



Amphitheater Public Schools

Career Ladder



ENTRY TO INSTRUCTIONAL SKILLS MODULE

Objective: Teachers will improve instructional practices to increase student achievement.

Criteria for initial placement

- Mandatory for experienced teachers new to the district and 2008-2009 Residency teachers
 - At least a 2/5ths contract, minimum 50% of time with students
- OR
- First year in the Career Ladder Program for experienced teachers in the district Submit [Application](#)
 - At least a 2/5ths contract, minimum 50% of time with students

PROGRAM EXPECTATIONS

Professional Growth: Option A and B

- Participation in Entry to Instructional Skills Orientation
- Participation in the Effective Teaching Conference (if new to the district), **July 29, 30, 31, 2009**
- Participation in pre-observation conference
- Participation in two required [EIS Training Sessions](#)
- Preparation of a [Professional Growth Plan](#) (see [Professional Growth Plan Guide](#))
- Maintenance and completion of documentation, organized with a [Table of Contents](#)
- Adherence to all deadlines
- Administrators will be notified regarding participation in the Career Ladder Program

Instructional Skills: EIS Module, Option A

- District evaluation requirements are met through Site Administrator summative evaluation and a single Career Ladder formative observation in the Fall and a 2-week window in the Spring
- One (1) scheduled formative classroom observation by Career Ladder Instructional Support Leader with written narrative in the Fall
- One (1) conference (Teacher and Instructional Support Leader) following the formative classroom observation
- Three (3) second-semester summative observations by a Site Administrator and two Career Ladder Instructional Support Leaders during the Spring 2-week window
- Four (4) [Teacher Reflections](#), one following each classroom observation
- One (1) Ratings conference (Teacher, Instructional Support Leaders, and Site Administrator) following the 2-week window based on A.T.P.E.S. and Career Ladder Performance Criteria
- **To meet the standard for the Entry to Instructional Skills, Option A and advance to Instructional Skills level the following year, teachers must earn Career Ladder ratings of at least Meets Requirements (1), in Designing and Planning Instruction, Assessing and Analyzing Student Learning, Creating and Sustaining the Learning Environment, Implementing and Adjusting Instruction and Professional Responsibilities during the Spring window**
- **To Fast Track with the opportunity to move directly to Entry to Student Outcomes level the following year, teachers must earn Career Ladder ratings of at least two Exhibits Model Quality (3) and two Exceeds Requirements (2), in Designing and Planning Instruction, Assessing and Analyzing Student Learning, Creating and Sustaining the Learning Environment and Implementing and Adjusting Instruction, and at least Meets Requirements, (1) in Professional Responsibilities**

[Option A first semester specifics](#)

[Option A second semester specifics](#)

Meeting Entry to Instructional Skills, Option A Program Expectations qualifies a teacher to choose to participate in the Career Ladder Program at Instructional Skills level the following year.

Not meeting Entry to Instructional Skills, Option A Program Expectations requires a teacher to complete an [Application](#), repeat Entry to Instructional Skills level and meet all Program Expectations before choosing to participate at the Instructional Skills level.

Instructional Skills: EIS Module, Option B

- District evaluation requirements are met through a 2-week window in the Fall
- Three (3) first semester summative observations by a Site Administrator and two Career Ladder Instructional Support Leaders during the Fall 2-week window
- Four (4) [Teacher Reflections](#), one following each classroom observation
- One (1) Ratings conference (Teacher, Instructional Support Leaders, and Site Administrator) following the 2-week window based on A.T.P.E.S. and Career Ladder Performance Criteria
- **For teachers who choose EIS Module, Option B, if the Fall window results in ratings of at least two Exceeds Requirements (2), in Designing and Planning Instruction, Assessing and Analyzing Student Learning, Creating and Sustaining the Learning Environment, Implementing and Adjusting Instruction and Professional Responsibilities with NO ratings of 0 in any area, then no Spring Window is required. If these ratings are not met during the Fall Window, a Spring window will be required along with all other Spring semester expectations as outlined in the EIS Module, Option A (see above).**
- **To Fast Track with the opportunity to move directly to Entry to Student Outcomes level the following year, teachers must earn Career Ladder ratings of at least two Exhibits Model Quality (3) and two Exceeds Requirements (2), in Designing and Planning Instruction, Assessing and Analyzing Student Learning, Creating and Sustaining the Learning Environment and Implementing and Adjusting Instruction, and at least Meets Requirements, (1) in Professional Responsibilities**

[Option B first semester specifics](#)

[Option B second semester specifics](#)