

Teacher Career Pathways Primer

Pathway Title and Description	Earning Potential ¹	What happens when you reach the top interval of the pathway?	How to move to the next pathway
<p>Standard Pathway - Educators on the Standard Pathway are working toward full certification and/or mastery of certain foundational skill sets.</p>	\$51,552 - \$58,021	You move to the Professional Pathway, as long as you have your Standard Professional Certificate (SPC) or Advanced Professional Certificate (APC).	Earn enough Achievement Units (AUs) to move up 5 intervals and earn your SPC or APC. <i>or</i> Apply for accelerated movement (involves taking specific courses and doing reflections).
<p>Professional Pathway - Educators on the Professional Pathway are equipped to support school literacy goals in addition to having a solid educational and experiential background in their content area/role.</p>	\$64,405 - \$91,226	You do not move pathways unless you complete a successful model portfolio application. You earn a 1% pay increase for every 24 AUs you earn.	Apply for the movement to the model pathway by submitting a portfolio for peer review. You must be on the Professional Pathway to apply for the Model Pathway.
<p>Model Pathway - Educators on the Model Pathway demonstrate excellence in driving student achievement, applying best practices, practicing self-reflection, and supporting their school communities.</p>	\$94,056 - \$100,669	You do not move pathways unless you apply for the Lead Pathway and are employed in a lead position. You earn a 1% pay increase for every 24 AUs you earn.	Apply to be in the Lead Pool by submitting an application (which includes letters of recommendation and a resume) and by passing an assessment center (which includes performance tasks and an interview). Move to the Lead Pathway by getting hired from the Pool to serve as a lead after interviewing with principals.
<p>Lead Pathway - Educators on the Lead Pathway create and implement school-wide systems for student intervention, coach their peers, and manage partnerships aligned with School Performance Plans. Leads may have <i>up to</i> a 25% teaching load.</p>	\$102,409 - \$109,463	This is the highest teacher pathway. You earn a 1% pay increase for every 24 AUs you earn.	N/A

Find out more about the pathways by visiting <https://www.baltimorecityschools.org/career-pathways>.

¹ based on SY '20 - '21 base teacher salary scales