

Arizona Career Ladder History

Individual Teacher Performance Accountability Since 1984

- Student achievement accountability
- Teacher pay based on performance
- Education reform vehicle
- Research-based professional development
- Individual and group performance incentives
- Geographical professional development opportunities for non-Career Ladder districts.

Historic Background:

- 1984 Opportunity provided for ALL Arizona school districts to apply for grant planning money to design a performance-based compensation program for teachers
- 1985 The Arizona legislature created the Arizona Career Ladder Program as a five-year pilot.
- 1990 The Career Ladder Program received “permanent” legislative status as a result of demonstration of higher student achievement in Career Ladder districts. Expansion of the program was authorized for seven additional districts.
- 1992 Arizona Legislature authorizes the expansion of the Career Ladder Program to include eight additional districts.
- 1993 Legislative changes shift funding responsibility from the state to the local districts. No further expansion is authorized.
- 1994 Legislation passes, “freezing” the local district funding contribution at one-third. Provisions for creating and implementing incentive programs for which awards are based on group, team, school, or district performance is enacted.

Proven Results:

- Documented higher achievement in Career Ladder Districts
- Recognized by *US News and World Report* as one of ten innovative programs accountable for true educational systemic reform
- Recipient of the National Council of States Award