**2025–2026 Level 4 Teacher Pilot**

**Submission Requirements for July 1, 2025**

**5/30/2025**

The Accountability and Implementation Board (AIB) and the Maryland State Department of Education (MSDE) are excited to provide an opportunity for local education agencies (LEAs) to pilot the career ladder expansion in SY 25-26. The AIB and the State Board of Education adopted [Joint Policy #4](https://drive.google.com/file/d/1IvgorRANXx8mZBSFbPSKPD2VURAKJXPK/view?usp=drive_link) in May 2025 authorizing LEAs to offer Level 4 pilots in the 2025-2026 school year that provide additional flexibility within the career ladder framework.

The Level 4 Teacher Pilot provides LEAs the ability to begin implementing their Level 4 Career Ladder plan during the 2025–2026 school year while having flexibility to identify and address local implementation challenges. The pilot is also designed to surface best practices and generate insights that can be shared statewide to inform future implementation. The information below outlines the parameters of the pilot, including flexibility regarding the required teaching time and the requirements for participation.

In addition to what has previously been identified for the July 1, 2025 Career Ladder plan [submission](https://drive.google.com/file/d/1NRoNgRUWdGbWQLqXP6jX6c41wI_z472r/view?usp=drive_link), LEAs are encouraged to propose Level 4 Teacher Pilots as part of their July 1 submission. The requirements for a Level 4 Pilot are described below.

# **Pilot Requirements:**

**Teacher Eligibility, Selection, and Participation:**

Level 4 Lead and Distinguished Teachers participating in the pilot shall be a teacher or co-teacher for at least one course/subject for all marking periods, which means being the teacher or co-teacher of record for a course/subject. The maximum average amount of time that a Lead Teacher may teach is 50% as specified in Md. Ann. Code, Ed § 6-1004.

For the pilot, “teacher or co-teacher” means a teacher (including a multilingual learner or special education teacher) who delivers instruction and is responsible for a student’s or group of students’ academic progress in a Pre-K-12 public school setting. Level 4 Lead and Distinguished Teachers are not required to teach the same students, course, or subject throughout the school year.

Participating teachers **must** hold National Board Certification (NBC) at the time they step into the Level 4 Teacher pilot role.

Teachers who participate in Level 4 pilots are eligible to receive the salary increase in Md. Ann. Code, Ed §6-1009.

# **Pilot Evaluation Survey:**

LEAs will be required to complete end-of-year surveys, including submissions from school-based teams (e.g., Principals, Lead and Distinguished Teachers, Mentees) that participated in the pilot. A preview of the draft survey can be viewed [here](https://forms.gle/1yAppdHgZCu7Luqo8).

**Pilot Point of Contacts:**

Please direct questions to **Kristin Alkire** (Kristin.alkire@maryland.gov), MSDE, and **Libby Diamond** (Libby.diamond@maryland.gov), AIB.

# **2025-2026 Level 4 Teacher Pilot Template**

This template must be completed by each local education agency (LEA) participating in the SY 2025 -2026 Level 4 Teacher Pilot and submitted with their Career Ladder submission on July 1, 2025. The pilot should align with the Level 4 plan outlined in the LEA’s Career Ladder submission to the extent possible, but LEAs may identify and explain any areas where the pilot would operate differently from the plan.

**District Identifying Information**

LEA: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

LEA Point of Contact (name, email address, phone number):\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

# **Pilot Locations**

Please identify the **anticipated** number and types of schools participating in the pilot, as well as the anticipated number of Level 4 Teachers participating (Note: LEAs will be required to officially report who the Level 4 Teachers are in the October 2025 Staff Data Collection):

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| --- | --- | --- | --- |
| **School Level**  | **Anticipated number of pilot schools**  | **Anticipated number of Level 4 Lead Teachers** | **Anticipated number of Level 4 Distinguished Teachers** |
| **Elementary**  |  |  |  |
| **Middle**  |  |  |  |
| **High**  |  |  |  |

# **Pilot Information**

**Intended Pilot Goals and Outcomes**

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| What are the intended goals or outcomes of your Level 4 pilot? What key challenges or implementation questions is the LEA aiming to address through the pilot? Some key, but not exhaustive, considerations include: * Identifying scheduling options for successful implementation
* Clarifying roles/responsibilities of Level 4 teachers *(e.g., How will the district use Lead and Distinguished Teachers? Will the responsibilities differ depending on the Lead/Distinguished teacher assignment? Will Lead/Distinguished teachers serve as both mentors and curriculum writers, or will those assignments be differentiated? How will Level 4 teachers spend their non-teaching time?)*
* Understanding Level 4 Teacher time capacity within the role
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# **Selection and Support**

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| If your district will follow different selection and support processes than what was provided in the Career Ladder submission for Level 4, please explain. |
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# **Time Allocation**

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| How will Level 4 Teachers’ time be structured to balance teaching responsibilities with non-instructional duties (include any scheduling adjustments, release time, or planning periods provided) in order to meet the required minimum and maximum teaching time? Also explain the roles and responsibilities for Lead and Distinguished Teachers, if different than what was submitted as part of the 2025 Level 4 Career Ladder submission. |
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# **Measuring Impact**

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| How do you plan to assess the impact of your Level 4 pilot goals (include any metrics, tools, or methods you plan to use)? Note: LEAs will be required to complete an end-of-year survey linked above. |
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