee is responsible for the development of the annual movement requirements for the Career Ladder. The Career Ladder Committee is comprised of District and TALC representatives who utilize the Interest-Based Process to reach consensus on key issues related to the strategic development of the Career Ladder as a meaningful promotion and advancement system for Instructional Staff. The goal of the Career Ladder Committee is to make data driven decisions for the continuous improvement of the Career Ladder.

Career Ladder Movement occurs automatically on an annual basis for eligible employees, who have meet the requirements to move to the next Career Ladder level. Requirements fall under six (6) categories: mentoring, professional experience, performance evaluations, professional development, certification, and participation.

## Career Ladder Level Profiles

### Apprentice Profile

Apprentice refers to Instructional Staff with the following attributes:

- Instructional Staff with less than three years of teaching experience  
OR Instructional Staff that are new to the School District of Lee County
- Instructional Staff with a Bachelor's Degree or higher
- Instructional Staff who have not completed the Apprentice to Career Professional Development Plan
- Instructional Staff who have not received three Final Performance Evaluation ratings of "Highly Effective" or "Effective"
- Instructional Staff who have not completed an approved mentoring program (Apprentice teachers are typically assigned a Mentor Teacher during their first year of assignment)
- Instructional Staff with Temporary Certification OR Professional Certification

## Career Profile

Career refers to Instructional Staff with the following attributes:

- Instructional Staff with three or more years of teaching experience
- Instructional Staff who have completed the Apprentice to Career Professional Development Requirements
- Instructional Staff who have not completed the Career to Accomplished Professional Development Plan
- Instructional Staff who have not received five Final Performance Evaluation ratings of “Highly Effective” or “Effective” while at the Career level
- Instructional Staff who have completed an approved mentoring program (Apprentice teachers are typically assigned a Mentor Teacher during their first year of assignment)
- Instructional Staff with Professional Certification

## Accomplished Profile

Accomplished refers to Instructional Staff with the following attributes:

- Instructional Staff with ten or more years of teaching experience
- Instructional Staff who have completed the Apprentice to Career Professional Development Requirements
- Instructional Staff who have completed the Career to Accomplished Professional Development Requirements
- Instructional Staff who have not completed a Personal Learning Plan (derived from the requirements for recertification, performance evaluation indicators, areas for personal growth, etc.
- Instructional Staff who have received five Final Performance Evaluation ratings of “Highly Effective” or “Effective” while at the Career level
- Instructional Staff who have completed an approved mentoring program (Apprentice teachers are typically assigned a Mentor Teacher during their first year of assignment)
- Instructional Staff with Professional Certification

## Career Ladder Movement

### Apprentice to Career Movement Requirements

Requirements for Instructional Staff classified as Apprentice to move to Career are as follows:

- **MENTORING REQUIREMENTS:** Must Complete APPLES
- **EXPERIENCE REQUIREMENTS:** Minimum of 3 Creditable Years of Experience and a minimum of 2 District Years of Experience

- **EDUCATION REQUIREMENTS:** (none)
- **PERFORMANCE EVALUATION REQUIREMENTS:** Highly Effective or Effective on Past two Final Performance Evaluations and Highly Effective or Effective for current Manager's Rating
- **PROFESSIONAL DEVELOPMENT REQUIREMENTS:** School-Based Requirements for Beginning Teacher Program (APPLES) AND Protecting Florida's Children AND Principles of Professional Conduct (formerly Code of Ethics)
- **CERTIFICATION REQUIREMENTS:** Earn Professional Teaching Certificate

### Career to Accomplished Movement Requirements

Requirements for the Career Teacher to move to the next Career Ladder Level are as follows:

- **MENTORING REQUIREMENTS:** (none)
- **EXPERIENCE REQUIREMENTS:** Minimum of 10 Creditable Years of Experience and a minimum of 5 District Years of Experience
- **EDUCATION REQUIREMENTS:** (none)
- **PERFORMANCE EVALUATION REQUIREMENTS:** Highly Effective or Effective on Past four Final Performance Evaluations and Highly Effective or Effective for current Manager's Rating while at the Career Level
- **PROFESSIONAL DEVELOPMENT REQUIREMENTS:** Earn 360 Total Inservice Points while at the Career Level; 30 Inservice Points per Bucket (labeled 1-5 and other), 180 Inservice Points in Any Bucket at Employee's Discretion (labeled 1-9)  
OR Earn an Advanced Degree in Education\* or a Field Related to Area of Certification while on Career Level

#### Buckets:

1. Subject Content/Academic Standards
2. Instructional Methodology/Faculty Development
3. Technology Integration/Digital Learning Support
4. Assessment & Data Analysis/Problem Solving
5. Classroom Management
6. School Safety/Safe Learning Environment/School Culture
7. Management/Leadership Planning
8. General Support
9. Student Growth/Achievement

OR

Earn an Advanced Degree in Education or a Field Related to Area of Certification while at the Career Level

- **CERTIFICATION REQUIREMENTS:** Maintain Professional Teaching Certificate
- **PARTICIPATION REQUIREMENTS:** Satisfactory Participation for 4 out of the Past 7 Years\*

\*Participation requirements will be phased in beginning with the FY18 Career Ladder Movement. All eligible teachers will be awarded credit for past participation based upon the recommendation from the Career to Accomplished Subcommittee. Credit will be awarded for Instructional Salary Supplements received from July 1, 2012, through June 30, 2018, (excluding Special Instruction Supplements) and for TALC Building Reps.

## AUTOMATIC PROMOTION (Based upon District records as of June 30)

<b>Apprentice to Career Movement</b>
<b>Mentoring Requirements</b>
Must Complete APPLES
<b>Experience Requirements</b>
Minimum of 3 District Years of Experience
<b>OR</b>
Minimum of 3 Creditable Years of Experience and a minimum of 2 District Years of Experience
<b>Education Requirements</b>
None
<b>Performance Evaluation Requirements</b>
Highly Effective or Effective on past 2 Final Performance Evaluations and Highly Effective or Effective for current manager's rating recommendation
"Highly Effective" or "Effective" Manager's Rating for FY18 "Highly Effective" or "Effective" Final Performance Rating for FY17 "Highly Effective" or "Effective" Final Performance Rating for FY16
<b>Professional Development Requirements</b>
School-Based Requirements for Beginning Teacher Program (APPLES)
Protecting Florida's Children Principles of Professional Conduct (formerly Code of Ethics)
<b>Certification Requirements</b>
Earn Professional Teaching Certificate

<b>Career to Accomplished Movement</b>
<b>Mentoring Requirements</b>
None
<b>Experience Requirements</b>
Minimum of 10 District Years of Experience
<b>OR</b>
Minimum of 10 Creditable Years of Experience and a minimum of 5 District Years of Experience
<b>Education Requirements</b>
None
<b>Performance Evaluation Requirements</b>
Highly Effective or Effective on past 4 Final Performance Evaluations and Highly Effective or Effective for current manager's rating recommendation while at the career level
"Highly Effective" or "Effective" Manager's Rating for FY18 "Highly Effective" or "Effective" Final Performance Rating for FY17 "Highly Effective" or "Effective" Final Performance Rating for FY16 "Highly Effective" or "Effective" Final Performance Rating for FY15 "Highly Effective" or "Effective" Final Performance Rating for FY14
<b>Professional Development Requirements</b>
Earn 360 Total Inservice Points while at the Career Level; 30 Inservice Points per Bucket (labeled 1-5 and other), 180 Inservice Points in Any Bucket at Employee's Discretion (labeled 1-9)
1) Subject Content/Academic Standards 2) Instructional Methodology/Faculty Development 3) Technology Integration/Digital Learning Support 4) Assessment & Data Analysis/Problem Solving 5) Classroom Management Other: 6) School Safety/Safe Learning Environment/School Culture 7) Management/Leadership Planning 8) General Support 9) Student Growth/Achievement
<b>OR</b>
Earn an Advanced Degree in Education* or a Field Related to Area of Certification while at the Career Level
<b>Certification Requirements</b>
Maintain Professional Teaching Certificate
<b>Participation Requirements</b>
Satisfactory Participation for 4 out of the Past 7 Years Instructional Supplement in FY18, FY17, FY16, FY15, FY14, FY13, or FY12  Instructional Supplement in FY18, FY17, FY16, FY15, FY14, FY13, or FY12  Instructional Supplement in FY18, FY17, FY16, FY15, FY14, FY13, or FY12  Instructional Supplement in FY18, FY17, FY16, FY15, FY14, FY13, or FY12
***FY17 Career Ladder Movement Waived Participation Requirement for Employees who satisfied the Experience Requirement
***In FY17, credit toward completion of the Participation Requirement was applied based on Instructional Supplements received in FY16, FY15, FY14

\*Effective July 1, 2012, Advanced Degree Supplements are not available for Master's Degree in  
Education

<b>Apprentice Profile</b>
<b>Mentoring</b>
Have not completed an approved mentoring program and are typically assigned a Mentor Teacher during their first year
<b>Experience</b>
Less than 3 Years of Teaching Experience All New Hires
<b>Education</b>
Bachelor's Degree or higher
<b>Performance</b>
Have not received the required three Final Performance Evaluation ratings of "Highly Effective" or "Effective"
<b>Professional Development</b>
On Apprentice to Career Professional Development Plan
<b>Certification</b>
Temporary Certification
<b>OR</b>
Professional Certification

<b>Career Profile</b>
<b>Mentoring</b>
Have completed an approved mentoring program
<b>Experience</b>
3 or more Years of Teaching Experience
<b>Education</b>
Bachelor's Degree or higher
<b>Performance</b>
Have not received the required five Final Performance Evaluation ratings of "Highly Effective" or "Effective" while at the Career level
<b>Professional Development</b>
Completed Apprentice to Career Professional Development Requirements
On Career to Accomplished Professional Development Plan
<b>Certification</b>
Professional Certification

<b>Accomplished Profile</b>
<b>Mentoring</b>
Have completed an approved mentoring program
<b>Experience</b>
10 or more Years of Teaching Experience
<b>Education</b>
Bachelor's Degree or higher
<b>Performance</b>
Have received the required five Final Performance Evaluation ratings of "Highly Effective" or "Effective" while at the Career level
<b>Professional Development</b>
Completed Apprentice to Career Professional Development Requirements and Career to Accomplished Professional Development Requirements Design Personal Learning Plan (derived from requirements for recertification, performance evaluation indicators, areas for personal growth, etc.)
<b>Certification</b>
Professional Certification