



Achievement First

# Teacher Career Pathway



Having a high-quality teacher over four consecutive years could close the achievement gap.

Daniel Fallon, Brookings Institute

## Great Teachers Matter Mightily

At Achievement First, our teachers are platinum. They blaze new trails and work tirelessly alongside our school leaders, operations and support team members to close the achievement gap.

Achievement First's Teacher Career Pathway is a systematic, coordinated approach to recognizing and developing great teachers as they progress through five career stages. These stages were developed to celebrate excellent teachers and are accompanied by increased compensation, recognition and professional growth opportunities. The pathway celebrates teachers who are committed to mastering their craft and affecting change from within the classroom.

STUDENT OUTCOMES		TEACHER INPUTS	
Student Achievement	Student Character Development	Quality Instruction	Core Values and Contributions
· Teacher's impact on student academic growth	· Student survey · Parent survey	· Multiple lesson observations	· Peer survey · School leader survey

## Teaching Excellence Framework

The Teacher Career Pathway, which was inspired by and designed in collaboration with our amazing teachers, consists of a comprehensive evaluation process that measures both student outcomes and teacher inputs. School leaders use this data to identify excellence and to support teacher growth.



**Student Achievement** Student academic growth is the core outcome for all Achievement First teachers. Every teacher in the network is evaluated on the extent to which he or she increases student achievement.



**Student Character Development** We recognize that while an academically successful student can enter college, it is only those students who have strong character that will graduate from college and be successful post-college. Parents and students assess the extent to which our teachers build strong relationships and cultivate character in their students.



**Quality Instruction** To ensure excellent student outcomes, a master teacher must be an excellent instructor. School and network leaders evaluate the instruction of teachers through frequent lesson observations throughout the school year.



**Core Values and Contributions to Team Achievement** At AF, teaching is a team sport. We expect teachers to partner with their colleagues and to embody Achievement First values. Teachers will be evaluated by a cohort of their peers to determine their commitment to our core values and their contributions to our team and family.