

# NORTHLAKE + CHRISTIAN

## K-12 Faculty Development Plan



### To Promote and Reward Excellence

Northlake Christian School \* 70104 Wolverine Drive \* Covington, LA \* 70433  
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	Level 1	Level 2
<b>Description</b>	Typically comprised of teachers who have recently graduated from college or have recently completed an alternate program without any prior teaching experience.	Comprised of teachers who have at least two years of teaching experience and have shown themselves to be good teachers whom NCS wants to retain.
<b>To be initially placed in level</b>	Bachelor's Degree in subject area for Secondary; Teaching certificate for Elementary	All requirements included in Level 1, At least 2 years of teaching/relevant work experience; Recommendation of Principal
<b>Expectations of Teachers at this level</b>	Achieve full qualification within two years of initial employment (12 hours of prescribed KOL courses and/or appropriate Praxis for secondary); Complete Philosophy of Christian Education paper within first two years of employment	All requirements for Level 1; Participation in mentoring program if required by Principal; Student/Parent evaluations of at least 3.75 each year in Level 2; Satisfactory annual review for each year in Level 2
<b>To Advance to the next level</b>	Satisfactory annual review for each of the two initial years; Student/Parent evaluation of at least 3.0 in each of the two initial years; At least 2 years teaching experience; Recommendation of Principal	Average annual review for the current year; Student/Parent evaluation of at least 4.0 in the last two years. At least 5 years teaching experience; Recommendation of Principal; At least 8 hours of approved continuing education credits BEYOND regular school-wide professional development
<b>Continuing Education Requirements at this level</b>	Submit written reports of at least one approved off-campus observation and one on-site peer observation annually; Participate in SACS or Curriculum committee as requested; Submit professional growth plan with measurable goals; Meet with assigned faculty mentor on a regular basis;	Submit written reports of at least one approved off-campus observation and one on-site peer observation annually; Participate in SACS or Curriculum committee as requested; Update professional growth plan with measurable goals;
<b>Opportunities available at this level</b>	Opportunities to sponsor extra-curricular activities; limited tuition assistance for pre-approved conferences, seminars and conventions	Opportunities to sponsor extra-curricular activities; limited tuition assistance for pre-approved conferences, seminars and conventions
<b>Salary Range</b>	\$28,000-\$32,000	\$30,000-\$38,000

Level 3	Level 4	Level 5
<p>Comprised of the majority of our teachers with at least five years in the profession. These are career educators who are doing a solid job in the classroom.</p>	<p>Comprised of select teachers whose excellence in the classroom is recognized to be excellent. Level 4 teachers' commitment to their profession is evident. In most cases, these teachers will be department chairs or occupy key strategic positions at Northlake Christian.</p>	<p>Reserved for Master teachers who not only display classroom excellence but are involved at NCS year-round. These are the rare educators whose names are synonymous with NCS.</p>
<p>All requirements included in Level 2, At least 5 years of teaching or relevant work experience.</p>	<p>All requirements included in Level 3; At least 8 years teaching experience (at least 3 at Northlake).</p>	<p>All requirements included in Level 4, At least 15 years teaching experience (at least 10 at Northlake)</p>
<p>All requirements in Level 2; Above Average annual review during the current year; Student/Parent Evaluations that averaged at least 4.0 over the last two years.</p>	<p>All requirements in Level 3, Excellent annual review during the last two years; Student/Parent Evaluations that average at least 4.5 over the past two years.</p>	<p>All requirements in Level 4; Acceptance of a 12-month contract; Excellent annual review during the current year</p>
<p>At least three years at NCS since achieving Level 3, Master's Degree; Student/Parent evaluation of at least 4.5 during each of the last 3 years; Excellent annual review in each of the last three years; Recommendation of Principal and Board Approval</p>	<p>At least three years at NCS since achieving Level 4, Serving as a Department Chair or Administrative position for at least two years; be willing to accept a 12 month contract at NCS; Proven record of mentoring young teachers; Initiate a School Improvement project approved by the Principal.</p>	
<p>At least 8 hours of approved continuing education credits BEYOND regular school-wide professional development each year in Level 3</p>	<p>At least 12 hours of approved continuing education credits BEYOND regular schoolwide professional development each year in Level 4</p>	<p>Completion of one school improvement project annually as approved by the Principal; Work 12 months per year with responsibilities in strategic planning, accreditation, curriculum development and/or faculty training.</p>
<p>All opportunities for Level 1 and 2; Chair or participate a SACS or curriculum committee or serve as a faculty mentor or other leadership position as requested by Principal</p>	<p>All opportunities for Levels 1, 2, and 3; Financial assistance with both personal and family health coverage.</p>	<p>All opportunities for Levels 1, 2, 3, and 4; Paid professional development and family vacation time</p>
<p>\$34,000-\$45,000</p>	<p>\$43,000-\$50,000</p>	<p>\$50,000 and above</p>

## To Promote and Reward Excellence

**A**t Northlake Christian School, we seek to hire and develop teachers who meet three criteria:

- ♦ Love the Lord Jesus Christ;
- ♦ Are professionally competent;
- ♦ Love their students.

Recognizing that our core business is Christian education and that the NCS students and parents are our customers, our faculty development program is designed to hire, promote and reward teachers based on their merit, commitment and results rather than solely on their educational level and number of years on the job.

**T**he Faculty Development Plan is designed to attract and retain the best Christian teachers in St. Tammany Parish through a multi-level system recognizing and rewarding outstanding career educators for excellence in the classroom. This excellence will be objectively measured by achievements in four key areas:

- ♦ Administrative Evaluations by the Principal
- ♦ Student Satisfaction (Secondary); Parent Satisfaction (Elementary)
- ♦ Teaching experience
- ♦ Professional Development and Continuing Education

**E**very new teacher at Northlake Christian school is placed in one of five pay levels. A teacher's initial level will be determined by his/her academic qualifications, prior experience, level of responsibility at Northlake Christian and the recommendation of that teacher's Principal.

**D**uring each teacher's career at Northlake Christian, he/she will receive an annual performance review by his/her Principal and be evaluated at the end of the year by students (secondary) or parents (elementary). The results of these administrative reviews and student/parent evaluations, coupled with the teacher's growing level of experience and professional development will determine how far and how quickly the teacher can move up the levels and receive higher compensation.

**A**nnual Review: To be completed by each Teacher's Principal on an annual basis. Though this performance review may be comprised of many areas, the final overall evaluation will be one of the following:

- ♦ Excellent
- ♦ Above Average
- ♦ Average
- ♦ Needs Improvement
- ♦ Unsatisfactory

**E**valuations will be completed by students in grades 7-12 and by parents of students in grades K-6 near the end of each academic year. Evaluations will be answered on a scale of 1-5 with the following definitions.

- ♦ Excellent
- ♦ Above Average
- ♦ Average
- ♦ Needs Improvement
- ♦ Unsatisfactory

The ten questions on the teacher evaluations are averaged to create an annual evaluation number used to implement this plan.