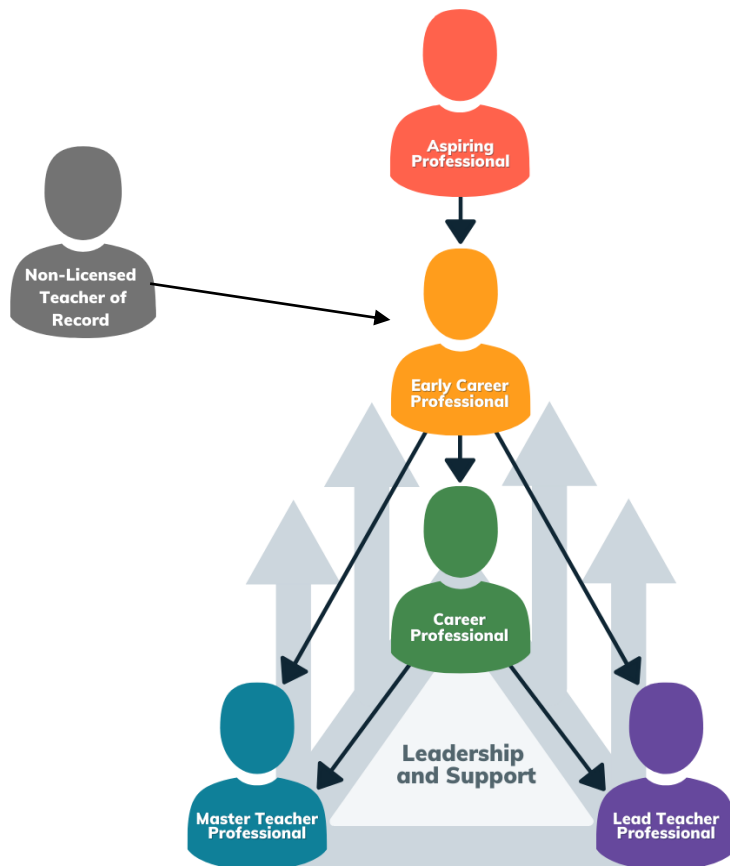


Teacher Career Continuum

To encourage teacher leadership and provide Arkansas Teachers with viable career options, the state's Teacher Leader Advisory Group created the Teacher Career Continuum, effective May 2019. The Career Continuum provides teachers with pathways that create opportunities for professional growth and transformational leadership while remaining in classrooms where they have the greatest impact on student achievement. Districts are able to use the Career Continuum to compensate Lead-Teacher or Master-Teacher designations on the district's salary schedule or provide stipends when teachers with these designations assume additional responsibilities that best serve the district's needs.



Aspiring Professionals are in a teacher preparation pipeline, aspiring to become an Early Career Professional. Teacher preparation pipelines may begin as early as high-school by completing the pre-educator program of study or by enrolling in a post-secondary educator preparation program at a two-year or four-year institution of higher education.

Early Career Professionals are newly licensed* teachers progressing toward effective teaching practices with support from mentor teachers and administrators during the first 3 years of their careers. In Year 4, Early Career Professionals who receive an effective or highly effective summative evaluation may apply for the Career Professional designation, or they may move directly to a Master or Lead teacher designation by completing the requirements of an approved pathway.

* standard, provisional, ancillary, technical permit

Career Professionals are teachers who have completed a minimum of three years of teaching, received an effective or highly effective rating on a summative evaluation, and have demonstrated commitment to the profession by applying for the Career Professional designation.

Master-Teacher Professional and **Lead-Teacher Professional** designations recognize teachers for demonstrating job-embedded professional learning. Both designations distinguish these teachers as expert practitioners and leaders in the teaching profession. Teachers with lead and master designations may become mentors to aspiring teachers or early career professionals, and assume leadership positions with their school communities.

A non-licensed teacher of record may be employed under Act 1240 Approval, Charter School Approval, School of Innovation Approved Waiver, or as an Approved Long-Term Substitute. DESE's vision is that non-licensed teachers will enter the Career Continuum through one of the available pathways to licensure.