



# ATTACHMENT F – SCORING RUBRIC

## BEST TEACHING SALARY CAREER LADDER PILOT PROGRAM APPLICATION SCORING RUBRIC

\*\*\*\*\* *SEE ATTACHMENT D, SECTION B* \*\*\*\*\*  
*MULTIPLE CAREER PATHS*

- ◆ **How well does the district plan implement Multiple Career Paths?**

### **DOES THE APPLICANT:**

**1. Describe the timeline and plan for the district school board to adopt the four designated categories of classroom teachers reflecting the salary career ladder levels? Does the plan explain the teacher eligibility requirements in the district? (GUIDELINE 1.0)**

**2. Describe the timeline for the district school board to adopt in an open meeting new, permanently established positions of increasing responsibility for teachers at each level of the four salary career ladder positions as defined in s. 1012.231, F.S.? (SPECIFIC APPROPRIATION 64A)**

**3. Describe the timeline and plan for the bargaining agent representative to submit to the district school board for verification an agreement to each of the established career ladder positions and salary levels? Is there an enclosed copy of the positions and salary levels? (GUIDELINE 1.1)**

**4. List and explain the generic job descriptions, including the required duties and responsibilities specified in s. 1012.231, F.S., for each of the four levels of the career ladder? (GUIDELINE 1.0)**

**5. Describe the district's plan to ensure mentor and lead teachers are able to fulfill their job responsibilities? Are the projected ratios of mentors to lead teachers and leads to associate and professional teachers specified?**

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\*\*\*\*\* *SEE ATTACHMENT D, SECTION C* \*\*\*\*\*  
**MARKET-DRIVEN COMPENSATION/PERFORMANCE-BASED  
ACCOUNTABILITY**

- ◆ **How well does the district plan implement Market-Driven Compensation/Performance-Based Accountability?**

**DOES THE APPLICANT:**

**1. Describe and enclose the plan for career ladder mobility, including performance-based accountability promotion and demotion (both voluntary and involuntary) criteria? (GUIDELINE 1.2)**

**2. Describe a plan to base a portion of all classroom teachers' compensation on performance as demonstrated under s. 1012.34 (3)(a) 1-7, F.S? (GUIDELINE 2.2)**

**3. Describe the timeline and plan for implementation of a new recommended salary schedule(s) for teachers based upon the differentiated classroom teacher categories? (GUIDELINE 1.3)**

**4. Enclose a copy of both the current and new salary schedules and describe how the salary schedule(s) for classroom teachers, which bases a portion of each employee's compensation on performance, will be consistent with the district's career ladder, where there is no duplication of remuneration for duties and responsibilities? (GUIDELINE 2.0)**

**5. Describe the district's plan to utilize the 5% performance-based pay policy that provides for the evaluation of classroom teachers within each level of the salary career ladder? (GUIDELINE 2.4)**

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<p style="text-align: center;">***** <i>SEE ATTACHMENT D, SECTION D</i> ***** <i>ONGOING, APPLIED PROFESSIONAL GROWTH</i></p> <p style="text-align: center;">◆ How well does the district plan implement Ongoing, Applied Professional Growth (OAPG)?</p> <p><b>DOES THE APPLICANT:</b></p> <p><b>4. Describe the plan for providing school-based, standards-driven, ongoing professional development and efficient services for all categories of classroom teachers? (GUIDELINE 2.1)</b></p>	<p>___ out of 15</p>
<p style="text-align: center;">***** <i>SEE ATTACHMENT D, SECTION E</i> ***** <i>PRINCIPAL LEADERSHIP DESIGNATION</i></p> <p style="text-align: center;">◆ How well does the district plan implement the Principal Leadership Designation?</p> <p><b>DOES THE APPLICANT:</b></p> <p><b>1. Describe the timeline and plan to establish in an open school board meeting principal leadership designations based on teacher retention, overall student performance, and school grade, as well as prescribed criteria in s. 1012.987, F.S? Are the designations and criteria enclosed? (GUIDELINE 3.0)</b></p>	<p>___ out of 5</p>

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<p style="text-align: center;"><b>***** SEE ATTACHMENT D, SECTION F *****</b> <b>HIGH-QUALITY INSTRUCTION OF LOW-PERFORMING STUDENTS</b></p> <p style="text-align: center;"><b>◆ How well does the district plan implement high-quality instruction of low-performing students?</b></p> <p><b>DOES THE APPLICANT:</b></p> <p><b>1. Describe the plan for mentor teachers to provide high-quality instruction to low-performing students?</b></p>	<p>___ out of 10</p>
<p style="text-align: center;"><b>***** SEE ATTACHMENT D, SECTION G *****</b> <b>EXPANDING THE SUPPLY OF HIGH-QUALITY TEACHERS</b></p> <p style="text-align: center;"><b>◆ How does the district plan to expand the supply of high-quality teachers?</b></p> <p><b>DOES THE APPLICANT:</b></p> <p><b>1. Describe the plan to expand and sustain the supply of high-quality teachers in the district?</b></p>	<p>___ out of 10</p>
<p><b>TOTAL POINTS</b></p>	<p>___ out of 100</p>