



Naperville Community Unit School District

Career 203

A Foundation of Excellence

Overview of Career 203

- Each educator collaborates with his/her evaluator to create a career path.
- Career paths consist of “bricks,” high quality professional development experiences.
- Career paths are kept on file within the Career 203 management system.
- Educators engage in “bricks” to meet the goals of their career path.

Career Path: Foundation of Career 203

- Encourages educators to examine various opportunities and take control of their destiny.
- Promotes self-awareness and honest appraisal of individualized goals.
- Allows for change as variables affect the educators career.
- Furthers sustainable, meaningful professional development opportunities in substantial ways.

High Quality Professional Development

- Renders intensive and rigorous learning with a positive and lasting impact on student performance.
- Achieves sustainable knowledge within the professional life of the educator.
- Supports the success of all learners.
- Aligns with District 203's goals and vision.
- Provides opportunities for collaboration.
- Includes embedded follow-up and feedback.

Overall Goals of Career 203

- Create high-quality PD options to allow educators to originate individualized, unique career paths.
- Impact teaching and learning by enriching and energizing educators.
- Contribute to educators' passion for life-long learning.
- Sustain District 203's high-performance culture.

The Implementation Guide

- Introduction of Career 203
- Building a Career Path
- Overall Business Rules
- Career Paths
- College Course Guidelines

Past and Current Status

September	<ul style="list-style-type: none">• Building Principal Meetings
October	<ul style="list-style-type: none">• Career 203 Director hired• CPI Committee Meeting• Creation of Individual Brick Guidelines (ongoing)• Meetings with PSAC Departments
November	<ul style="list-style-type: none">• Strategizing of Business Rules and Transition (ongoing)• Meetings with Cabinet Members and other Admin.• Career 203 Informational Meetings at Schools (ongoing)• iBooks Version of Implementation Guide Created• CPI Committee Meeting
December	<ul style="list-style-type: none">• Write and Publish RFP for Career 203 Software• Begin Career 203 Application and Follow-up Forms• CPI Committee Meeting

Future

January	<ul style="list-style-type: none">• Finalization of Brick Guidelines• Finalization of Business Rules and Transition• Key Criteria Review for RFP of Career 203 Software• Discussion of Career 203 Compensation Model• CPI Committee Meeting
February	<ul style="list-style-type: none">• Select Vendor Finalists for Career 203 Software.• Vendor Demos Slated for Feb. 11 and Feb. 14• Complete Vendor Proposal Evaluation• Begin Timeline for Career 203 Training• CPI Committee Meeting
March	<ul style="list-style-type: none">• Recommendation to the BOE for Career 203 Software• Finalize Career 203 Applications and Follow-up Forms• CPI Committee Meeting

Future (continued)

April	<ul style="list-style-type: none">• Create Materials for Career 203 Training• Set Training Dates• CPI Committee Meeting
May	<ul style="list-style-type: none">• Sandbox Demo of Career 203 Software to Staff• Thorough Evaluation of Career 203
June	<ul style="list-style-type: none">• Upload and Enter Data into Career 203 Software• Administrator Training
July	<ul style="list-style-type: none">• Administrator Training• Career 203 Software Training for Trainers
August	<ul style="list-style-type: none">• Educator Training/Implementation of Career 203



Career Path 1
Teacher Leader



Career Path 2
Expert Educator



Naperville Community Unit School District



Career Path 3
Master Educator



Career Path 4
Research Educator

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 community/district/community.