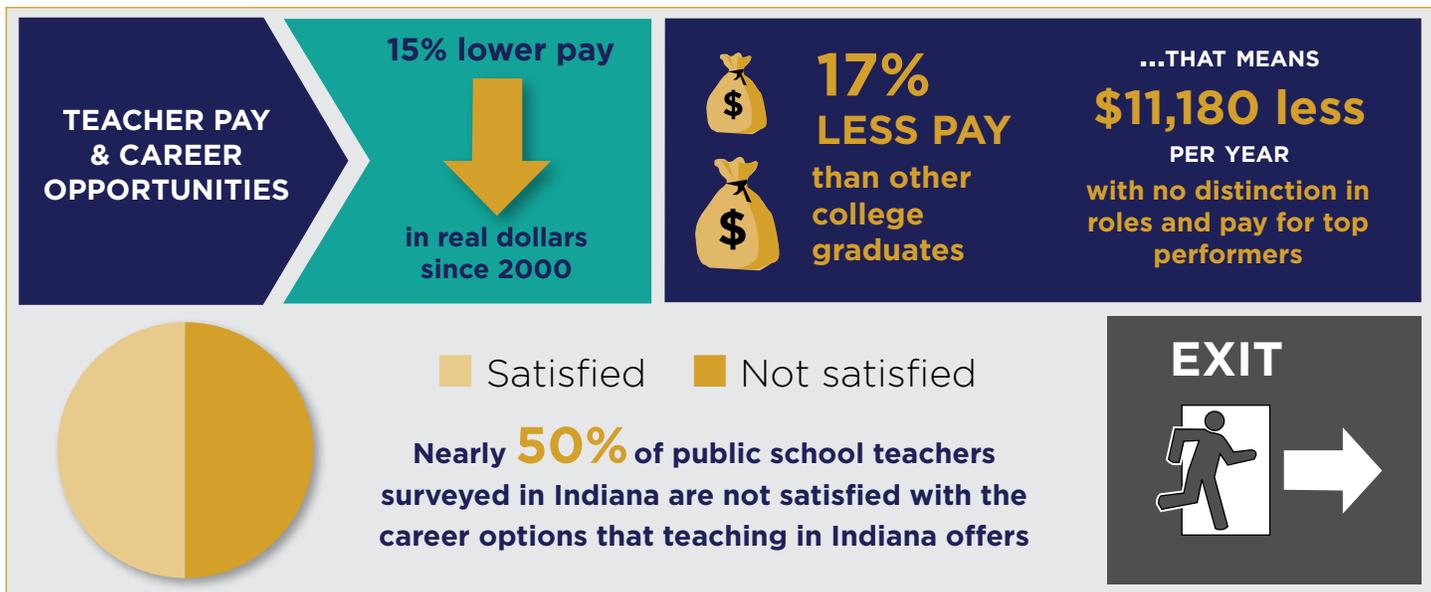


ADDRESSING INDIANA'S QUIET TEACHING CRISIS: A SENSIBLE BLUEPRINT FOR PROGRESS

Three recommendations for the Indiana General Assembly
based on the voices of Indiana's teachers



3

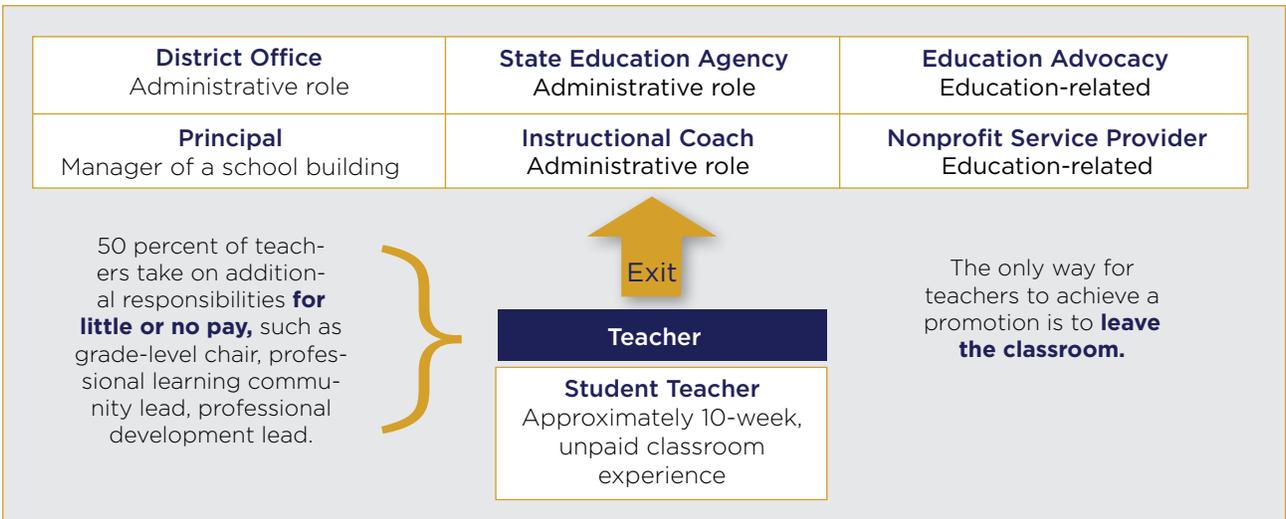
RECOMMENDATIONS for the INDIANA GENERAL ASSEMBLY

- 1 Similar to states like Oklahoma, which last year invested more than \$400 million in teacher pay, Indiana should initiate a dramatic increase in funding for teacher compensation to become comparable with other professions and competitive with surrounding states;
- 2 To receive this increased funding for compensation, state leaders should require districts to develop well-designed career ladders and provide state-sponsored technical assistance to support successful transition to the resulting school management structure; and
- 3 To improve preparation and talent recruitment, a meaningful investment should be made to support district efforts to provide teachers-in-training with a full-year residency.

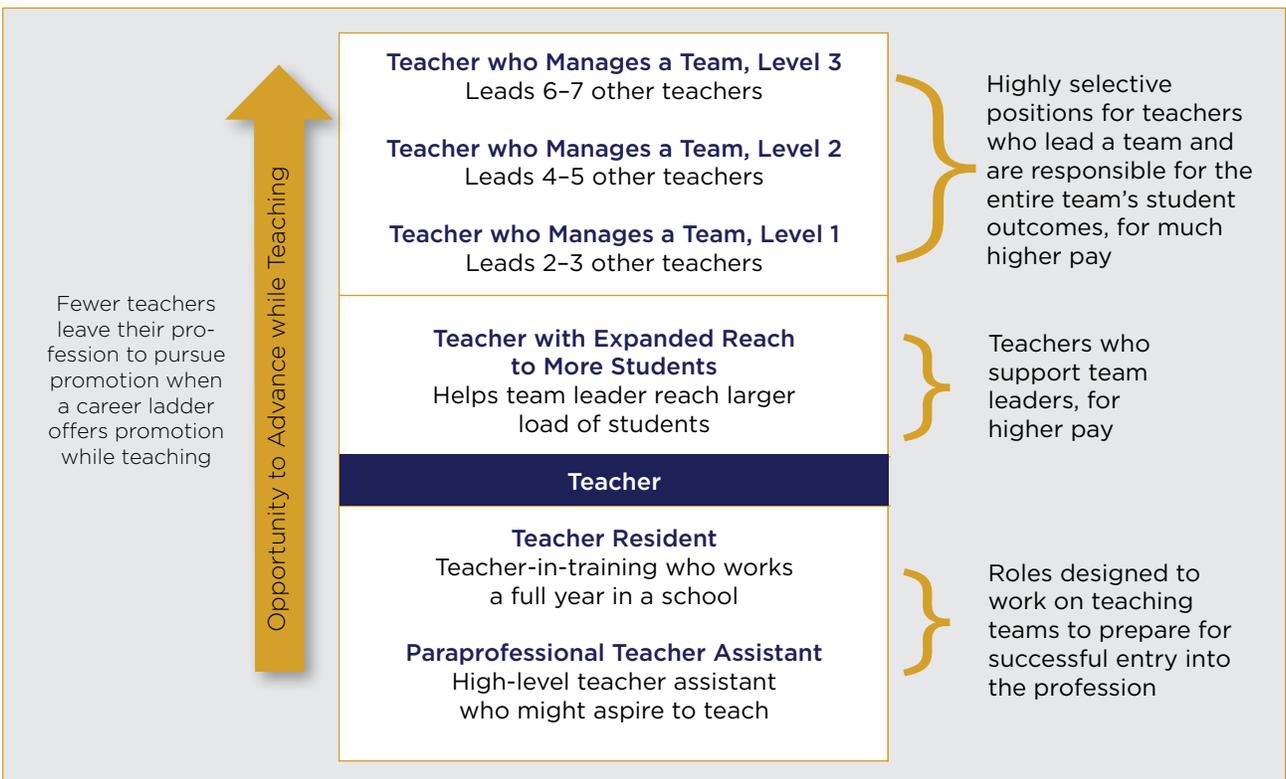
A Teacher Career Ladder Changes the Perception and Reality of the Profession

The current teaching profession does not offer the upward mobility that is seen in other professions. Teachers often take on additional responsibilities for little or no extra pay—more than half of teachers nationally report holding some form of teacher leadership position. But a teacher’s only path to *promotion* is to stop teaching students, causing schools to lose top talent where it is needed most. A teacher career ladder would allow excellent teachers to become instructional leaders with greater responsibility for student learning in their schools. A career ladder would also change the way future teachers think about entry into the profession.

Current Professional Structure



Professional Structure With a Teacher Career Ladder



This illustration of a teacher career ladder reflects the structure that is established in Opportunity Culture schools.