



Project ADVANCE

Achieving our District Vision:
Accelerating North Carolina Education



How does
ADVANCE
work?

Why Project
ADVANCE?

How did
ADVANCE come
to be?
What's next for
ADVANCE?

How will
ADVANCE
benefit me?



Overview of
Presentation

Most teachers, no matter how skilled or experienced, have basically the exact same job, and are treated the same

Why Project
ADVANCE



The majority of public school teachers receive compensation according to a salary schedule that is nearly entirely determined by their number of years of service and their highest degree attained

Why Project
ADVANCE



NO

Sends a confusing message about what matters most and provides little opportunity for **career growth** or **recognition of excellence**, two things important to high performers

Is there a connection between years of service and student learning?



Growing Teacher-Leaders

Through new forms of teacher leadership, we will be able to transform students' learning experiences and teachers' work experiences.

Why Project
ADVANCE



Growing Teacher-Leaders

Leveraging teacher leadership provides short-term solutions and allows for the possibility of a longer-term, transformative effect

Why Project
ADVANCE





Career
Advancement



Leadership
Opportunities



Increased Pay

How will **ADVANCE** benefit
me?

Employee Experience Goal 3.2

Fully realize Project Advance to include comprehensive course offerings that are differentiated to the needs and interests of employees at Learn, Grow, Impact and Inspire levels. A menu of professional learning modules that align with district initiatives and practices will be developed and made available to employees for completion of Professional Learning credit requirements.



How did
ADVANCE come
to be?

The Design Team



How did
ADVANCE come
to be?



3 Key Features

How does **ADVANCE** work?

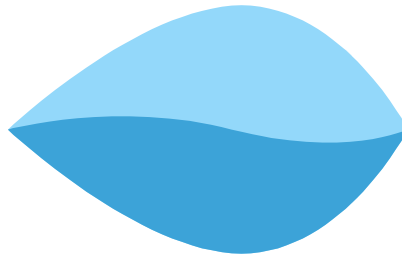




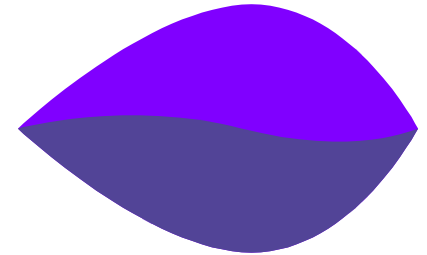
**CREDITS FOR
PRACTICE AND
OUTCOMES**



**LEVELS FOR
CAREER
ADVANCEMENT**



ROLES



How does **ADVANCE** work?



1

CREDITS FOR PRACTICE AND OUTCOMES



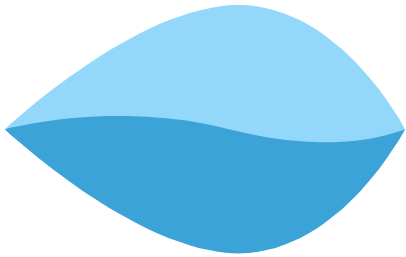
CREDITS		
PRACTICE		OUTCOMES
LEARN	IMPLEMENT	IMPACT
1-2	2-10	2-10
Credits Earned		A
Career Credits		B
Total Credits		A+B

Ongoing professional learning and achieving meaningful results for students





LEVELS FOR CAREER ADVANCEMENT



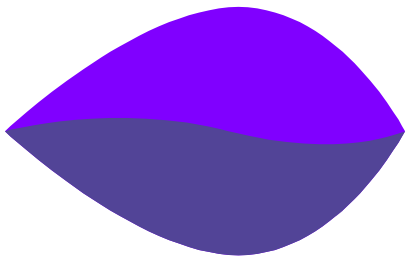
LEVELS			
3. INSPIRE	Advancing District Learning and Growth	\$\$ \$	
	### Credits + Core Criteria		
2. IMPACT	Supporting the Learning and Growth of Others	\$\$	
	## Credits + Core Criteria		
1. GROW	Enhancing Professional Competencies	\$	
	# Credits + Core Criteria		
LEARN			
Developing Professional Competencies			

Staff advance to higher levels of compensation by accumulating credits



3

ROLES

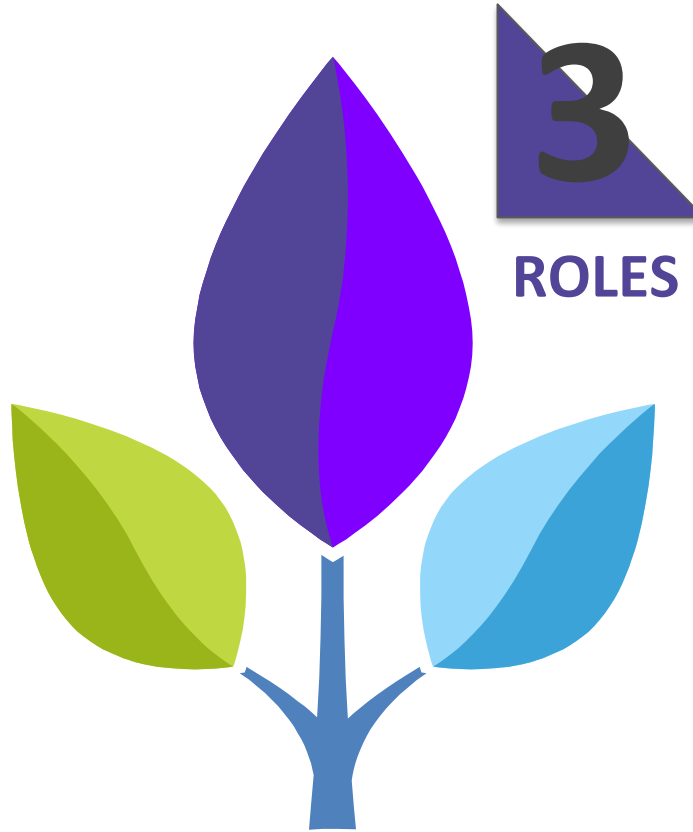


ROLES	
DISTRICT	
\$\$\$	
BUILDING	
\$\$	
TEAM	
\$	

Staff can take on additional roles throughout the course of their career



**CREDITS FOR
PRACTICE AND
OUTCOMES**



ROLES



**LEVELS FOR
CAREER
ADVANCEMENT**

Project ADVANCE



ALIGNED

Connects our daily work
in the classroom to our
LRP goals

MOTIVATING

Incentivizes staff to
take ownership of their
professional growth

INNOVATIVE

Created by educators
for educators

FLEXIBLE

Ability to evolve
priorities and initiatives
to the changing needs
of students

STRATEGIC

Investment in staff and
professional learning

TRANSFORMING

Positive impact on our
district culture



ADVANCE

Evaluate sustainability
early and often

Define the user
experience & the success
criteria

Begin with the “Why?”
and inspire people

Build the platform: People
vs. Technology

Develop internal capacity
& partnerships to build
and sustain success

ADVANCE
next steps...



Determine provisions
for grandfathering
and/or opt-in periods

Facilitate job evaluation
processes for roles

Communicate

Define an appeals
process

ADVANCE
next steps...





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Questions?

