Presentation Series

Pillar II: High-Quality & Diverse Teachers and Leaders

January 23, 2023
Table of Contents:

During this presentation we will cover the following topics:

● Goals/Objectives/Pillar Outcomes
● Drill Deeper into Goals/Objectives and Pillar Outcomes
● Blueprint Accomplishments To Date
● Implementation Plan Committee Work Update
● Timeline Considerations
● Questions for Pillar II
GOALS:

- Transform teaching into a high-status profession in the state by raising the pay and status of educators
- Improve recruitment and professional development efforts to create and sustain a diverse teaching faculty
- Support the reorganization of schools to provide teachers with professional learning and peer collaboration time during the school day
- Establish a career ladder to continuously improve teacher professional practice and student performance by July 1, 2024
GOALS: (cont.)

- Offer teachers specific positions that increase in title, responsibility, and autonomy without leaving the classroom.
- Create a leadership development system that prepares school leaders at all levels.
- Increase the number of teachers who achieve and maintain National Board Certification.
- Provide teachers with intensive induction, mentoring, and supports.
Pillar 2 - High Quality and Diverse Teachers and Leaders

Elevating teachers and school leaders by:

- Making teaching a high-status profession by raising the pay and status of teachers, including a performance-based career ladder, a minimum statewide salary, and salaries comparable to similarly educated professionals;

- Substantially increasing the rigor of the teacher preparation curriculum with teachers completing a full year of clinical experience organized and managed by teacher education and district partnerships;

- Redesigning schools to be places where the teaching profession includes a system of incentives and supports – a career ladder – to continuously improve their professional practice and the performance of their students;
Elevating teachers and school leaders by: (cont.)

- Creating a leadership development system that prepares school leaders at all levels – state, district, and school – to give them the vision, skills, and knowledge they need to implement the recommendations made in the Commission’s report and manage high-performing schools; and

- Improving recruitment and professional development efforts to create and sustain a teaching faculty that better reflects the racial and ethnic makeup of the student body.
Blueprint Accomplishments To Date

Recruit and support high-quality and diverse teachers to meet workforce needs:

- GCPS is evaluating recruiting and hiring practices to ensure teachers and leaders match the diversity of the student population.

- GCPS has made a concerted effort to establish a partnership with Diversity in Ed, a national organization promoting education as a career for individuals from diverse backgrounds.

- GCPS is fully committed to diversifying and increasing the minority staff population throughout our school system.
Blueprint Accomplishments To Date

National Board Certification (NBC)

- July 1, 2023, eligible National Board Certification (NBC) teachers receive the appropriate salary enhancement
- Currently, GCPS has eleven NBC teachers
- There are 51 educators registered to become NBC certified
Blueprint Accomplishments To Date

National Board Certification
GCPS will encourage and incentivize current teachers to pursue National Board Certification (NBC) in the following ways:

- Implementing an NBC cohort model
- Holding annual informational meetings and orientation
- Adding a salary increase upon obtaining NBC to the base salary
- Having an NBC candidacy pool that ranges in various certification areas and helped to bring awareness to the NBC process
- Mentors for NBC candidates
- Participates in the Maryland State “Think Tank”
- Offers NBCT and NBC candidate resources from the Western MD Region NBC Coalition Network
- NBC candidates are registered in the NBConnect Network
<table>
<thead>
<tr>
<th>Name</th>
<th>School</th>
<th>Certificate Area</th>
<th>Date Achieved</th>
</tr>
</thead>
<tbody>
<tr>
<td>Michelle Harman</td>
<td>NH</td>
<td>Science: Adolescence &amp; Young Adulthood</td>
<td>2000</td>
</tr>
<tr>
<td>William Ringer</td>
<td>SH</td>
<td>English Language Arts: Adolescence &amp; Young Adulthood</td>
<td>2003</td>
</tr>
<tr>
<td>Heather Savage</td>
<td>SH</td>
<td>Social Studies-History: Adolescence &amp; Young Adulthood</td>
<td>2005</td>
</tr>
<tr>
<td>Rebecca Kenyon-Sisler</td>
<td>HEEC</td>
<td>Science: Adolescence &amp; Young Adulthood</td>
<td>2008</td>
</tr>
<tr>
<td>Sandra Coluzzi</td>
<td>BR</td>
<td>Generalist: Early Childhood</td>
<td>2018</td>
</tr>
<tr>
<td>Ali Schilpp</td>
<td>NX</td>
<td>Library Media: Early Childhood through Young Adulthood</td>
<td>2022</td>
</tr>
<tr>
<td>Amy Warnick</td>
<td>YG</td>
<td>Generalist: Middle Childhood</td>
<td>2022</td>
</tr>
<tr>
<td>Erica Foley</td>
<td>BR</td>
<td>Literacy, Reading-Language Arts: Early &amp; Middle Childhood</td>
<td>2022</td>
</tr>
<tr>
<td>Katie Landen</td>
<td>YG</td>
<td>Literacy, Reading-Language Arts: Early &amp; Middle Childhood</td>
<td>2022</td>
</tr>
<tr>
<td>Laura Dahlen</td>
<td>BR, SM</td>
<td>Music: Early &amp; Middle Childhood</td>
<td>2022</td>
</tr>
<tr>
<td>Lorie Burdock</td>
<td>NX</td>
<td>Science: Early Adolescence</td>
<td>2022</td>
</tr>
</tbody>
</table>
Blueprint Accomplishments To Date

Grow Your Own (GYO) Opportunities for GCPS Employees

Initiatives to grow the pipelines of teachers and other professional support staff:

- Implement a Child Development Associate (CDA) cohort with an IHE requiring certification coursework in growth and development, preschool curriculum, child care administration, and 480 hours of professional work experience;
- Collaborate with area IHEs to develop Associate degrees with transferable credits that will prepare non-degreed employees to attain a degree leading to a teaching position; and
- Collaborate with IHEs to develop additional teaching credentials focusing on pedagogy and effective teaching methods for staff with an Associate degree, a Bachelor’s degree, or a Master’s degree in a field other than education.
Implementation Plan Committee Work Update

Current Committee Work
Analyze and develop a strategic plan to implement various components of the career ladder including but not limited to the following legislative mandates:

- Teachers with National Board Certification will begin receiving $10,000 effective July 1, 2022 (FY23). A National Board Certified teacher teaching at a low-performing school* will also receive an additional $7,000 effective July 1, 2022.

- All teachers will receive a 10% raise between the period of July 1, 2019, and June 30, 2024.

- All starting teacher salaries must be $60,000 by July 1, 2026 (FY27).

* GCPS does not have any low performing schools at this time
Current Committee Work: (cont.)

- Explore and expand supports to assist teachers from various grade levels and subject areas in becoming nationally board certified and to maintain the certification.

- Collaboration with institutions of higher education and education preparation providers to increase the number of teacher candidates and provide comprehensive support to ensure successful program completion and certification.

- Explore and expand **Grow Your Own** initiatives to recruit staff that reflect the student population and utilize strategic staffing for job placement among all applicants.
Current Committee Work: (cont.)

- Analyze and explore hiring practices that will enhance our recruitment process and support high-quality and diverse teachers.

- Evaluate current teacher induction and mentorship programs for newly hired educators.

- Evaluate current job-embedded professional development and teacher support for all educators.
Timeline Considerations

Legislative mandates:

- **July 1, 2022 (FY23):** Teachers with National Board Certification will begin receiving $10,000. A National Board Certified teacher teaching at a low performing school will also receive an additional $7,000 effective July 1, 2022.
- **July 1, 2019, to June 30, 2024:** All teachers will receive a 10% raise.
- **July 1, 2024 (FY25):** Implement Career Ladder.
- **July 1, 2026 (FY27):** All starting teacher salaries must be $60,000.
- Accountability and Implementation Board (AIB) Implementation Plan.
Questions for Pillar II

Pillar II: High-Quality & Diverse Teachers and Leaders

Pillar Lead:
Jane Wildesen, Director of Human Resources and Employee Relations
Email address is jane.wildesen@garrettcountyschools.org

For other/general Blueprint information, please contact blueprint@garrettcountyschools.org