

# Blueprint for GCPS Future

## 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 / Objectives / Pillar Outcomes

## 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/Objectives/Pillar Outcomes

## 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;



# Pillar 2 - High Quality and Diverse Teachers and Leaders

## 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



# GCPS National Board Certified Teachers

**NATIONAL BOARD**  
*for Professional Teaching Standards®*

Name	School	Certificate Area	Date Achieved
Michelle Harman	NH	Science: Adolescence & Young Adulthood	2000
William Ringer	SH	English Language Arts: Adolescence & Young Adulthood	2003
Heather Savage	SH	Social Studies-History: Adolescence & Young Adulthood	2005
Rebecca Kenyon-Sisler	HEEC	Science: Adolescence & Young Adulthood	2008
Sandra Coluzzi	BR	Generalist: Early Childhood	2018
Ali Schilpp	NX	Library Media: Early Childhood through Young Adulthood	2022
Amy Warnick	YG	Generalist: Middle Childhood	2022
Erica Foley	BR	Literacy, Reading-Language Arts: Early & Middle Childhood	2022
Katie Landen	YG	Literacy, Reading-Language Arts: Early & Middle Childhood	2022
Laura Dahlen	BR, SM	Music: Early & Middle Childhood	2022
Lorie Burdock	NX	Science: Early Adolescence	2022

# 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





# Implementation Plan Committee Work Update

## 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.



# Implementation Plan Committee Work Update

## 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@garrettschools.org](mailto:jane.wildesen@garrettschools.org)

For other/general Blueprint information, please contact

[blueprint@garrettschools.org](mailto:blueprint@garrettschools.org)

