Maryland Career Ladder for Educators

DRAFT
July 2018

Teacher Leadership Track
(Assume 12% of educators)

A+B+C/D+E

Master Teacher
Level 4A-2

Lead Teacher
Level 4A-1

Professor Master Teacher
Level 4A-3

Administrator Track
(Assume 5% of educators)

% Salary Increase TBD

Master Principal
Level 4B-2

Licensed Principal
Level 4B-1

Level 3...

APC
(Consume 10% of educators)

A+B

A+B

Level 2

Pursuing
Master Degree
or 30 Credits**
(year 4-10, assume
10% of educators)

Pursuing
National Board
Certification
(year 4-10, assume
25% of educators)

Level 1

State Licensed Teacher
(year 1-3, assume 17% of educators)

A

A+B

A*

A

* Letters relate to salary bump
** 30 Credits in an approved program of study
*** Educators in Level 3 include Assistant Principals
C is for working in a non-low-performing/non-high poverty school
D is for working in a low-performing/high poverty school
Dotted lines are transition plan for existing teachers and administrators.