



Career in Teaching (CIT)

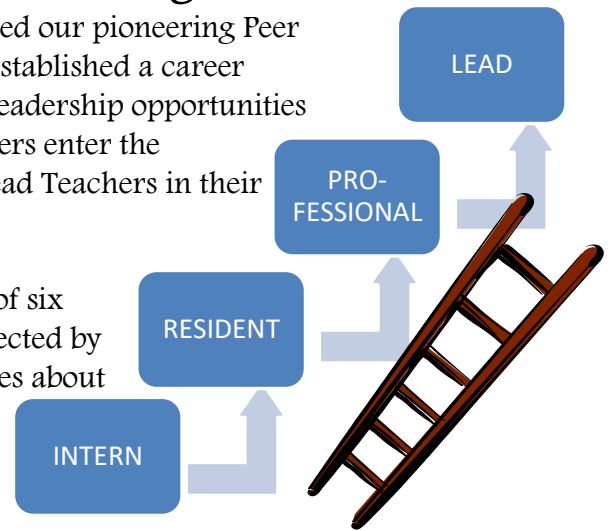
Career Ladder, Governing Panel, Teacher Support

RTA-RCSD Contract, Career Ladder, and the CIT Governing Panel

The landmark collective bargaining agreement of 1988 established our pioneering Peer Assistance and Review (PAR) program, Career in Teaching. CIT established a career ladder that encourages professional growth and offers teachers leadership opportunities as Lead Teachers without leaving the classroom. First year teachers enter the district as “Intern” Teachers and receive mentor support from Lead Teachers in their tenure area (see Section 52 of the Contract).

Rochester’s CIT program is overseen by a Joint Governing Panel of six teachers selected by the RTA President and six administrators selected by the Superintendent of Schools. The CIT Governing Panel convenes about every three weeks. The Panel is charged with developing, implementing, and evaluating the policies of the CIT program.

These responsibilities include selecting Lead Teacher Mentors, overseeing their work, and making recommendations (based on mentor and administrator input) about the continued employment of Interns and their advancement to the Resident Teacher level.



*Besides working with first-year **Intern Teachers**, CIT Lead Teachers provide several other types of support:*

Professional Support is voluntary peer coaching provided to “Resident” or “Professional” teachers with the goal of improving practice.

Independent Evaluation is provided by mentors who are trained to evaluate colleagues using the Framework for Teaching (Danielson) rubric as part of APPR.

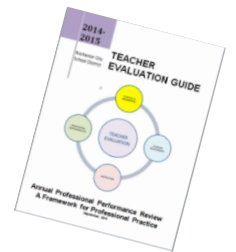
Intervention Support is voluntary peer coaching designed to “offer all available resources to help improve the performance of experienced teachers who are having serious difficulties in the performance of their professional duties” (RTA-RCSD Contract Section 53).

Teachers typically work at the Resident Teacher level for three years (but may remain at this level for up to four years). Teachers who have received tenure from the district and earned professional New York State certification in their tenure area may advance to the Professional Teacher level.

First year “Intern” Teachers receive:

- Intensive, customized Mentor Support from a Lead Teacher in your field throughout your first year of teaching.
- New Teacher Orientation workshops and other professional development from Lead Teachers on the most critical, immediately relevant topics for Intern teachers.
- Tuition Reimbursement for teachers who are in the process of obtaining their first Master's Degree, or for teachers who are seeking additional certification in one of the District designated shortage areas.

The CIT Program supports many other important functions in the district, including teacher evaluation, non-mentor Lead Teacher positions, New York State Professional Certification, and professional development.



Questions? Visit the CIT website: www.rcsdk12.org/CIT or contact [Stefan Cohen](mailto:stefan.cohen@rcsdk12.org), the Program Director, at the CIT Office, 585-262-8541, stefan.cohen@rcsdk12.org.