## The Career Continuum

### Practice What You Teach

**PRE-SERVICE TEACHER**
A residency year of practice-based development allows aspiring teachers to demonstrate that they possess the knowledge and skills needed to be effective in the classroom.

**PROFESSIONAL TEACHER**
To support their professional growth and their students’ ever-changing needs, professional teachers engage in the same lifelong learning they want students to embrace and, when ready, begin their candidacy for Board certification.

**NOVICE TEACHER**
The early years of a teacher’s career build on preparation experience, with a robust mentoring and induction program to help new teachers improve their practice, learn about the school, and build relationships with colleagues.

**BOARD-CERTIFIED TEACHER**
Board-certified teachers demonstrate the Five Core Propositions and teach to the standards of accomplished practice, having a measurably greater impact on student learning.

**TEACHER LEADER**
Board-certified teachers have expertise and spheres of influence that can strengthen teaching and learning across the career continuum. They can impact the professional practice of all teachers by advocating for policies and supports and taking on roles in schools, local or state agencies, union leadership, or professional associations.

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Today, only a small fraction of America’s teachers—about three percent—are Board-certified. To achieve the changes in education that we seek for all students, that number must grow dramatically to represent the majority of teachers in the profession.

National Board Certification is a mark of quality that is widely recognized and demanded by the public. A 2014 PDK Gallop poll showed that 80% of Americans said teachers should achieve Board certification in addition to being licensed to practice.

To reach this goal, and to elevate the profession, we are working with partners to strengthen the career continuum leadership roles.

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