

## Excellence in Teaching Certification (ETC)

### Purpose

- Build teacher capacity
- Recruit and retain teachers in MISD
- Provide professional advancement opportunities for teachers who remain in the classroom
- Build teachers' financial future

### Definition for Inclusion in ETC

Teachers eligible to participate are the **teacher of record** as defined by:

- assign report card grades for the current school year in one or more subject areas,
- teach 50% or more of each day, **and**
- design and implement instruction

### Courses

- Differentiation - Fall
- Formative Assessment – Fall
- Practicum -Spring
- Teaching Students of Poverty - Fall
- Preparing Students for a Global Society - Fall
- Practicum - Spring

### Three Levels of ETC

**Level One** – Teachers may participate upon completing their 2<sup>nd</sup> year of teaching in MISD. The requirements are:

- complete required coursework over a 2 year period
- document implementation and professional growth both during the 2 years of coursework and each year thereafter
- maintain Developing or above rating, on all indicators of T-TESS
- Upon completion of the coursework, teachers will receive \$5000 each year as long as they continue to demonstrate and document growth and receive acceptable teacher evaluations.

## Level Two

*Teachers who already have a master's degree in an educational field, and complete the level one coursework, will be eligible for level 2 after meeting all other criteria.*

- maintains Level One certification for 2 years after completion
- completes a master's degree in Curriculum and Instruction **or** equivalent
- documents implementation and professional growth both during the 2 years of coursework and each year thereafter as documented on the ETC rubric
- maintains Developing or above rating, on all indicators of T-TESS
- adds value to the campus each year

Upon completing Level Two requirements, teachers will receive an additional \$2000 each year, as long as they continue to meet the above requirements.

## Level Three

- Maintains level 2 certification for 2 years after completion
- Completes a doctoral degree in Curriculum and Instruction (content area) **or** earns National Board Teacher Certification <http://www.nbpts.org/> **or** equivalent
- documents implementation and professional growth as documented on the ETC rubric each year
- maintain Developing or above rating, on all indicators of T-TESS
- Adds value to the campus each year
- Adds value to the district each year

## Adding Value at the Campus Level

*This level focuses on building teacher capacity. The examples below are not all inclusive.*

- Mentor 2 or new teachers
- Assists in planning, presenting, and implementation of professional learning on an on-going basis
- Serve as a sponsor for an academic club or organization
- Provide on-going parent education
- Takes a leadership role in community outreach (for your specific campus community)
- Lead an instructional PLC
- Teach ETC courses
- Modeling for teachers/observed by teachers
- Other ideas that build teacher capacity and are approved.

## **Adding Value at the District Level**

*This level focuses on adding capacity to the district and beyond. The examples below are not all inclusive.*

- Serve on a district committee
- Present/Facilitate on- going staff development at the district level
- Present at a conference
- Hold an office in a professional education association
- Mentor or coach teachers at other campuses
- Write curriculum
- Facilitate/adjudicate academic competitions
- Mentor teachers and provide feedback at other campuses
- Teach ETC courses
- Other ideas that add capacity at the district level and beyond and are approved.

## **Timeline for ETC**

### **2016-2017 School Year**

Sixty-five classroom teachers, who apply and are selected by meeting a rigorous criteria, will participate in the ETC course work at an advanced pace. These teachers will be the presenters/facilitators for the classes beginning year 2017, the first year of implementation of ETC.

### **2017-2018 School Year**

Three hundred teachers will register to begin the ETC.

### **2018 -2019 School Year**

Another 300 teachers will register to begin the ETC. The 300 teachers who began the 2017-2018 school year will complete the second year of coursework.

*FAQs will be posted on the staff development website. Additional questions may be submitted, and answers will be posted as they are received.*

<http://www.mesquiteisd.org/employees/staff-development>