

2026 ISBA RESOLUTION NO. 07(Proposed)

ADVANCING SUPERINTENDENTS OR OTHER DISTRICT ADMINISTRATORS ON THE CAREER LADDER SHOULD THEY RETURN TO THE CLASSROOM

WHEREAS, Idaho Code 33-1004B gives very detailed instructions for instructional staff to advance on the Career Ladder, it does not outline how Superintendents or District level staff may advance on the Career Ladder if they return to the classroom; and

WHEREAS, Idaho Code 33-1001 specifically states the requirements for teachers to advance on the career ladder by using the state framework for teaching evaluation or equivalent; and

WHEREAS, Idaho Code 33-1001 was updated to include administrative evaluations at the school level; and

WHEREAS, without change in current code, District Level Administrators and Superintendents may not advance on the Career Ladder despite being evaluated every year, because their evaluation framework is not reflective of the Danielson Evaluation model.

NOW, THEREFORE BE IT RESOLVED that the Idaho School Boards Association create legislation to allow District Level Administrators to be evaluated and advance on the Career Ladder should they return to the classroom.

Statement of Purpose

The Legislature of the State of Idaho adopted Idaho Code 33-1004B otherwise known as the Career Ladder, for placement for instructional staff. Idaho Code 33-1001 was updated to include administrative evaluations; however, District Level staff were excluded. Typically, Superintendents are evaluated by their local School Board of Trustees in which they're employed, and other District level Administrators are evaluated not using the Danielson Framework As a result, if a Superintendent or District Level Administrator is reassigned to a different role or wishes to return to the classroom, often times they are not appropriately placed on the Career Ladder despite their knowledge and expertise working in the education field. A Superintendent or other District Level Administrator who has been reassigned or return to the classroom will either not earn a salary based on their education experience or if a district chooses to pay them based on their experience, the district will not be reimbursed an appropriate allocation on the Career Ladder. The intent of this language is to allow Superintendents or other District Level staff to not only use previous experience and evaluations to move on the career ladder retroactively but also moving forward.

Submitted by Swan Valley Elementary School District #92

A Executive Board Recommendation: DO PASS

Lori Frasure, ISBA Vice President, will present the Executive Board recommendation at the business session.

“The ISBA Executive Board recognizes the career ladder allocation model is not always reflective of a school district or charter school’s ability to attract and retain professionals to become educators in our schools. This resolution urges the ISBA to negotiate a process where any Superintendent or District/Charter Level Administrator who may not have the specific criteria reflective of their expertise and experience to be placed on a reasonable place on the career ladder should they return back to the classroom. This resolution does not impact staffing decisions which are still at the discretion of the local board.”