

**Performance Compensation Model
Brief Description**

Local School System: Montgomery County Public Schools

Local Contact (Name and contact information): Doug Prouty, 301.294.6232, dprouty@mceanea.org

Title of Model: Career Lattice

Purpose of the Compensation Model: Expand opportunities for teacher leaders, recognize and reward master teachers who serve in leadership roles, and create opportunities for master teachers to design and implement projects in high needs schools and reward them for doing this work

Brief Description (Please include links, if available, for access to further information on the model):

The Career Lattice has been developed to expand leadership opportunities for teachers and to retain the best teachers in our classrooms. The Lattice will be a part of the Teacher Professional Growth System.

A process has been designed that will recognize both outstanding teaching and teacher leadership. Application for Lead teacher status will involve an adaptation of aspects of the National Board Certification process as well as documentation of leadership experiences and references from the building principal and colleagues.

Lead Teachers will receive additional compensation for being in selected leadership positions or for creating and managing Lead Teacher projects that increase student achievement and eliminate the achievement gap. MCPS educators who wish to pursue defined leadership roles in MCPS, create and implement projects in high needs schools, or simply would like to be recognized as Lead Teachers may apply for Lead Teacher status.

Targeted Employees: All certificated classroom teachers initially, other certificated educators to complete the program.

Pros: Provides for teachers to be recognized and compensated for their expertise while keeping them in the classroom.

Cons: Has not been implemented due to budget cuts, funding needs will be unpredictable due to voluntary participation.

Lessons Learned: Aside from the necessity of funding, none as of yet. During the design process, we learned a great deal about how the application process for lead teacher status should/could work. We discussed in detail the need for evidence of expert practice, as well as of instances in which the teacher had demonstrated leadership with peers or the school community.

Implementation/Results (Is the model working? If not, why not?): NA

Future Plans: We hope to initiate the Career Lattice as revenue picks up but the program will have to compete with many other interests due to the wage freeze we have experienced and the cuts the system has had to make over the past three years.

Other Comments: