

CAREER 203

MY PATH Career Path 1 Career Path 2 Career Path 3 **Career Path 4 Expert Teacher** Research Teacher Teacher - Leader Master Teacher INDIVIDUALIZED CAREER PATH PLANNING Set of "bricks" **Committee Chair** proposed by educator in **Lead Mentor** conjunction with discussion with administrator Department **Building Program** Head **Action Research** Mentor Leader Doctorate-Lead Lead/Design **Content Area** School-Based Research-Based **NBCT Initiatives** District Improvemen 2nd Master's-Content Writing Take One! **Action Research Project** Certifications Doctorate-Leadership Field Test Curriculum Teacher 2nd Master's-**Endorsements** Educational **Set of Action Leadership** 2nd Master's-Research-Focused Curriculum Set of Teaching PD **Content-Focused Courses/Hours** Courses Graduate Set of Instructional/ Courses/Hours Curriculum-Focused PD Experiences **Lesson Study** Instructional Set of Content-Focused Coach Set of Instructional. **PD Experiences** Curriculum-Focused Courses/Hours **Participant**

Career Educator

Master's Degree—Threshold to Career Paths

Tenure in District 203

Emerging Educator 1

New to teaching and new to District 203

Emerging Educator 2*

Experienced but new to District 203; achieved tenure in another district

Developing Basic Competencies: Focus on instructional practice and learning the school/district/community.

*If have previous experience, should have ability to access paths sooner than Emerging Educator 1 (e.g., waiver). A common sense waiver applies to educators in specific circumstances to access the career paths sooner.

"Bricks" available to pave a "career path"

(No order to the progression "up" the paths)

Years 1-5

Years 6+

Definitions

- Emerging Educator 1: an educator is new to District 203 and new to the profession; Emerging Educator 2: an educator is new to District 203 but achieved tenure in another district. Both will participate in an induction program to enculturate them regarding school; district; community; and best practices in planning, instruction, assessment, and professional responsibilities.
- Career Educator: an educator who has achieved tenure and earned a district-approved master's degree. An educator may choose to remain as a Career Educator.
- Teacher Leader: an educator with additional responsibilities, which enhance the development of colleagues and advance the mission of the school/district as a whole.
- Expert Teacher: an educator who continues academic pursuits
 to deeply develop and enhance specific content/grade level and has
 become an expert in those areas and applies that expertise to daily
 educational practice.
- Master Teacher: an educator who pursues additional professional development and learning to enhance specific pedagogical and content skills and applies that knowledge to daily work as well as to supporting the pedagogical development of colleagues.
- 6. Research Teacher: an educator who focuses on day-to-day instructional practice primarily through school- or classroom-based professional development that is integrated into the workday, consisting of individual or teams of educators assessing and finding solutions for authentic and immediate problems of practice as part of a cycle of continuous improvement.