

Step 5: Tools and Resources to Improve Funding and Sustainability



Local Education Agencies (LEAs) should consider all factors associated with the development of career ladder pathways. This includes costs such as compensation for educator leaders, release time coverage, and professional development.

The following tools and resources are intended to help LEAs improve funding and sustainability plans for career ladder pathways.

Potential Funding Sources and Cost Structures:

1. [Funding for Teacher-Led Professional Learning](#)
This website provides a one-stop spot for states and districts to get information and help in recruiting and selecting, retaining, rewarding, and supporting highly effective teachers and leaders. This section offers general resources for funding teacher-led professional learning, federal funding for professional learning, and case studies and examples.
2. [Federal Programs for Pre K–12 Teachers](#)
This website outlines federal funds that can be used to improve the quality of teachers in PreK-12 classrooms. Some of these grant, loan forgiveness, and incentive programs aim to attract prospective teachers to high-need subjects and schools, while other formula and competitive grants for states, local education agencies, or institutes of higher education are designed to improve teacher recruitment, training, retention, and compensation.
3. [Teacher Pay and Career Paths in an Opportunity Culture: A Practical Guide](#)
This policy guide includes step-by-step instructions for districts to successfully redesign career paths and compensation structures that will keep excellent teachers in the classroom and extend their reach to more students, for more pay, within budgets. Resources include examples of pay supplements and total costs, potential cost savings, and more.

This list of tools and resources was culminated by the New York State Education Department to support the design and implementation of robust career ladder pathways as part of the systemic use of the [TLE Continuum](#). Additional resources can be found in the [New York State Career Ladder Pathways Toolkit](#). The toolkit will continuously grow as new resources are developed and become available.

4. **Redesigning Schools to Reach Every Student with Excellent Teachers: Financial Planning Summary and Briefs**

The financial planning summary provides an overview of the ways that schools and their teachers can simultaneously reach more students with excellent teaching, expand teachers' career opportunities, and sustainably fund higher pay and other priorities. The four financial planning briefs provide details and scenarios that illustrate the estimated savings possible under different approaches to the models, the estimated costs to support extended reach of excellent teachers, and the estimated range of possible pay increases for teachers.

- [Financial Planning Summary](#)
- [Financial Planning for Elementary Subject Specialization](#)
- [Financial Planning for Multi-Classroom Leadership](#)
- [Financial Planning for Time-Technology Swap-Rotation](#)
- [Financial Planning for Secondary-Level Time-Technology Swap + Multi-Classroom Leadership](#)

Tools to Calculate and Analyze Costs:

5. [Professional Growth and Support Spending Calculator](#)

This calculator helps school systems quantify all current spending aimed at teaching effectiveness, in order to implement a system-wide, well coordinated strategy for teacher growth. This tool is divided into two parts: Part I provides worksheets to analyze total investment, while Part II provides a system for evaluating investments based on purpose, target group, and delivery method.

6. [Teacher Turnover Cost Calculator](#)

This calculator can help estimate the cost of teacher turnover to a school or district. It can be used to facilitate a conversation amongst school leaders around effective strategies to reduce teacher turnover and improve teaching quality.

7. [School Budget Hold'em Exercise](#)

This exercise provides an engaging, interactive way for administrators to think differently about how they allocate resources in challenging budget times. The format enables participants to step outside of the constraints of day-to-day decision-making to explore possible ways to improve district performance while still meeting budget reduction goals.

This list of tools and resources was culminated by the New York State Education Department to support the design and implementation of robust career ladder pathways as part of the systemic use of the [TLE Continuum](#). Additional resources can be found in the [New York State Career Ladder Pathways Toolkit](#). The toolkit will continuously grow as new resources are developed and become available.