

Central R-III School District Career Ladder Plan
2022-2023

- I. The Central R-III School District is committed to providing a successful educational experience for all students. Educational excellence is dependent largely on the skill, talent and dedication of educators. The purpose of the Career Ladder Program is to enhance the educational experience of students by recognizing and rewarding productive, effective educators. The Central R-III School District has developed a School Improvement Plan, a Curriculum Development Plan, a Professional Development Plan and participates in the Missouri School Improvement Program in order to facilitate and improve the educational experience for all students. All Career Ladder responsibilities will be academic in nature and shall directly and obviously relate to the improvement of programs and services for students as outlined in the Central R-III School Improvement Plan, Curriculum Development Plan, Professional Development Plan, the Missouri School Improvement Program or other instructional improvement plan in the Central R-III School District. The teacher's Career Development Plan (CDP) will associate each Career Ladder responsibility or volunteer effort with either a designated plan or other instructional improvement.

- II. The Central R-III School District shall assign qualified, participating teachers to the appropriate stage and award teachers supplemental pay in an amount to be specified annually and not to exceed \$1,500 for Stage I, \$3,000 for Stage II or \$5,000 for Stage III. This supplemental pay shall be in addition to the salary normally accorded the teacher by the District's salary schedule and dependent upon State appropriations.

- III. Eligible teachers in Stage I of the Central R-III School District shall have the following:
 - a. Completed two (2) years teaching experience in Missouri public schools. Individuals who have not yet participated in Career Ladder must begin on Stage 1.
 - b. Completed the required beginning teacher assistance program and participated in two (2) years of mentoring (section 168.400.4 RSMo).
 - c. Performed at an acceptable level or above on all criteria on the most recent final evaluation instrument of the performance-based teacher evaluation process. The local evaluation process must be fully aligned to the Essential Principles of Effective Evaluation (5 CSR 20-400.375).
 - d. Be serving on not less than a regular length full time contract.
 - e. Appropriate certification in the subject area for each teacher.
 - f. Developed a Career Development Plan (CDP) that contains responsibilities or volunteer efforts that the educator will assume in order to receive his/her Career Ladder supplemental pay. The educator will complete one or more responsibilities or volunteer efforts by May 15, 2023. The district shall ensure that a minimum of fifty (50) clock hours are completed for Stage I. This requirement should coincide with the standard* and be commensurate and adjustable to the compensation offered for Stage I. The educator shall relate each responsibility to an identified plan or other instructional improvement.

Eligible teachers in Stage II of the Central R-III School District shall have the following:

- a. Completed three (3) years teaching experience in Missouri public schools as well as the successful completion of Stage I.
- b. Completed the required beginning teacher assistance program and participated in two (2) years of mentoring (section 168.400.4 RSMo),
- c. Performed at an acceptable level or above on all criteria on the most recent final evaluation instrument of the performance-based teacher evaluation process. The local evaluation process must be fully aligned to the Essential Principles of Effective Evaluation (5 CSR 20-400.375).
- d. Be serving on not less than a regular length full time contract.

e. Appropriate certification in the subject area for each teacher.

f. Developed a Career Ladder Development Plan (CDP) that contains responsibilities or volunteer efforts that the educator will assume in order to receive his/her Career Ladder supplemental pay. The educator will complete one or more responsibilities or volunteer efforts by May 15, 2023. The district shall ensure that a minimum of seventy-five (75) clock hours are completed for Stage II. This requirement should coincide with the standard* and be commensurate and adjustable to the compensation offered for Stage II. The educator shall relate each responsibility to an identified plan or other instructional improvement.

Eligible teachers in Stage III of the Central R-III School District shall have the following:

a. Completed five (5) years teaching experience in Missouri public schools as well as the successful completion of Stages I and II.

b. Completed the required beginning teacher assistance program and participated in two (2) years of mentoring (section 168.400.4 RSMo),

c. Performed at an acceptable level or above on all criteria on the most recent final evaluation instrument of the performance-based teacher evaluation process. The local evaluation process must be fully aligned to the Essential Principles of Effective Evaluation (5 CSR 20-400.375).

d. Be serving on not less than a regular length full time contract.

e. Appropriate certification in the subject area for each teacher.

f. Developed a Career Ladder Development Plan (CDP) that contains responsibilities or volunteer efforts that the educator will assume in order to receive his/her Career Ladder supplemental pay. The educator will complete one or more responsibilities or volunteer efforts by May 15, 2023. The district shall ensure that a minimum of one hundred (100) clock hours are completed for Stage III. This requirement should coincide with the standard* and be commensurate and adjustable to the compensation offered for Stage III. The educator shall relate each responsibility to an identified plan or other instructional improvement.

IV. Eligible teachers participating in the Career Ladder Grant Program of the Central R-III School District shall complete a minimum of clock hours in one or more responsibilities or volunteer efforts. Central R-III School District teachers will complete:

a. At least fifty (50) clock hours for those teachers in Stage I

b. At least seventy-five (75) clock hours for those teachers in Stage II

c. At least one hundred (100) clock hours for those teachers in Stage III

Central R-III School district teachers participating in the Career Ladder Grant Program shall complete a minimum of the required hours on responsibilities or voluntary efforts in one of the following areas:

a. Serving in teacher externships as provided in section 168.025, RSMo;

b. Serving as a coach, supervisor, or organizer of any extracurricular activities for which the teacher does not already receive additional compensation;

c. Serving as a mentor or cooperating teacher for new teachers for which the teacher does not already receive additional compensation;

d. Serving as a mentor for students, whether in a formal or informal capacity;

e. Providing high quality tutoring or additional learning opportunities to students;

f. Assisting students with postsecondary education preparation including, but not limited to, teaching an ACT or SAT preparation course or assisting students with completing college or career school admission or financial assistance applications;

g. Receiving additional teacher training or certification outside of that offered by the school district (i.e. National Board Certification); and

h. Other (with a description of how this teacher's responsibility or voluntary effort directly and obviously relates to the improvement of programs and services for students as outlined in the District School Improvement Plan, Curriculum Development Plan, Professional Development Plan, Missouri School Improvement Program or instructional improvement).

V. The Central R-III School District teachers selected eight teachers, two administrators, one parent and one board member to serve on a working group that developed the Central R-III School District's DCLP. This working group gathered feedback on the draft of the DCLP and made appropriate revisions before it was presented to the local school Board for approval.

VI. The Central R-III School District has created an assessment committee. This committee consists of educators, administrators, and patrons. This committee will annually assess the success of the DCLP. They will report to the Board each year at the regular May board meeting regarding the benefits for school and students, and teacher interest and participation. In addition, the Central R-III School District will report data on their Career Ladder Grant Program to the Department of Elementary and Secondary Education upon request. Information reported to the department upon request may include but not be limited to

- a. Total number of teachers participating at each stage
- b. Total state contribution
- c. Total local contribution
- d. Total hours of teacher participation in these categories
 - o Participating in teacher externships as provided in section 168.025, RSMo;
 - o Serving as a coach, supervisor, or organizer of any extracurricular activities for which the teacher does not already receive additional compensation;
 - o Serving as a mentor or cooperating teacher for new teachers for which the teacher does not already receive additional compensation;
 - o Serving as a mentor for students, whether in a formal or informal capacity;
 - o Providing high quality tutoring or additional learning opportunities to students;
 - o Assisting students with postsecondary education preparation including, but not limited to, teaching an ACT or SAT preparation course or assisting students with completing college or career school admission or financial assistance applications; and
 - o Receiving additional teacher training or certification outside of that offered by the school district (i.e. National Board Certification)
 - o Other (with description of how this responsibility or voluntary effort directly and obviously relates to the improvement of programs and services for students as outlined in the District School Improvement Plan, Curriculum Development Plan, Professional Development Plan, Missouri School Improvement Program or instructional improvement).
- e. Overall annual retention rates of participating teachers

VII. Any Central R-III School District educator who is denied participation in the Career Ladder Program due to a determination from the performance-based evaluation process or a determination that they have not met the requirements for participation will have the option to appeal that determination. The appeal procedure shall include:

- a. An opportunity to have the decision reviewed by the Superintendent of schools of the Central R-III School District; and
- b. An opportunity to have the decision rendered by the superintendent reviewed by the local Board of Education of the Central R-III School District.

Appeal procedures shall be implemented in a timely fashion. All decisions made with respect to a teacher's application to and placement on any stage of the Career Ladder shall be based on the qualifications for that stage as stated in this Central R-III School District Career Ladder Plan.

VIII. An educator entering the Central R-III School District may apply to participate on any Career Ladder stage for which he/she is qualified based on total years of experience in Missouri public schools and prior participation in Career Ladder.

* The Career Ladder Grant Program Standard is:

STAGE	DOLLARS	HOURS	MINIMUM # OF RESPONSIBILITIES
Stage I	\$1,500	50	1
Stage II	\$3,000	75	1
Stage III	\$5,000	100	1

The minimum number of responsibilities or volunteer efforts and the minimum number of clock hours must be met for a teacher to be eligible under the Career Ladder Grant Program.

All plans must be completed by a date specified each year by the DCLP. Plans for the following school year may be submitted for approval prior to the teacher's last contracted day. Hours logged after submission and approval, including summer hours, will be applied to the following school year on the first quarter portion of the log.

Grant Proration Provision

Should the total approved applications exceed available appropriations at the State level, a proration of the grant amount may be necessary. If proration of the grant is necessary, Central R-III will reduce payment amounts for each Stage at the same percentage of the State proration.

Career Ladder Development Plan for Teachers

Name: _____

QUALIFICATIONS	
	Stage 1--Two years' teaching experience (50 hours) (select one stage)
	Stage 2—Three years' teaching experience & Stage I completion (75 hours) (select one stage)
	Stage 3—Five years' teaching experience & Stage II completion (100 hours) (select one stage)
	Regular length, full-time contract (required)
	Appropriate certification (required)
	Acceptable performance as determined by the district's performance-based teacher evaluation process (required)

RESPONSIBILITIES OR VOLUNTARY EFFORTS (select all that apply)	
	A: Participating in teacher externships as provided in section 168.025, RSMo.
	B: Serving as a coach, supervisor, or organizer of any extracurricular activities for which the teacher does not already receive additional compensation.
	C: Serving as a mentor or cooperating teacher for new teachers for which the teacher does not already receive additional compensation.
	D: Serving as a mentor for students, whether in a formal or informal capacity.
	E. Providing high quality tutoring or additional learning opportunities to students.
	F: Assisting students with postsecondary education preparation including, but not limited to, teaching an ACT or SAT preparation course or assisting students with completing college or career school admission or financial assistance applications.
	G: Receiving additional teacher training or certification outside of the at offered by the school district (i.e. National Board Certification).
	H: Other (with description of how this responsibility or voluntary effort directly and obviously relates to the improvement of programs and services for students as outlined in the District School Improvement Plan, Curriculum Development Plan, Professional Development Plan, Missouri School Improvement Program or instructional improvement.

I certify that the above named educator meets all requirements for participation on the Career Ladder Stage indicated.

Administrator Signature

Date

Appendix B: Qualifications, Responsibilities, and Volunteer Efforts of the Missouri Career Ladder Grant Program
 Qualifications, Responsibilities and Volunteer Efforts Summary (revised August 2022)
 Participation in the Career Ladder is voluntary for school districts and for individual educators.

Stage I (\$1,500 maximum)		Stage II (\$3,000 maximum)		Stage III (\$5,000 maximum)	
Qualifications	Responsibilities	Qualifications	Responsibilities	Qualifications	Responsibilities
<p>1. Two (2) years teaching experience in a Missouri public school.</p> <p>2. Appropriate certification for teaching responsibilities.</p> <p>3. Completion of required beginning teacher assistance program consistent with 5 CSR 20-400.385.</p> <p>4. Completion of required two years of mentoring consistent 5 CSR 20-400.380.</p> <p>5. Effective rating on a comprehensive performance-based evaluation process aligned to the Essential Principles of Effective Evaluation (5 CSR 20-400.375).</p>	<p>The teacher has met all of the qualifications for Stage I and participated in a minimum of at least fifty (50) clock hours in one or more of the following:</p> <ul style="list-style-type: none"> • Participated in a teacher externships as provided in section 168.025; • Served as a coach, supervisor, or organizer of any extracurricular activities for which the teacher does not already receive additional compensation; • Served as a mentor or cooperating teacher for a new teacher for which the teacher does not already receive additional compensation; • Served as a mentor for students whether formally or informally; 	<p>1. Three (3) years teaching experience in Missouri public schools and completion of Stage I.</p> <p>2. Appropriate certification for teaching responsibilities.</p> <p>3. Effective rating on a comprehensive performance-based evaluation process aligned to the Essential Principles of Effective Evaluation (5 CSR 20-400.375).</p>	<p>The teacher has met all of the qualifications for Stage II and participated in a minimum of at least seventy-five (75) clock hours in one or more of the following</p> <ul style="list-style-type: none"> • Participated in a teacher externships as provided in section 168.025; • Served as a coach, supervisor, or organizer of any extracurricular activities for which the teacher does not already receive additional compensation; • Served as a mentor or cooperating teacher for a new teacher for which the teacher does not already receive additional compensation; • Served as a mentor for students whether formally or 	<p>1. Five (5) years teaching experience in Missouri public schools and completion of Stage II.</p> <p>2. Appropriate certification for teaching responsibilities.</p> <p>3. Effective rating on a comprehensive performance-based evaluation process aligned to the Essential Principles of Effective Evaluation (5 CSR 20-400.375).</p>	<p>The teacher has met all of the qualifications for Stage III and participated in a minimum of at least one hundred (100) clock hours in one or more of the following</p> <ul style="list-style-type: none"> • Participated in a teacher externships as provided in section 168.025; • Served as a coach, supervisor, or organizer of any extracurricular activities for which the teacher does not already receive additional compensation; • Served as a mentor or cooperating teacher for a new teacher for which the teacher does not already receive additional compensation; • Served as a mentor for students whether formally or informally; • Provided high quality

	<ul style="list-style-type: none"> • Provided high quality tutoring or additional learning opportunities to students consistent with department memo FAS-21-004; • Assisted students with postsecondary education preparation including, but not limited to, teaching an ACT or SAT preparation course or assisting students with completing college or career school admission or financial assistance applications; • Received additional teacher training or certification outside of that offered by the school district. • Other (description required) 		<p>informally;</p> <ul style="list-style-type: none"> • Provided high quality tutoring or additional learning opportunities to students consistent with department memo FAS-21-004; • Assisted students with postsecondary education preparation including, but not limited to, teaching an ACT or SAT preparation course or assisting students with completing college or career school admission or financial assistance applications; • Received additional teacher training or certification outside of that offered by the school district. • Other (description required) 		<p>tutoring or additional learning opportunities to students consistent with department memo FAS-21-004;</p> <ul style="list-style-type: none"> • Assisted students with postsecondary education preparation including, but not limited to, teaching an ACT or SAT preparation course or assisting students with completing college or career school admission or financial assistance applications; • Received additional teacher training or certification outside of that offered by the school district. • Other (description required)
--	--	--	---	--	--

The following are examples of activities that are not acceptable responsibilities or voluntary efforts to be included in a teacher's Career Ladder Development Plan. THIS LIST IS NOT ALL INCLUSIVE.

- Painting classrooms
- School beautification projects
- Community activities that do not include students
- Community activities that include students but are not directly and obviously related to instruction
- Taking tickets, time keeping, score keeping, attending school functions
- Any fundraisers or concession stand activities (PTO carnivals, PTO craft fairs, ball tournaments, book orders, etc.)
- Attending Board of Education meetings (unless attending to make a report for an approved committee)
- Any activity that is part of the educator's regular contracted day
- Any activity for which the educator receives compensation regardless of the source of that compensation
- College classes in administration (exception: class required for another program; ex. curriculum development)
- Any Church affiliated activity
- Any activity related to scouting or other non-academic activities
- Tutoring cannot include open gym, study hall, detention, and/or any activity for which a teacher receives a stipend
- IEP meetings
- Writing lesson plans or instructional units that are part of a teacher's regular responsibility to implement the district's curriculum and to design appropriate learning experiences for the students in his/her classroom or team

NOTE: The educator should be an ACTIVE participant in the planning and execution of approved activities. Supervision or attendance alone is not adequate.

(Example: Attending a workshop or conference is not adequate. In addition to attendance, a participant should find a way to report (written or oral) and share with co-workers ideas, teaching strategies, content updates, etc, acquired at the professional meeting.

- Being a presenter is sufficient.
- Supervision of students on the bus (ex. field trips) is not adequate.

Future Considerations

Career Ladder funds will be subject to budget approval from year to year at the State level. If funding is approved at the State level, the current DCLP will continue to be applied in its current form. In the event that the state discontinues funding for Career Ladder in upcoming years, the Central R-III School District will revert back to the former DCLP as it was applied prior to the 2022-23 school year, including the Board approved phaseout which began in 2021-22. The default plan will consist of the following guidelines:

Qualifications: All stages require regular length, full-time contract, and appropriate certification.
Stage 1--Minimum Five years' teaching experience in Missouri public schools/Meets expected levels of Evaluation tool--\$750/16 hrs.
Stage 2—Minimum Seven years' teaching experience in Missouri public schools/Meets expected level on Evaluation tool with at least one area above the expected level/Completion of Stage 1--\$1250/24 hrs.
Stage 3—Minimum Ten years' experience in Missouri public schools/Meets expected level on Evaluation tool with at least two areas exceeding the expected level/Completion of Stages 1 & 2--\$1750/31 hrs.

Responsibilities (Check all that apply, minimum of one responsibility)			
	Academic Competitions		Tutoring/PASS/Detention
	Additional Learning Opportunities		Clubs/Organizations/Non-contract coaching
	Parent Contact		Instructional Materials
	Student Achievement		Committees/Curriculum