

District 203's
Professional Growth Model

CAREER

203



Naperville Community Unit School District

Career 203 is Naperville CUSD 203's professional growth model created to reward educators for participation in relevant and rigorous educational opportunities that fulfill the evolving needs of the District's students.

Career Educator Process

1. **Obtain** Master's Degree.
2. Complete the "Career Path Plan" form.
 - Assess your interests, strengths and professional development areas.
 - Explore and discover learning opportunities.
3. **Schedule** career discussion with designated administrator.
4. **Attend** scheduled career discussion.
 - Bring "Career Path Plan" to meeting.
 - Communicate openly and honestly.
 - Examine ways to develop by taking advantage of Career 203 opportunities.
 - Draft career path by reviewing skills, abilities and career aspirations.
5. **Assemble** career path and upload it into Career 203 software.
6. **Begin** to develop your career path by engaging in bricks.
7. **Collaborate** with peers regarding learning opportunities.



The Career 203 Model

The Career 203 model consists of Emerging Educators and Career Educators.

- **Emerging Educator:** Educators new to District 203 who have not yet earned a Master's Degree in the education field.
- **Career Educator:** Educators who have earned a Master's Degree in the education field.

District 203 realizes that accelerating the effectiveness of educators is critical for student success. It is the district's priority to enrich educators as they focus on instructional practice and cultural awareness of the district, building, and community.

Career Educator status is achieved when an educator successfully earns a Master's Degree in the education field. Achieving Career Educator status is the threshold to gain access to the bricks.

Professional growth experiences within Career 203 are referred to as "bricks." The "bricks" are used to "pave" one's career path. Educators work collaboratively with a designated administrator to establish a career path. Career 203 offers four predesigned career paths and an individualized career path. The individualized career path permits each educator to work with his/her designated administrator to create a career path unique to his/her goals.

Educators earn points or payment for the completion of a brick. Points permanently enhance an educator's salary.





Exciting Opportunities for Educators

Creating and Facilitating Professional Learning Courses

A great opportunity for educators to share their expertise with other district educators! Educators design and facilitate a traditional, online or blended learning course in accordance with District needs and initiatives.

Research

Educators are encouraged to engage in research focused in areas that include instructional methods, assessment, curriculum, instructional delivery models and school cultural needs. Educators conduct research and implement proposed solutions based on their interest, passion or identified need for a classroom

Series of Professional Learning Experiences

This brick allows educators to create a learning experience suited to meet individual needs. Educators choose a minimum of three cohesive learning experiences (individual course, D203 course, workshops, seminars, etc.) that relate to their career path and are a sustainable, professional learning experience.

Lesson Study

Educators collaborate with a group of four to six peers to intensely and systematically plan one lesson within their curriculum. The Lesson Study experience compels educators to examine their practices based on intense discussion of and observations from their peers. The lesson study team analyzes every aspect of the proposed learning and develops a very detailed lesson plan.

NBCT

National Board Certification is an advanced teaching credential. The mission of the National Board is to “advance student learning and achievement by establishing the definitive standards and systems for certifying accomplished educators.” Educators who earn their NBCT are recognized by District 203 and rewarded through Career 203.

Check the Career 203 Implementation Guide for a full list of great opportunities!

Standards

- Rigor
- Relevance
- Efficiency and Transparency
- Accountability

Benefits and Attributes

- Encourages professional mastery
- Recognizes individual needs and aspirations
- Offers variety and choice
- Fosters recruitment and retention
- Uniquely suited for Naperville District 203

“Building a Passion for Lifelong Learning”

Our mission is to educate students to be self-directed learners, collaborative workers, complex thinkers, quality producers and community contributors.



Naperville Community Unit School District 203

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