

**KNOX COUNTY R-I
2023-2024**



**DISTRICT CAREER
LADDER PLAN**

I.

The Knox County R-1 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 Knox County R-1 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 Knox County R-1 School Improvement Plan, Curriculum Development Plan, Professional Development Plan, the Missouri School Improvement Program or other instructional improvement plan in the Knox County R-1 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 Knox County R-1 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.

III.

Eligible educators in Stage I of the Knox County R-1 School District shall:

- a. Completed two (2) years teaching experience in Missouri public schools.
- b. Completed the required beginning teacher assistance program and participated in two (2) years of mentoring (section 168.400.4 RSMo and applies to teachers only),
- 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 31, 2024. 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 educators in Stage II of the Knox County R-1 School District shall:

- a. Completed three (3) years teaching experience in Missouri public schools.
- b. Completed the required beginning teacher assistance program and participated in two (2) years of mentoring (section 168.400.4 RSMo and applies to teachers only),
- 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 31, 2024. 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 educators in Stage III of the Knox County R-1 School District shall:

- a. Completed five (5) years teaching experience in Missouri public schools.
- b. Completed the required beginning teacher assistance program and participated in two (2) years of mentoring (section 168.400.4 RSMo and applies to teachers only),
- 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 31, 2024. 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 Knox County R-1 School District shall complete a minimum of clock hours in one or more responsibilities or volunteer efforts. Knox County R-1 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

Knox County R-1 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, coursework (recommended: 1 credit hour of coursework = 15 Career Ladder hours), or certification outside of that offered by the school district (i.e. National Board Certification).
- h. Other (the responsibility or voluntary effort should directly and obviously relate to improved 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 and is an additional responsibility or voluntary effort extending beyond or in addition to contractual expectations).

If a participating educator is unable to complete the required 100 hours at Stage III, a school district may elect to pay them at Stage II or Stage I based on the hours they complete. If a participating educator is unable to complete the required 75 hours at Stage II, a school district may elect to pay them at Stage I based on the hours they complete.

V.

The Knox County R-1 School District teachers selected five teachers, two administrators, one parent and one board member to serve on a working group that developed the Knox County R-1 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 Knox County R-1 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 Knox County R-1 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. Final total state contribution
- c. Final 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 Knox County R-1 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 Knox County R-1 School District; and
- b. An opportunity to have the decision rendered by the superintendent reviewed by the local board of education for the Knox County R-1 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 Knox County R-1 School District Career Ladder Plan.

VIII.

An educator entering the Knox County R-1 School District may apply to participate on any Career Ladder stage for which he/she is qualified based on total years of experience in a Missouri public school.

[Note: Districts may choose to add time lines and other details to their plans. School districts may also elect for educators to be paid at a lesser stage if they were unable to complete the required minimum hours.]

The Career Ladder Grant Program Standard is:

STAGE	DOLLARS	HOURS	MINIMUM NUMBER OF RESPONSIBILITIES
Stage 1	\$1,500	50	1
Stage 2	\$3,000	75	1
Stage 3	\$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.