

January 12, 2015

Wilson County Schools seeks to recognize and leverage the skills of our most talented teachers by identifying strategies to expand their influence over student success while allowing them to remain in school- and classroom-based positions. To this end, we have mobilized a teacher-led advisory to identify potential strategies that may serve as the basis for a differentiated pay plan for highly effective teachers.

The group we have convened to explore this topic is our Teachers' Career Pathways Committee (TCPC). They have identified the following mission statement to guide their work:

The Wilson County Schools Teachers' Career Pathways Initiative will impact student achievement by ensuring that every student has an excellent teacher every day. This initiative will foster continuous growth, career development, and will empower teachers to lead in their classrooms in their profession.

Our TCPC has identified the following expected outcomes with the goal of recruiting, retaining and empowering highly qualified teachers:

1. Offer incentives through the Teachers' Career Pathways Initiative
2. Provide strategically aligned professional development designed to produce dynamic and effective teacher leaders

To achieve their task, the TCPC is currently exploring the following themes associated with potential career pathways: (1) *badging*, (2) *tiered teacher leadership positions*, and (3) *creative redeployment of teaching positions*. For the purposes of this discussion, badging refers to job embedded professional development that provides teachers with a virtual badge on completion. One element that makes this approach distinct from traditional professional development is the expectation of job-embedded performance tasks to

demonstrate a practical application of the training to support student outcomes. Tiered teacher leadership positions would resemble tiered professional positions in fields such as health care. These tiers may reflect increased responsibility associated with increased compensation. The concept of creative redeployment of teaching positions relates to the work done with *Opportunity Culture* in which schools converted traditional teacher positions to serve non-traditional supporting roles to address a variety of student needs. Each of these three themes present potential solutions to incorporate into a differentiated pay plan for highly effective teachers, but our team must engage in a great deal of additional study prior to bringing a final proposal.

We will continue to work toward identifying innovative strategies to make teaching in Wilson County Schools more rewarding for our most talented teachers, more impactful on behalf of our students, and more aligned with needs of our demanding global community.

Sincerely,



Dr. Christine L. Fitch
Chair
Wilson County Board of Education



Sean W. Bulson
Superintendent
Wilson County Schools

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