

Performance Based Evaluation Professional Teaching Levels

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Apprentice Level

To advance from Apprentice Level to the Novice level, the candidate:

- Must complete 50 hours of approved staff development / continuing education
- Must earn a minimum of 37 (30%) of 124 possible professional credits on the teacher rubric
- Teachers who fail to advance in three years will not be offered a renewal contract
- Salary range

Novice

To advance from Novice Level to the Career Level the candidate:

- Must complete 200 hours of approved staff development / continuing education
- Must earn a minimum of 62 (50%) of 124 possible professional credits on the teacher rubric with no individual competency area rated less than 2
- Salary range

Career

To advance from Career Level to the Advanced Level the candidate:

- Must complete 350 hours of approved staff development / continuing education
- Must earn a minimum of 93 (75%) of 124 possible professional credits on the teacher rubric
- Must complete a comprehensive teacher portfolio
- Salary range

Advanced

To advance from Advanced Level to the Accomplished Level the candidate:

- Must complete 300 hours of approved staff development / continuing education
- Must earn a minimum of 112 (90%) of 124 possible professional credits on the teacher rubric with no score of “2” in any teacher competency
- Must have an annually approved professional growth project
- Salary range

Accomplished

- Must lead and/or complete 150 hours every 5 years of approved staff development / continuing education
- Must assume additional duties beyond teaching
- Salary range

* items listed below each performance level are the exit outcomes

** all teachers have appropriate credentials

*** Administrator has the flexibility to place emergency / preliminary credential teachers in any of the categories. However, the teacher must get his/her clear credential within five years (with yearly evidence showing that he/she is moving in that direction).