



TEACHER CAREER PATHWAY

At IDEA, we believe that excellent teachers are the key to realizing our promise to send all students to and through college. To ensure our teachers are sustained in their work, we've created the Teacher Career Pathway, which serves to **recognize, reward, and support** the development of all IDEA teachers.

HOW PLACEMENTS ARE DETERMINED:

► Student Achievement

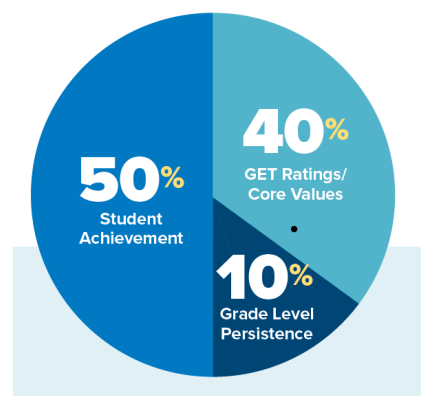
Student achievement is the largest contributor to the Teacher Career Pathway because it has the biggest impact on our mission to send students to and through college. The TCP utilizes only End of Year Assessment Data.

► Manager's Ratings on Guideposts for Excellent Teaching and Core Values

At IDEA, we have defined what it looks like to be an excellent teacher through our GET Rubric. Teachers are assessed on their teaching practice during their annual performance review.

► Grade Level Persistence

Student persistence is an organizational goal that all team and family members are responsible for. Persistence also measures the relationships and satisfaction of our students and families.



RECOGNITION AND REWARD SYSTEM:

Once placed on a certain level, teachers have access to a range of rewards and recognition. Here are a few:



Retention Payouts

Grow-with-IDEA accounts are one of the most unique features of the Teacher Career Pathway. They are payouts that accompany progress. Grow-with-IDEA payouts are paid out over a three-year period, and they increase for continuing in the classroom and progressing along the pathway. In this way, teachers are compensated for their loyalty to IDEA and their growth as educators. **Some of our highest paid Master Teachers can earn up to \$70,000.**



Professional Development

The Teacher Career Pathway also supports teachers' in professional development through coaching and National/Regional Professional Development

Influence

Once reaching level three on the Teacher Career Pathway, teachers are candidates for the Teacher Advisory Council and the School-Based Decision Team. They'll let their voices be heard in groups that are crucial to getting IDEA students to and through college.



Public Recognition

Our teachers are our most important asset and should be celebrated as such. Our highest-tiered teachers get the recognition they deserve in a lot of public ways – shout outs, special swag, and more!

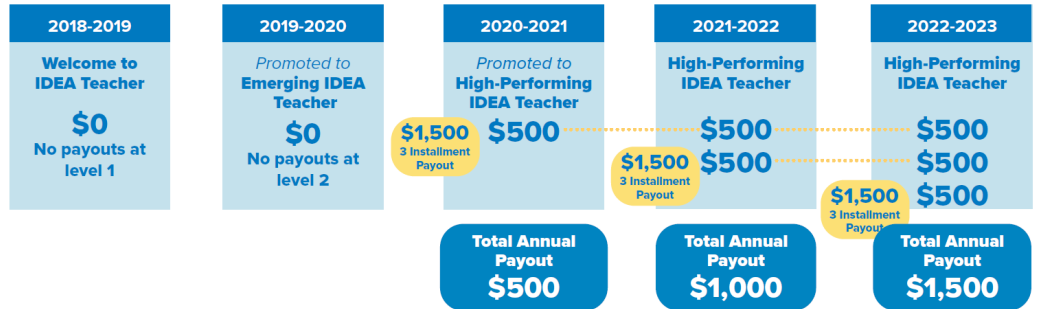


HERE'S HOW THE TEACHER CAREER PATHWAY WORKS:

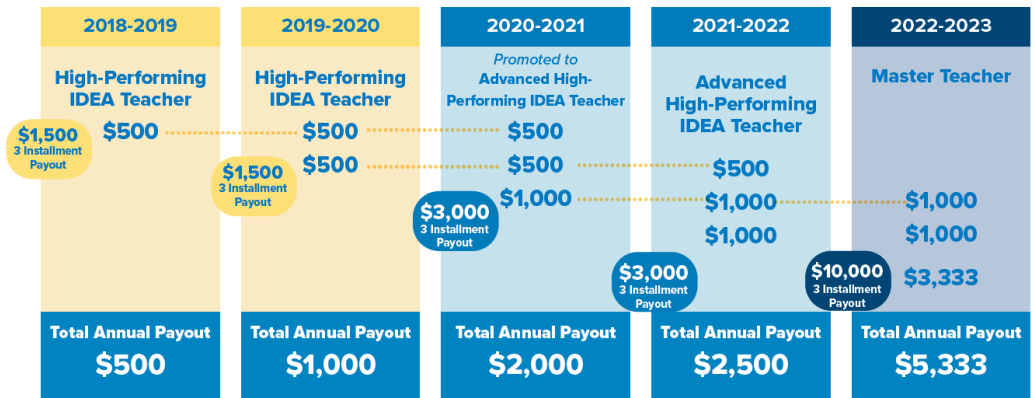
IDEA is committed to being among the top three paid districts in all of the regions in which we operate. In addition to a base salary, here's what our **payout** structure looks like!

Each year teachers return to IDEA in a teaching role, they earn a new installation of their three-year **payout**. **Payouts** from previous years stack on top of one another so that a teacher is fully vested after three years.

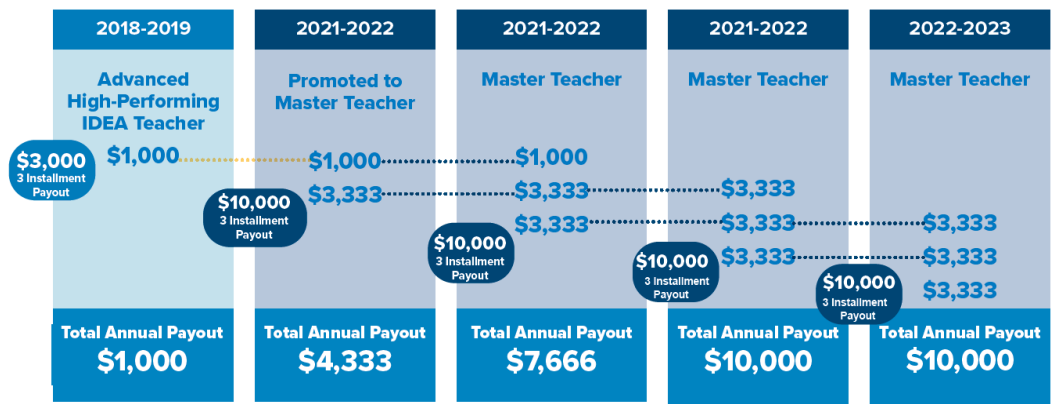
This is Andie. Andie joined IDEA after teaching for 2 years in San Antonio ISD. Here's how her pay will be structured over the next 5 years with IDEA.



This is Elise. Elise was a High-Performing Teacher at IDEA for two years. She was then promoted to Advanced High-Performing Teacher for one year, and again promoted to Master Teacher the following year.



This is Gerald. Gerald was an Advanced High-Performing Teacher who was promoted to Master Teacher. He remains in his role as a Master Teacher and receives the maximum payout amount in the Teacher Career Pathway.



Learn more at www.ideapublicschools.org/careers.