

PEAC - C-1 Pathway 1

- ◆ Teachers must annually select/accept an area of student accountability while remaining in the classroom.
- ◆ Identify and implement strategies that will achieve the stated achievement goal.
- ◆ Annually report to the Governing Board
- ◆ Earn a stipend established yearly by Governing Board.
- ◆ Teachers remain in the classroom.

PEAC - C-2 Pathway 2

- ◆ The Governing Board will make placements based on the District needs and the expertise of the applying teachers.
- ◆ Teachers may be required to perform peer evaluations of teachers applying for the qualification process and teachers who are in their renewal evaluation cycle year.
- ◆ Teachers who are assigned one or more of these duties will receive a prorated compensation based on the length of the assignment.

PEAC - C-3 Pathway 3

- ◆ Teachers must apply.
- ◆ The Governing Board will make placements based on District needs and the expertise of the applying teachers.
- ◆ Teachers must accept teaching assignments in schools identified as high needs or difficult to fill teaching assignments as agreed upon by the Cleveland Metropolitan School District and the Cleveland Teacher's Union.
- ◆ Assignments will be for no less than three (3) years.
- ◆ Teachers must annually demonstrate to the Governing Board that his or her students are growing academically at or above District identified expectations and actively participate in the school improvement process.
- ◆ Teachers may still be assigned other duties by the Governing Board based on District needs.
- ◆ Teachers will earn an annual stipend.

Reaching Your PEAC



**Promoting
Educator
Advancement In
Cleveland**

**PEAC offers Educators
enhanced compensation for
exceptional teaching
performance.**



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"The primary goal of the Cleveland Metropolitan School District is to become a premier school district in the United States of America"

PEAC is divided into 3 parts A, B, and C

PEAC-A

*defined as district-wide
Professional Development.*

Structure

- ◆ The CTU and District will mutually agree to content, presentation and implementation.

Will Address

- ◆ Instruction and learning needs.
- ◆ Include specific knowledge and skills to influence teacher practice to improve student achievement.
- ◆ Emphasize research based knowledge with evidence of effectiveness in urban settings.
- ◆ Schedule multiple dates and times.

PEAC-B

*defined as building level
compensation for meeting or
exceeding annual rigorous student
performance and other related goals.*

Goals 2007 - 2008

- ◆ 93% Attendance goal
- ◆ Meet AYP goals
- ◆ Raise Building Performance Index 9 points.

Compensation

- ◆ \$1,000 per building unit member on the teachers' salary schedule.
- ◆ \$600 per building unit member on a classified salary schedule.

PEAC-C

- ◆ Individual teacher recognition.
- ◆ Participation in curriculum and instruction activities.
- ◆ Provide professional assistance and mentoring to teachers.

PEAC-C has 3 Pathways 1, 2, and 3

- ◆ Each pathway represents a position on the PEAC-C professional growth and responsibilities status grid that has specific requirements, duties and functions.
- ◆ All teachers must demonstrate excellence in classroom teaching through a variety of assessment procedures including peer evaluation.

Eligibility

- ◆ 5 years teaching experience. (3 in CMSD)
- ◆ Successful completion of application.
- ◆ Successful completion of qualification process.
- ◆ Remain in classroom assignment.