

2014 SESSION

ENROLLED

HOUSE JOINT RESOLUTION NO. 1

Requesting the Department of Education to study the feasibility of implementing a Teacher Career Ladder program in the Commonwealth. Report.

Agreed to by the House of Delegates, February 28, 2014

Agreed to by the Senate, February 25, 2014

WHEREAS, 2013 was the "Year of the Teacher" and the 2013 Session of the General Assembly passed a historic strategic compensation package to reward the Commonwealth's best teachers; and

WHEREAS, the General Assembly remains committed to rewarding and creating growth opportunities for outstanding teachers; and

WHEREAS, several states have implemented Teacher Career Ladder programs that emphasize accountability and opportunity for teachers. Such programs recognize that no teachers are the same and categorize teachers based on experience, innovation, and results. As teachers reach achievement targets in such programs, they are availed of additional rewards that may include leadership opportunities and bonus pay. The goal of such programs is to keep the best teachers in the classroom by keeping them engaged and well compensated; and

WHEREAS, a Teacher Career Ladder program coupled with the historic compensation package passed during the "Year of the Teacher" will ensure that the Commonwealth's public schools continue to improve and provide one of the best public school experiences in the nation; now, therefore, be it

RESOLVED by the House of Delegates, the Senate concurring, That the Department of Education be requested to study the feasibility of implementing a Teacher Career Ladder program in the Commonwealth. The Department shall consider the implementation of such programs in other states and make recommendations regarding the implementation of such a program in the Commonwealth.

In conducting its study, the Department of Education shall consider and make recommendations regarding (i) the number of levels, or "rungs," in the program; (ii) the various performance markers, including student growth indicators and teacher evaluations, that may be used to assess teacher performance; (iii) the bonus pay and other opportunities that teachers may earn; (iv) ways in which the Teacher Career Ladder program can reinforce individualized student growth through high-performing, individualized teaching; (v) the potential fiscal impact of such programs on the state and localities; (vi) the impact of such programs on the competitiveness of teacher pay in Virginia compared to other states; (vii) the impact of career ladders on the hiring and retention of teachers; and (viii) the teacher professional development that may or may not be needed to support a career ladder system.

All agencies of the Commonwealth shall provide assistance to the Department of Education for this study, upon request.

The Department of Education shall complete its meetings by November 30, 2014, and shall submit to the Governor and the General Assembly an executive summary and a report of its findings and recommendations for publication as a House or Senate document. The executive summary and report shall be submitted as provided in the procedures of the Division of Legislative Automated Systems for the processing of legislative documents and reports no later than the first day of the 2015 Regular Session of the General Assembly and shall be posted on the General Assembly's website.

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HJER