Frequently Asked Questions about Moving from the Professional to the Model Pathway

The Process

What is the model pathway?

As part of the current BTU contract, teachers are able to grow through a system of career pathways – standard, professional, model and lead – and associated salary intervals. Teachers on the model pathway serve as models of excellence, play leadership roles and create professional development opportunities in their schools and among their colleagues. More detail about the model pathway, and the system of career pathways, is available at City Schools Inside.

How does a teacher move from the professional to the model pathway?

After registering and obtaining information about the model pathway process, teachers submit a profile that includes a video of their teaching and samples of student work produced in their classroom. The profile is scored by a Professional Peer Review Committee (PPRC) according to the Model Teacher Rubric. (This rubric is shared with teachers at online and in-person information sessions prior to portfolio submission, and is also available on both City Schools Inside and the BTU website.) If a teacher’s profile scores 80 percent or higher, he or she is placed on the model pathway.

Who serves on the Professional Peer Review Committee?

The PPRC comprises at least three BTU professionals with similar certifications, job descriptions and/or professional experience as the candidates whose profiles they are considering. To ensure fairness, PPRC members notify the Joint Governing Panel (JGP) if they believe they have a conflict of interest in evaluating a candidate’s profile, so that another PPRC member can be assigned.

Is there a schedule for registering for the model pathway process?

From mid-June 2011 to November 4, 2011, as the current contract implementation was underway, teachers were invited to register to participate in the model pathway process. The first group that registered during this period became “Cohort 1.” A second cohort registered in January and February 2012 and will begin the process in late spring/early summer. A new registration window is anticipated to open in fall 2012.

Is there a limit to the number of teachers who can be on the model pathway?

There is no cap or limit to the number of people who can apply and be placed on the model pathway. Movement along the career pathway system is not designed to be a competition with a certain number of “winners;” instead, it is a process that teachers choose to pursue as they engage in self-paced advancement and associated increase in earnings. As BTU and the district continue to move forward with implementation of the current contract, they anticipate an increasing number of BTU professionals moving to the model pathway.
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Can schools afford the salary increase that comes with teachers moving to the model pathway?

Fair Student Funding guidelines apply to pathway movement. This means that non-charter schools will not feel the effect when one of their teachers moves from the professional to the model pathway, since these schools’ budgets are based on average salaries. Charter schools will experience an increase in costs when teachers move along career pathways, since charter schools’ budgets include actual salaries paid to their teachers.

General Information about Cohort 1

How many members of Cohort 1 were successful in being placed on the model pathway?

Of the 341 candidates considered, 100 (29 percent) scored 80 percent or higher on their profiles and have been placed on the model pathway.

Why did the process take so long?

The BTU contract is innovative, and its implementation involves careful planning. With respect to the model pathway process, the Joint Oversight Committee (JOC) had to ensure that sufficient time was allotted to pilot the process, refine it as a result of the pilot and train PPRC members. We apologize for the frustration that this may have caused some candidates, but want to assure all teachers that the delays and decisions made by the JOC were made with the BTU professionals’ best interests in mind.

What was the pilot process?

The first 25 teachers who submitted profiles as part of Cohort 1 became part of the pilot group. Their profiles were scored first by the PPRC, so that the JOC could ensure the integrity of the Model Teacher Rubric. These 25 profiles helped the JOC determine modifications that needed to be made to the process for both Cohort 1 and Cohort 2, in order to benefit all BTU professionals. For example, the decision to give candidates who scored between 75 and 79 percent the chance to be placed on the model pathway by presenting specified areas of their profiles was made as a result of the pilot process. The JOC also approved the decision to allow all Cohort 1 candidates who were not placed on the model pathway to resubmit an abbreviated profile in Cohort 2.

Information for Members of Cohort 1

How do I find out who was on my PPRC?

The names of PPRC panel members are confidential. However, you can be assured that your PPRC members were instructional peers, with the knowledge and background to review your profile effectively.

Why wasn’t I placed on the model pathway?
All PPRC members scored the profile submissions based on the artifacts and evidence included, using the Model Teacher Rubric. Candidates whose profile submissions did not earn a score of 80 percent were not recommended to move to the model pathway.

**What do I do if I was not placed on the model pathway and I want to appeal that decision?**

The model pathway process is designed to be professional and collegial, a process in which peers review one another’s excellent work. Since the profile reviews and model pathway recommendations are conducted by BTU professionals, denial of movement to the model pathway cannot be grievcd.

**How do I know what I scored? Can I get feedback about my profile submission?**

Cohort 1 candidates who were placed on the model pathway and would like a copy of their scores and feedback should contact the Joint Governing Panel via email. Candidates who were not placed on the model pathway will be able to sign up for an individual consultation session with the Joint Governing Panel, during which they will receive their scores and feedback from the PPRC and have an opportunity to ask questions.

**Can I re-apply if I was not placed on the model pathway?**

Candidates from Cohort 1 will be given the opportunity to resubmit an abbreviated profile in Cohort 2 for the domains in which their artifacts and evidence did not sufficiently meet the Model Teacher Rubric. For this reason, all Cohort 1 candidates who were not placed on the model pathway are encouraged to attend a consultation session (described above).