



Chapel Hill-Carrboro City Schools

Project ADVANCE



What is Project ADVANCE?





Project ADVANCE is a differentiated compensation system based on professional learning built by staff in CHCCS for staff in CHCCS.

How does Project ADVANCE align to the district's strategic plan?

Employee Experience Goal 3: Create, promote, and empower an organizational environment that values development and personalized growth opportunities for all employees.

How does Project ADVANCE work?

Project ADVANCE is built on four levels of teacher development. Teachers who are new to CHCCS start at the Learn level and progress through each of the four levels by completing professional learning. Once they complete a level, teachers receive increases in their local salary supplements. The four levels of Project Advance are described in the table below.

Level	 LEARN	 GROW	 IMPACT	 INSPIRE
Description	Developing your professional competencies	Enhancing your professional competencies	Supporting the learning and growth of others	Advancing district learning and growth
Description of Learning	The Learn level consists of required courses differentiated by position type.	The Grow level consists of playlists of learning. Playlists are selected or designed by staff members to meet their needs.	*The Impact level will continue the focus on personalized playlists with an emphasis on leadership.	*The Inspire level will focus on highly personalized professional learning and action research.
Time to Complete	3-5 years	5-8 years	8-15 years	Once you reach the Inspire level you remain there.
Pay at this Level	State Salary Schedule + 16% Local Supplement	State Salary Schedule + 16% Local Supplement + \$1500	State Salary Schedule + 16% Local Supplement + \$3000	State Salary Schedule + 16% Local Supplement + \$5000

*Details of the Impact and Inspire levels will be finalized by the Project ADVANCE implementation team

How do staff engage in the learning?

All of the professional learning required can engage in Learn level courses led in a face-to-face format at the district level, in a blended environment, or fully online through Canvas, our district's learning management system (LMS). How each course is offered depends on the number of staff who need the course, the course content, and the available resources.



at the Learn level is offered within CHCCS. Staff a face-to-face format at their schools, in a

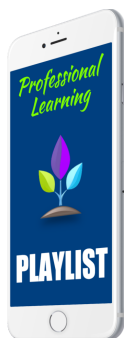
At the Grow level and above, staff may participate in a combination of in-district and out-of-district professional learning opportunities to build playlists that meet their individual professional growth needs.

What courses are required at the Learn level?

While specific requirements are differentiated based on position, the most common set of required courses are those that are required for classroom teachers. Those courses are:

Data Literacy	Content	Instruction	Diverse Populations
<ul style="list-style-type: none"> • Data Lit 101 • Data Lit 101 	<ul style="list-style-type: none"> • UbD 101 • Content Knowledge (1 additional 8-10 hour PL specific to your content) 	<ul style="list-style-type: none"> • Principles of Learning 101 • Instructional Planning (IP) 101 • IP 102 • IP 103 	<ul style="list-style-type: none"> • Diverse Pops 101 • Equity 101

As you can see, all of our professional learning is divided into four core competencies: Data Literacy, Content, Instruction and Engaging Diverse Populations. Teacher Leadership is added as a core competency at the Grow, Impact, and Inspire levels.



What is a Grow level playlist?

Personalized learning and personalized professional learning can be built on playlists of learning experiences that an individual selects that are all related to a central theme or aimed at a shared purpose. A playlist could be made up of two or more courses or learning experiences that will total 25 to 30 hours of learning. Participants at the Grow level and above have opportunities to engage in pre-set playlists or create their own playlists to meet their individual professional growth needs.

This is a quick overview of CHCCS' Project ADVANCE if you have questions please feel free to email the professional learning department at: ADVANCE@chccs.k12.nc.us

