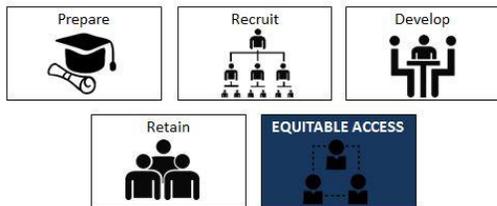


# Career Ladder Pathways Tools and Resources: Extending the Reach of Top Talent to the Most High-Need Students

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The following tools and resources are intended to help address the talent management challenge of extending the reach of top talent to the most high need students as part of a comprehensive talent management system. The toolkit will continuously grow as new resources are developed and become available.

## 1. Ensuring Equitable Access to the Most Effective Educators Video Series

This video series is dedicated to reflections on increasing equitable access from district leaders and educators in the Greece Central Schools and the Huntington Union Free School District. Listen to the way educators are using multiple data points and expanding upon traditional measures of equity to positively impact student achievement.

- [Ensuring Equitable Access to the Most Effective Educators](#)
- [Ensuring Equitable Access by Determining Areas of Focus](#)
- [Using Evidence to Increase Equitable Access](#)
- [Teacher and Principal Leaders' Impact on Teaching and Learning \(Part I\) and \(Part II\)](#)

## 2. Career Ladder Pathways in Greece Central School District

The following resources provide an overview of how Greece Central School District has used career ladder pathways to ensure all students have equitable access to excellent educators in alignment with the goals of the district's five-year strategic plan. The video series and materials from the district's We Teach 2 Lead Summits provide details about teacher and principal career ladder pathways.

- [The Development of Career Pathways in the Greece Central School District](#)
- [Greece 2017: A Five-Year Strategic Direction to Transform Greece Central Schools](#)
- [Greece Central School District: We Teach 2 Lead Summit Materials](#)

## 3. Focus Walk-throughs and Peer Coaching in Huntington Union Free School District

These resources outline the design and implementation of focus walk-throughs, the district's peer coaching model, as part of a strategy to provide equitable access to excellent teachers. It can be used to inform the development of a peer coaching model and as a springboard for discussion. The adaptable forms serve as templates for collecting data and providing feedback to teachers on focus walk-throughs.

- [Focus Walk-throughs and Peer Coaching in Huntington Union Free School District Slide Deck](#)
- [Sample Elementary Math Focus Walk Form](#)
- [Sample Secondary Science Focus Walk Form](#)

This list of tools and resources was culminated by the New York State Education Department to support the design and implementation of robust career ladder pathways as part of the systemic use of the [TLE Continuum](#). Additional resources can be found in the [New York State Career Ladder Pathways Toolkit](#).

4. [Syracuse City School District STLE Update Slide Deck](#)

This slide deck was used to communicate updates to Syracuse City School District stakeholders and describes the steps taken to design and implement career ladder pathways. The district's model addresses the talent management challenges of recruiting, retaining, developing, and ensuring equitable access to the most effective educators.

5. [Teacher Pay and Career Paths in an Opportunity Culture: A Practical Guide](#)

This policy guide includes step-by-step instructions for districts in order to successfully redesign career paths and compensation structures that will keep excellent teachers in the classroom and extend their reach to more students, for more pay, within budgets.

6. **Redesigning Schools to Reach Every Student with Excellent Teachers: Financial Planning Summary and Briefs**

The financial planning summary provides an overview of the ways that schools and their teachers can simultaneously reach more students with excellent teaching, expand teachers' career opportunities, and sustainably fund higher pay and other priorities. The four financial planning briefs provide details and scenarios that illustrate the estimated savings possible under different approaches to the models, the estimated costs to support extended reach of excellent teachers, and the estimated range of possible pay increases for teachers.

- [Financial Planning Summary](#)
- [Financial Planning for Elementary Subject Specialization](#)
- [Financial Planning for Multi-Classroom Leadership](#)
- [Financial Planning for Time-Technology Swap-Rotation](#)
- [Financial Planning for Secondary-Level Time-Technology Swap + Multi-Classroom Leadership](#)

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