OVERVIEW OF TOLLESON ELEMENTARY CAREER LADDER PLAN

Definition: The Arizona Career Ladder Program represents an effort by the Arizona State Legislature to improve the quality of teaching and learning in our public schools. In addition to Tolleson Elementary, there are 27 other districts in the state who also receive direct funding from this program.

The Tolleson Elementary School District Career Ladder Plan provides financial incentives to teachers who voluntarily participate in and successfully complete the requirements of the TESD Career Ladder.

Goals of the Tolleson Elementary Career Ladder Plan:

- To document enhanced student achievement
- To advance the level of instructional responsibilities
- To establish a policy of teacher compensation based on performance and professional growth

What Career Ladder Offers to Teachers:

- Contract addendum for qualified participants
- Funds for CL teachers to attend workshops and conferences
- Direct support for classroom teachers through mentors and peer evaluations
- Recognition for quality teaching and continued professional development
- Funds for identified staff development needs
- Opportunity for teachers to share in the instructional leadership of Tolleson Elementary School District

Structure of the Tolleson Elementary Career Ladder Plan:

- Four levels based on increasingly higher criteria
- Mentoring program for new teachers
- **Non-tenured teachers are required to complete an application year during their second or third year with the district**
- Continued participation is voluntary after the application year

Components of the Tolleson Elementary Career Ladder Plan:

- Student Achievement Plan
- Classroom performance observation by trained peer evaluators
- Professional growth
- Instructional leadership

Placement on the Ladder

- is based on the individual teacher's portfolio, submitted to the steering committee at the end of the school year.
- is determined by classroom performance, evidence of student progress, and additional Ladder responsibilities.

Compensation

- has baseline dollar figures ranging from $1000 to $3500, with an additional amount computed by formula, added to the baseline figure.
- is awarded the following year to teachers who continue on the Ladder.
- will not be paid to teachers who leave the district.
- is dependent upon receipt of adequate funding from the state legislature.

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