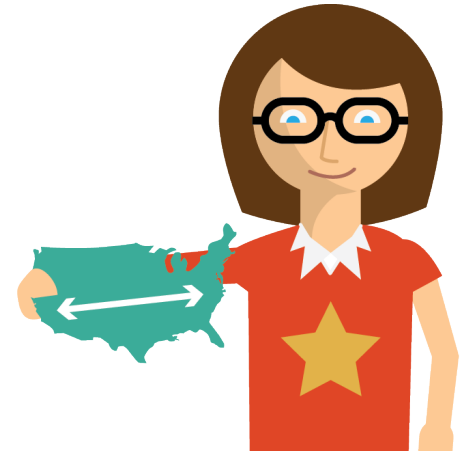


Creating an Opportunity Culture for America's Teachers



Bryan C. Hassel
Public Impact

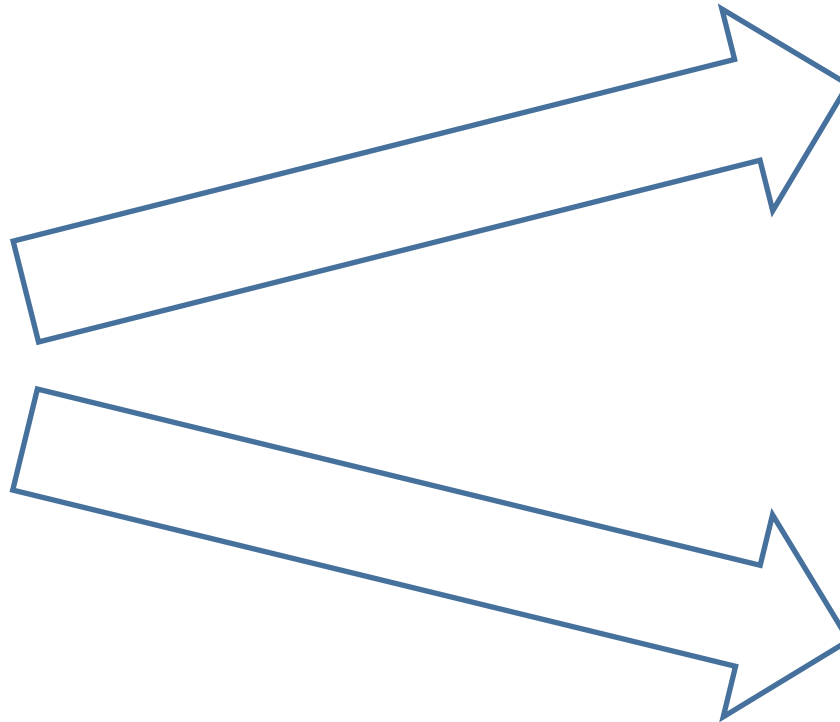
National Comprehensive Center for Teacher Quality
“Systems That Last” Conference
September 5, 2012

Excellent Teachers

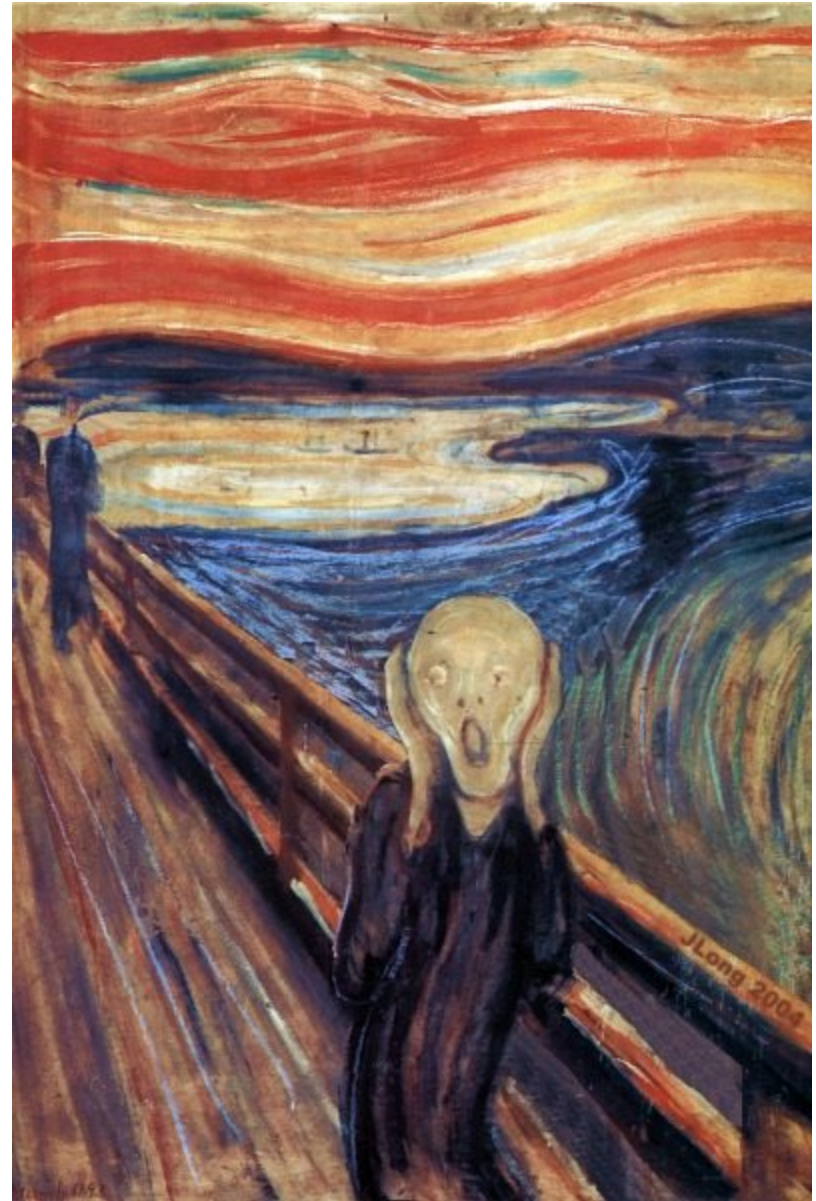
3X the Learning



At A Crossroads



Going Negative



Let's See What You've Won



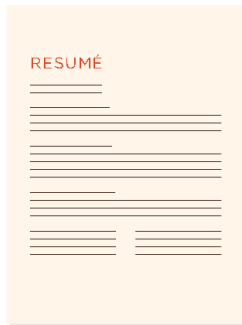
One-Teacher-One-Class



**ONLY 25% OF CLASSES
HAVE EXCELLENT TEACHERS.**

Current Strategies: Not Enough

Recruiting



Developing



Retaining



While important, even if *dramatically* successful these strategies alone will leave most classrooms without excellent teachers

Extending Reach

How *can* schools
put excellent
teachers in charge
of each student's
learning?



By
“Extending the
Reach” of
great teachers

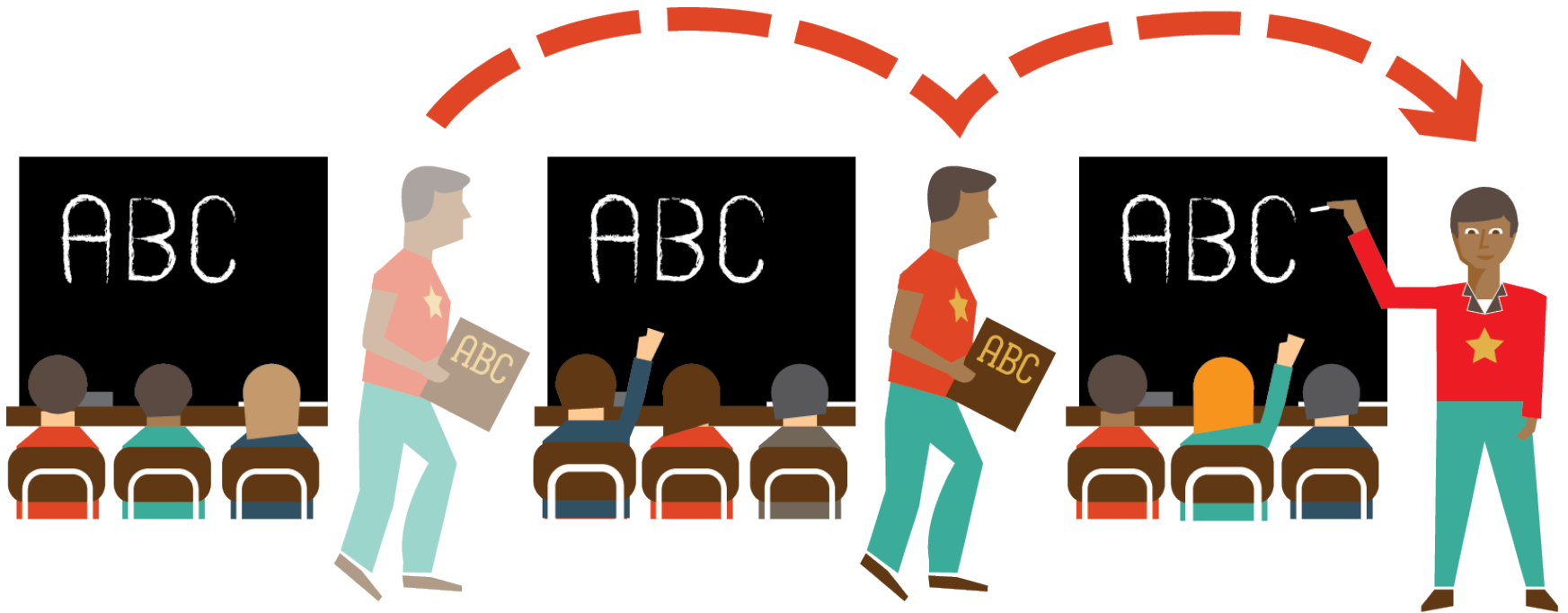
Redesign jobs,
roles, &
schedules

Use technology
to teach *and*
save time

Class-Size Changes



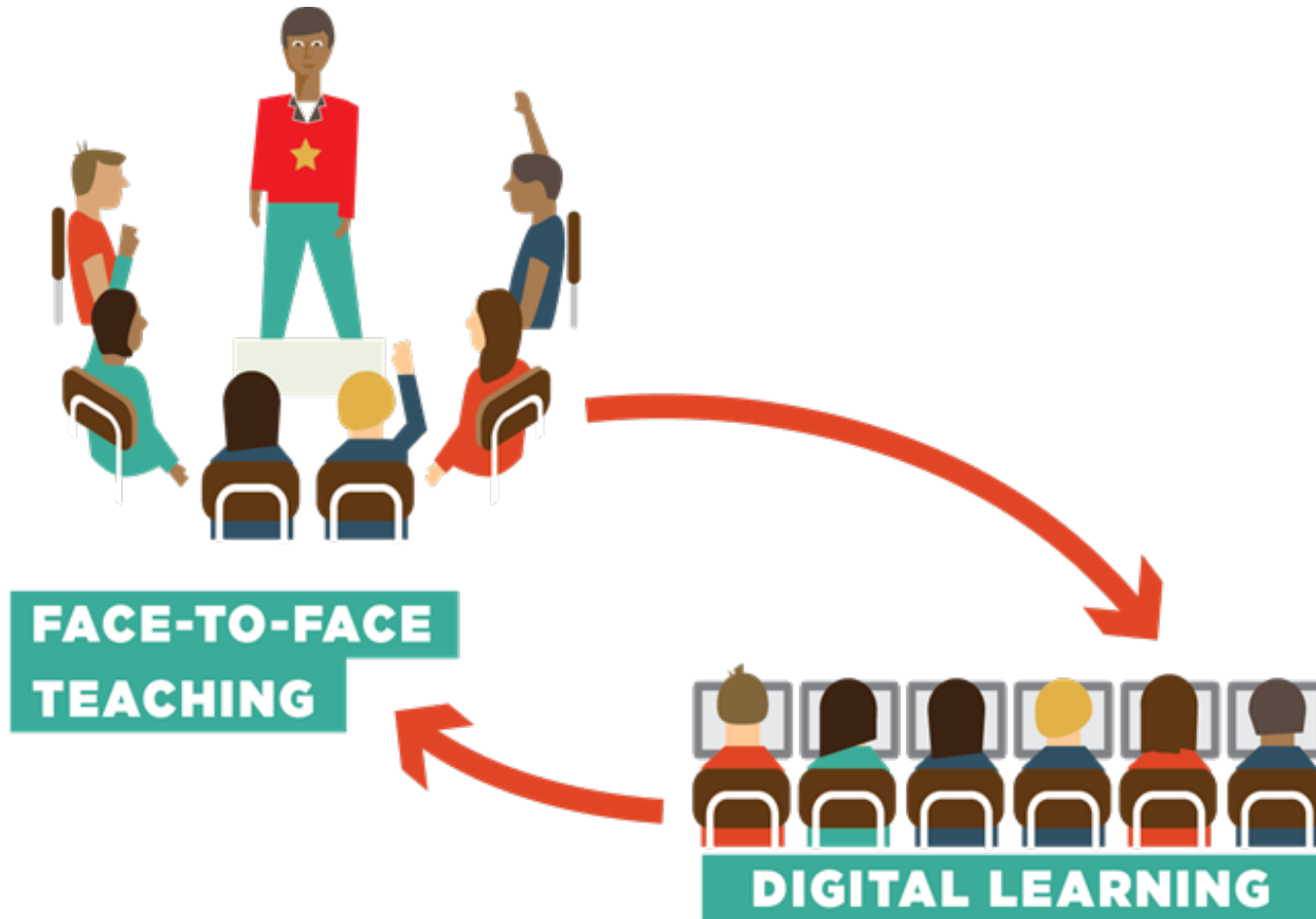
Specialization



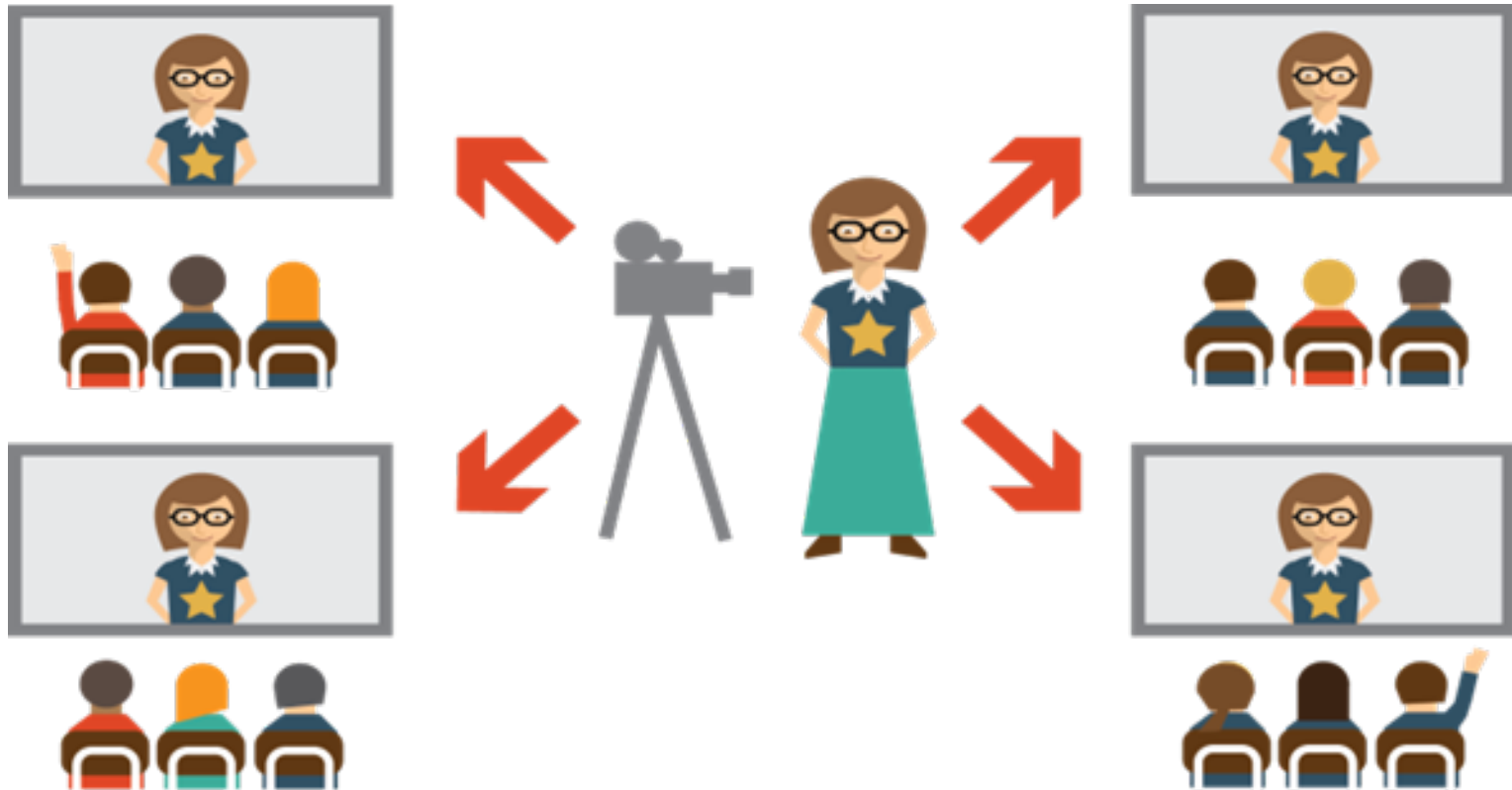
Multi-Classroom Leadership



Time-Technology Swaps



Remote Teaching



Overview of All Reach Models



In-Person

Remote

Class-Size Changes

Excellent teachers teach larger classes, within limits and by choice.

- Class-Size Increases
- Class-Size Shifting

- Class-Size Increases
- Class-Size Shifting

Specialization

Excellent teachers specialize in high-priority subjects and roles.

- Subject Specialization
- Role Specialization

- Subject Specialization
- Role Specialization

Multi-Classroom Leadership

School-based or remote instructional teams report to an excellent teacher.

- Multi-Class Leadership (Pods)

- Multi-Teacher Leaders (Remote Pods)

Time-Technology Swaps

25% or more of digital instruction allows excellent teachers to teach more students.

- Rotation
- Flex

- Rotation
- Flex

Likely Combinations

- ❖ Any of the models combined with **Specialization** or **Multi-Class Leadership**
- ❖ Schools committed to reaching every student in every subject with excellent teachers will use **Multi-Combinations**

Building an Opportunity Culture

In an **Opportunity Culture**, all teachers have career opportunities dependent upon their excellence, leadership, and student impact. Advancement allows more pay & greater reach.



Paying Teachers More



Extending reach enables paying excellent teachers—and in some cases *all* teachers—more, within available budgets.

Potential to Increase Pay, within Budget

Ways to Extend Reach →	Elementary Specialization	Multi-Classroom Leadership	Time-Technology Swap – Rotation
	<i>Specialized Teacher Can Earn:</i>	<i>Teacher-Leader Can Earn:</i>	<i>Blended-Learning Teacher Can Earn:</i>
Pay Increase Percentages	<p>22%-42%</p> <p>More</p> <p>than average teacher pay</p>	<p>67%-130%</p> <p>More</p> <p>than average teacher pay</p>	<p>23%-41%</p> <p>More</p> <p>than average teacher pay</p>

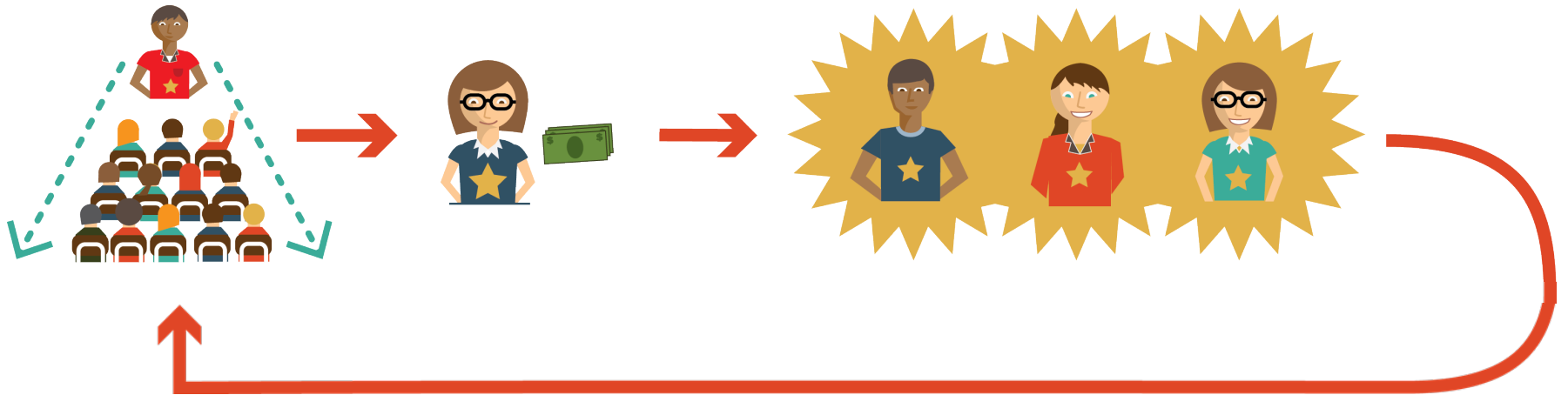
...sustainably, within available budgets. No special grant funds needed.

Opportunities for All Teachers

- **Diverse Career Advancement Within Teaching**
- **The Leadership Pipeline**
- **Enhanced Collaboration and Development**



A System that Lasts





LEARN MORE AT: OpportunityCulture.org

This presentation is based on work made possible in part by support from Carnegie Corporation of New York and the Bill & Melinda Gates Foundation. The statements made and views expressed are solely the responsibility of Public Impact.

