2012-2013 Career Ladder Roles
Frequently Asked Questions

General

1. What are Career Ladder teachers?
   Career Ladder positions are promotional opportunities for effective teachers to take on
   leadership responsibilities without leaving the classroom. Career Ladder teachers have an
   increased impact on the Promise Readiness of students because they elevate not only their own
   practice, but that of their peers as well.

2. What Career Ladder roles are being staffed for the 2012-2013 school year?
   Opportunities will be available for both the Promise-Readiness Corps (PRC) and Instructional
   Teacher Leader 2 (ITL2) positions. The Promise-Readiness Corps is a program that serves
   students at the secondary level (9-12). ITL2 positions will be available at the elementary (K-5
   and K-8), middle (6-8), and secondary levels (6-12 and 9-12).

3. Can I choose the school in which I will be placed?
   No candidate will be placed into a role at a location without his/her consent. All candidates
   applying for Career Ladder positions will have the option to preference schools at which they
   would like to be assigned. The District will make every effort to match selected candidates with
   their preference, but cannot ensure that all requests will be honored.

4. What is the selection process for each role?
   The selection process for both roles will run concurrently, and include four steps: 1 - Invitation
   and Online Application, 2 - Interview Day, 3 - Classroom Observation, and 4 - Offers Made. The
   Online Application will include a Pre-Interview Activity designed to give candidates an
   opportunity to demonstrate some of the knowledge, attitude, and skills that would make them
   successful Career Ladder teachers. The Interview Day will consist of an interview as well as an
   In-Basket activity designed to assess the leadership and interpersonal skills that are critical to
   success in these roles. The Classroom Observation is the final measure being used to screen
   candidates.

5. What are the eligibility requirements?
   In order to be considered for a Career Ladder position, all teachers must possess certification
   appropriate to the position(s) for which they are applying, the requisite number of years as a
   teacher of record in PPS (at least one year for PRC candidates and tenure for ITL2 candidates),
   and a satisfactory rating.

6. What criteria will be used to select candidates?
   The criteria used to select candidates for 2012-2013 Career Ladder positions will include Teacher
   VAM, where available, certain components of RISE, the ability to build and maintain effective
   relationships, and leadership skills specific to the role for which one is applying.
7. Will I receive additional compensation if I become a Career Ladder teacher?
   Yes; additional compensation is provided to Career Ladder teachers for fulfilling the leadership responsibilities associated with each respective role as well as working additional days during the work year. Annual differentials for the available positions are as follows:
   - Promise-Readiness Corps (197 workdays) - $9,300 differential
   - Instructional Team Leader 2 (202 workdays) - $11,300 differential

8. What additional responsibilities will I assume if I become a Career Ladder teacher?
   Both Career Ladder positions available for the 2012-2013 school year involve leadership responsibilities. Further information regarding the responsibilities specific to each role can be found on the My Teaching Career website and Portal.

9. How will transitioning into a Career Ladder role affect my building and system seniority?
   There is no effect on system seniority.

   Special category seniority will be established for the Promise-Readiness Corps Career Ladder positions within buildings. This special category seniority will not be applicable across school buildings. Reductions in force within a high school will be specified as occurring within the Promise-Readiness Corps Career Ladder or within the non-Promise-Readiness Corps Career Ladder teaching staff. System seniority shall be applied in the case of furloughs. Teachers who are selected for the Promise-Readiness Corps Career Ladder role for the 2012-2013 school year will receive one (1) year of special category seniority for the 2011-2012 school year.

   ITL2s will have special category seniority, by certification, District-Wide. Accordingly, they are protected from school-based reductions in force but not from furloughs where system seniority shall be applied.

   A displaced Career Ladder teacher’s building seniority shall revert to the building seniority he or she possessed prior to his or her movement to the Career Ladder position. A teacher displaced from his or her Career Ladder position shall not have right of return.

   Teachers who leave a Career Ladder position and return to a non-Career Ladder teaching position, whether the transfer is voluntary or involuntary, shall receive credit for building seniority at the school to which they are assigned or reassigned equal to the amount of building seniority they had attained at the last school to which they were assigned in a teaching capacity immediately prior to their acceptance of the Career Ladder position.

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1 Promise-Readiness Corps team members are eligible to earn a cohort bonus of up to $20,000 per teacher based on better than expected results in student academic achievement, attendance, and course credits earned over the two-year cohort cycle.
10. **How long is the term of each position?**
Career Ladder roles are commitments—IITL2s have a term of three years, while PRC members serve for two years (encompassing the 9th to 10th grade loop), with the exception of new 10th grade PRC teachers who serve a term of one year. Voluntary transfers during the career ladder term will not be honored.

11. **What are my options once I have satisfied this commitment?**
Career Ladder teachers who wish to continue in the role for a subsequent term and who have met the expectations and standards for the position as assessed through the RISE process (fifth Domain for Career Ladder teachers) must confirm a desire to fulfill a new term in order to continue.

12. **What process is used to determine whether a Career Ladder teacher can continue from one year to the next within his/her term?**
Career ladder teachers must have a preponderance of proficient and distinguished performance in the fifth domain in order to continue, from one year to the next, in a Career ladder Role. Career ladder teachers not meeting this standard for continuance will be considered as displaced teachers in order to obtain a position for the subsequent school year.

13. **Where will these positions be placed?**
While we hope to fully staff these positions at all schools, we are committed to assuring that the highest needs students receive these added supports. In the event that not all positions are able to be filled, a rank order list of schools for each level will determine which schools receive Career Ladder teachers.

14. **What is the rank order list of schools? How was this determined?**
Career Ladder programs are one of the District’s key strategies for placing highly effective teachers in front of our highest needs students. Recognizing the challenges we face in the upcoming staffing season due to budget constraints, the deployment strategy for Career Ladder teachers in 2012-2013 is to ensure our neediest students have access to these valuable resources. While our goal is to fill positions at all schools, in the event that there are not enough candidates to fill all positions, placement of Career Ladder teachers will be based on a ranked list of our District’s schools. Data about students, teachers, and schools was considered to inform the structure of these lists. This data included:
- Absolute achievement level of African-American students in a school (focus on literacy)
- Absolute achievement level of a school (focus on literacy)
- School VAM composite results
- AYP status in 2011-2012
- Growth in teaching and Learning Environment survey results

Please refer to Appendix A for a rank ordered list of schools at the K-5, K-8, 6-8, and secondary levels.
15. Where can I find more information about each role and the selection process?
Additional information about each position can be found online on the My Teaching Career website and the Portal.

Promise-Readiness Corps

1. What is a Promise-Readiness Corps team?
Promise-Readiness Corps teachers are empowered to work together as part of a team to ensure every 9th and 10th grade student masters academic content, explores dreams and ambitions, and develops behaviors, and habits that prepare them for post-secondary success. The Promise-Readiness Corps teachers are teachers or record. They teach all 9th and 10th grade core content classes and are experts in classroom instruction and student engagement. Teams also include a counselor or social worker who is a non-Career Ladder member. PRC teams use three programmatic elements – teaming, advising, and looping – to help all students graduate Promise-Ready and able to take advantage of a scholarship through The Pittsburgh Promise®.

2. What are the eligibility requirements to become a Promise-Readiness Corps Career Ladder teacher?
Candidates must possess the appropriate certification (secondary ELA, secondary math, biology, chemistry, or PSE), be a teacher of record in PPS, and possess a satisfactory RISE rating.

3. How many positions are being offered for this role?
The District will strive to staff new 9th grade Promise-Readiness Corps teams at Allderdice, Carrick, Brashear, Westinghouse, Millions, and Perry.

4. Can non-Career Ladder teachers be on a PRC team?
Where a core content area is unfilled through career ladder selection, subject area teachers may be asked to join PRC teams to fill gaps. Non-Career Ladder teachers joining a team will work an extended day and receive the extended day differential. Teachers currently working in schools with an extended day or extended year format will not receive a double extended day differential if they join a PRC team.

Teachers that agree to join a team before the start of the school year will also work an extended year with the PRC team and be compensated for the five (5) extra days. A teacher joining a PRC team after the start of the year is not responsible for making up missed days.

All PRC teachers will participate in teaming and advising. Looping will not be required for non-Career Ladder PRC teachers. However, the scheduling needs of a high school may require teachers to alternate between teaching 9th and 10th grade courses.

5. Is looping a requirement for PRC teachers?
Yes, looping is a requirement of the program.
6. **What if my science certification does not allow me to loop with my students?**
   You are eligible for the PRC if you have a biology or a chemistry certification; you do not need to have both. The goal is to structure the PRC science teachers as a team to allow for the benefits that looping would provide even in cases where PRC teachers cannot loop because they are not certified in biology or chemistry. If you are certified in biology and chemistry, this will be considered when scheduling and assigning teachers to PRC teams.

**ITL2**

1. **How does the ITL2 position differ from the ITL1 position? From the Coach/Specialist position?**
   ITL2s will be a teacher of record. The ITL2 will teach 3 or 4 periods a day² and formatively evaluate content peers in their school and contribute to the summative evaluation of content peers within the ITL2s area of expertise within the established cluster of similar schools (staring in year 2). The ITL position teaches 4 or 5 periods per day and assists in and serves on leadership teams within the schools/District with access to lesson plans and master schedules. Coaches/Specialists do not serve as the teacher of record in any classroom but are responsible for providing support to all teachers in similar content areas to ensure best practices across courses.

2. **If I am currently an ITL1 or Coach/Specialist do I have to apply for an ITL2 position and participate in the selection process in order to be offered a position?**
   Yes, all Career Ladders candidates are required to go through the standard selection process.

3. **What subject(s) must I be certified in to be eligible for an ITL2 position?**
   ITL2 positions at the K-5, K-8, and 6-8 levels will be offered to those candidates who possess certification allowing them to teach literacy and/or math.

   ITL2 positions at the secondary level (6-12 and 9-12) will be offered to those candidates who possess certification allowing them to teach secondary English, math, social studies, and/or science.

4. **Will the ITL2 position be offered at all schools?**
   The District will strive to staff ITL2 teams consisting of one literacy and one math ITL2 at every K-5, K-8, and 6-8 school. At the secondary level, the District will strive to staff ITL2 teams consisting of one English, one math, one science, and one social studies teacher at four (4) schools, and teams consisting of one English and one math teacher at the remaining five (5) schools.

   The reduced teaching schedule of an ITL2 requires approximately .5 FTE replacement costs. Title 1 funding is available for the replacement costs associated with English and math ITL2 positions,
but these funds are not available in the areas of science and social studies. Gates funding is restricted and cannot be used to pay for these replacement costs.
While we hope to fully staff these positions at all schools, we are committed to assuring that the highest needs students receive these added supports. In the event that not all positions are filled, the rank order list of schools for each level will determine which schools receive Career Ladder teachers.

5. **Can I continue in my role as a Coach/Specialist or ITL1 if there will be ITL2 teachers in my building?**
   ITL1 positions will remain in content areas not addressed by the ITL2 position. The current coach/specialist roles will end at the close of the 2011-2012 school year due to limited funding.
Appendix A
Rank Ordered List of Schools

K-5 School Rankings

1. Woolslair
2. Faison
3. Minadeo
4. Lincoln
5. Spring Hill
6. Miller
7. Concord
8. Arsenal
9. Westwood
10. Grandview
11. Weil
12. Banksville
13. West Liberty
14. Morrow
15. Phillips
16. Allegheny
17. Roosevelt
18. Beechwood
19. Whittier
20. Linden
21. Fulton
22. Liberty
23. Dilworth
K-8 and Middle School Ranking

1. Arlington
2. King
3. Langley
4. South Brook
5. Arsenal
6. Colfax
7. Mifflin
8. Allegheny
9. Pittsburgh Classical Academy
10. Manchester
11. Schiller
12. Montessori
13. Sunnyside
14. South Hills
15. Greenfield
16. Sterrett
17. Carmalt
18. Brookline
Secondary School Ranking

ITL2 School Ranking

1. Westinghouse
2. Milliones
3. Perry
4. Carrick
5. Allderdice
6. Brashear
7. Obama
8. Sci-Tech
9. CAPA

PRC School Ranking

1. Carrick
2. Allderdice
3. Brashear
4. Perry
5. Westinghouse
6. Milliones