

Definitions

Career Advancement Program: a knowledge- and skills-based differentiated compensation program that rewards full time T-Scale staff that demonstrate and document high quality professional practice and leadership that cultivates student achievement. Participation in CAP is voluntary and requires the completion of one or two portfolio opportunities. **CAP portfolio I** is locally developed and **CAP portfolio III** is the National Board for Professional Teaching Standards (NBPTS) certification for teachers and counselors. Teachers who achieve either of the portfolios are moved to the CAP salary schedule, which gives them the equivalent of an additional step on the pay scale, or a 5% higher salary if they are on longevity steps. Teachers remain on the CAP salary schedule for the duration of their career in APS, and they receive a bump for each portfolio they complete.

Classroom Assessment Scoring System (CLASS): a classroom observation tool developed at the University of Virginia's Curry School of Education. It aims to provide a common lens and language focused on classroom interactions that encourage student learning. The CLASS tool organizes teacher-student interactions into four broad domains: Emotional Support, Classroom Organization, Instructional Support, and Student Engagement.

Differentiated Compensation Program: short- and long-term incentives in public companies as a means of motivating and rewarding results and behaviors while effectively managing organizational compensation costs. These programs should be specific to the organization and the unique subgroups, or segments, within the workforce.¹

Electronic Registrar Online: In 2003-04, APS began using Electronic Registrar Online (ERO) to track teacher professional learning, to include registration and attendance. Over the years, APS began to include professional learning for P-, E-, and A-scale staff for events such as the annual Administrative Conference and the Instructional Assistant professional learning days. Other professional learning is not tracked in ERO, such as administrative technology training (STARS, Outlook, etc.).

Festival of the Minds: a professional learning conference that occurs annually on the first week of summer vacation and provides a diversity of sessions for all PK-12 instructional staff to hone their instructional practice. At Festival of the Minds, APS staff share their knowledge, skills, and experiences as presenters and facilitators.

National Board for Professional Teaching Standards (NBPTS)²: Established in 1987, the National Board is an independent, nonprofit organization working to advance accomplished teaching for all students.

¹ <http://www.oracle.com/us/products/applications/human-capital-management/hcm-compensation-hrms-brief-2184157.pdf>

² <http://www.nbpts.org/national-board-certification>

Created by teachers, for teachers, National Board Certification is a mark of accomplished teaching. It is: Built upon National Board Standards and the Five Core Propositions, Rigorous and performance-base, Based on multiple measures, Peer-reviewed, Voluntary, and Valid and reliable. To date, more than 110,000 teachers in all 50 states and the District of Columbia have achieved National Board Certification. Research shows that the students of Board-certified teachers learn more than students in other classrooms, which is why many states and districts offer incentives for teachers to pursue Board certification.

Pay Scale: A grouping of classification specifications by occupational category. The current APS pay scales are:

- A-Scale: Instructional Assistants, Resource Assistants and Occupational and Physical Therapy Assistants
- C-Scale: Cafeteria Workers, Cooks and Managers
- D-Scale: School Bus Drivers and Attendants
- E-Scale: Administrative and Technical Exempt Positions
- G-Scale: Clerical Positions
- M-Scale: Maintenance, Custodial and Warehouse Positions
- P-Scale: Principal and Administrative Positions
- T-Scale: Teachers, Counselors, Librarians, Social Workers, Therapists, Psychologists
- X-Scale: Extended Day Positions

Learning Forward: is the international professional learning association. Learning Forward shows districts how to plan, implement, and measure high-quality professional learning so districts can achieve success within the system, the school, and students. They are a professional association devoted exclusively to those who work in educator professional development. They help members leverage the power of professional learning to affect positive and lasting change. Learning Forward assists classroom, school, and system leaders in solving their toughest problems of practice. Learning Forward members experience practical learning opportunities, receive timely publications, and connect to like-minded educators from around the world.

Learning Forward's 7 Standards for Professional Learning: Standards for Professional Learning outline the characteristics of professional learning that leads to effective teaching practices, supportive leadership, and improved student results. Learning Forward is the only association focused solely on the most critical lever in improving schools - building the knowledge and skills of educators. Through the Standards for Professional Learning, Learning Forward leads the field in understanding what links professional learning to improved student achievement.

Strategic Plan: APS develops six-year strategic plans with staff and community involvement to identify focus areas for school system improvement.