



Overview of Unity’s System of Teacher Promotion

Unity has developed a new and intriguing career ladder for teachers. The school’s system of teacher promotion seeks to provide a formal and transparent pathway for teachers to advance in their craft, assume new titles with commensurate responsibilities while remaining in the classroom as practitioners, and be generously compensated and formally recognized for their positive contributions to the school and field of education. Our system of teacher promotion is modeled after a university/college approach to the way in which professors are promoted.

As summarized in the table below, teachers join Unity staff at the Junior Associate, Associate, or Senior Associate level, depending on a number of factors including their demonstrated effectiveness in the classroom based on prior results, interviews, demo lessons, educational background, professional references, and years of experience. Teachers generally join Unity staff at the entry-level range of their respective salary band. Evaluations, annual raises, and promotions are based on a number of factors, including student performance and Unity’s teacher performance framework. Teachers are eligible to apply for the Master Teacher designation after serving as a Senior Associate at Unity for at least three years and holding a New York State teacher certification.

Level		Salary Range	Demonstrated Skill and Impact	Years of Experience*
1	Junior Associate	~\$70-\$75K	<ul style="list-style-type: none"> Shows promise in promoting student growth Demonstrates effective teaching practices in foundational areas 	~0 - 1
2	Associate	~\$76-85K	<ul style="list-style-type: none"> Demonstrates success in promoting student growth Demonstrates effective teaching practices 	~2 - 5
3	Senior Associate	~\$86-100K	<ul style="list-style-type: none"> Consistently demonstrates success in promoting student growth Consistently demonstrates effective teaching practices 	~4 +
4	Master Teacher	~\$101-115K	<ul style="list-style-type: none"> Demonstrates success in promoting high levels of student growth Demonstrates exemplary teaching practices 	~7 +
5	Distinguished Teacher	~\$116-130K	<ul style="list-style-type: none"> Consistently demonstrates success in promoting high levels of student growth Consistently demonstrates exemplary teaching practices 	~10 +

**Years of experience in this table reflect a typical trajectory in teaching. Anticipated or demonstrated contributions to student learning are the primary determinant of one’s designated entry level. Years of experience are a secondary consideration.*