

**Frequently Asked Questions**  
**Career Ladder and Tiered Licensure**  
**October 30, 2014**

**Q: How does the state fund salaries for teachers?**

A: The state uses a model of salary-based apportionment to assign funding to local school districts for teacher salaries. Currently, districts receive a set amount of money for each teacher's salary based on a teacher's years of experience and number of higher education credits.

**Q: How would this change with the career ladder and tiered licensure?**

A: District would still receive an apportionment. However, under the current proposal, the amount would be determined by a teacher's certification level and number of years at that level (up to 5) rather than by years of experience and number of credits.

**Q: Will some teachers take a pay cut if the career ladder is implemented?**

A: No teachers will take a pay cut. The district will receive a larger appropriation than it currently receives for every teacher including those at the highest levels on the current salary grid.

**Q: Once the career ladder is implemented will there be a state salary scheduled that district's must use to determine teacher pay?**

A: No. Each district can continue to establish its own salary schedule based on local needs and available funding.

**Q: Why is the tiered certification framework being done through the Administrative Rules process and the career ladder through legislation?**

A: Idaho's teacher certification requirements are enacted through promulgation of Administrative Rules. The State Board of Education has authority pursuant to section 33-1204, Idaho rule to promulgate rules to govern teacher certification. The Administrative Rules process requires a formal public comment period. It also requires acceptance by the legislature. Salary-based apportionment is enacted through statute; thus the career ladder would be implemented through legislation. The legislation must be approved by both the House and Senate Education Committees as well as the full House and Senate.

**Q: What happens to teachers who currently hold an Idaho teaching certification if the new tiered certification is passed?**

A: All currently certificated teachers would be grandfathered in and receive a Professional Certificate level.

**Q: Can a Professional Certificate be revoked based on the tiered certification proposal?**

A: No. Once a teacher receives a professional certificate, it cannot be revoked except under the current conditions determined by the state's Professional Standards Commission.

**Q: How would administrator evaluations of teachers be used to determine certification and compensation.**

A: The evaluation would be one of the measures of teacher effectiveness. Local evaluations with a minimum of two observations based on the Charlotte Danielson model have been required by state law since 2010 and are required to occur on an annual basis.

**Q: Does the tiered certification require two (2) evaluations each year?**

A: No. The current requirement is for two (2) observations to be performed as part of the annual evaluation. The committee recommended that these should be conducted by two different trained administrators.

**Q: How would the student achievement and proficiency be used in the proposed tiered certification?**

A: The committee recommended that districts select a minimum of three (3) student growth measures from a list that includes statewide assessments, district adopted assessments, student learning objectives, and several others, which can be found [here](#). The requirement would be for measurable student growth, not a set standard of proficiency.

**Q: Will teachers of special needs students be penalized through tiered certification and the career ladder if students are not proficient?**

A: No. Those teachers will be able to select student growth measures appropriate for their students.

**Q: Do the tiered certification and career ladder apply to counselors and other support professionals such as audiologists and nurses?**

A: No. These personnel would not be included under the tiered certification and career ladder but would be treated separately from teachers for purposes of certification and funding. A committee of practitioners is working to identify how best these support staff as well as other school support specialists such as IT, purchasing agents, fiscal agents, etc. should be funded. Until a recommendation is brought forward, these individuals will be treated the same as they are currently treated.

**Q: What will happen if the legislature affirms the Administrative Rule but does not pass the career Ladder funding legislation?**

A: The Career Ladder/Tiered Licensure Committee passed the following resolution when it approved the Career Ladder implementation model: *"The Career Ladder/Tiered Licensure Committee is resolved that the proposed tiered certification framework being considered through the Administrative Rules process and the*

*career ladder compensation model that will be proposed through legislation carried by the Board are companion pieces of an overall plan to increase teacher pay and recruit and retain high quality teachers. Implementation of the overall plan is dependent on the approval and passage of both the rule and the legislation.”*

If the legislature were to affirm the Administrative Rule on tiered certification and not approve the career ladder legislation, the Board could do a temporary rule to revert to the previous certification framework and then a pending rule to reinstate the previous framework would go to the legislature in the next session. If the legislature did not concur, the Board could waive the rule.