

EXTENDING THE REACH OF EXCELLENT TEACHING

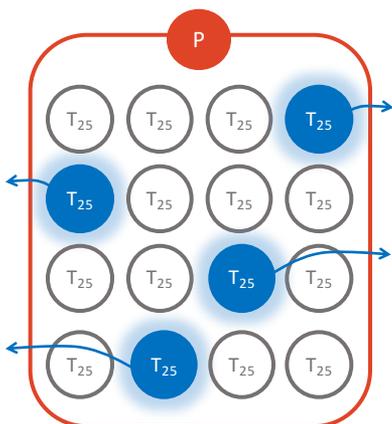
TO ALL STUDENTS, EVERY YEAR



Opportunity Culture: Happening now, across the U.S.

Extending the reach of excellent teachers and their teams to more students, for more pay, within school budgets, with time to learn on the job.

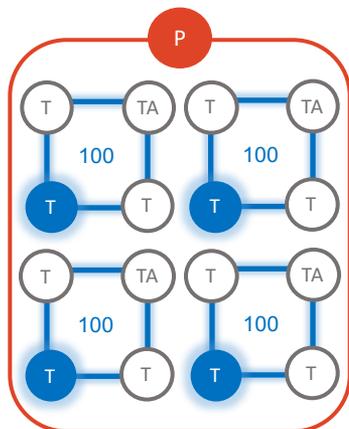
Why an Opportunity Culture?



Too many of the best teachers leave teaching to advance their careers.

Problems in most schools...

- * Without high growth consistently, students don't catch up and leap ahead.
- * Yet teachers who induce high growth reach no more students than others.
- * Teachers work alone.
- * Great teachers can't help peers excel.
- * Students lose excellent teachers to district jobs and other careers that pay more.



Great teachers can lead teams, support colleagues, and reach all students.

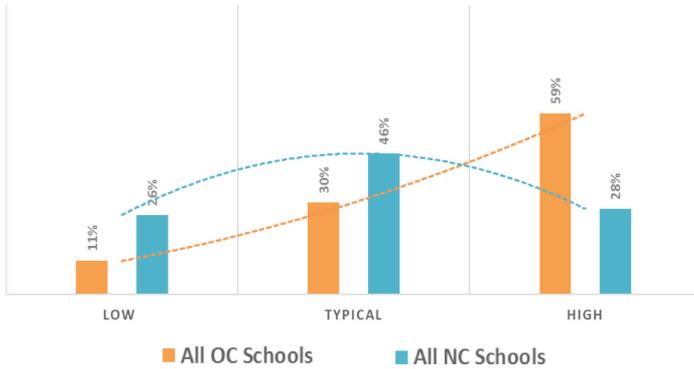
Solutions in Opportunity Culture...

Let **great teachers lead teams** and take accountability for more students, with help from high-level teaching assistants. Benefits:

- * Give **students access** to excellent teaching consistently
- * **Pay teachers more**, within budget
- * Provide sustainable **career paths**
- * Attract and retain **top teaching talent**
- * Help **teachers** collaborate and learn on the job
- * Help **principals** drive changes in instruction

Why an Opportunity Culture?

Pioneering Opportunity Culture districts in North Carolina are moving students from low and average growth to high



Overview of the District & School Design Process

1. Commit to Building an Opportunity Culture	Introduce teachers, principal, and board members to Opportunity Culture to gain commitment; secure funding
2. Make District-Level Design Decisions	Hold series of 4 design sessions addressing vision, roles, selection, pay structures, career paths, evaluation
3. Secure School-Level Commitment	Consider school leadership, feeder patterns, phasing, urgency of students needs, and other factors
4. Make School-Level Design Decisions	Hold series of 4 design sessions to select roles and models, rework schedules, determine transition needs
5. Prepare for Implementation	Post positions in March; recruit, screen, and hire; train principals and teacher-leaders for new roles
6. Implement Reach Models	Begin the school year with new models in place

Where is this happening? In 120+ schools, 20 districts, and 8 states (2016–17).

How? Great teachers reach more students directly and by leading teams. Higher pay—often 20%–50% higher—is funded by reallocating school budgets.

Are teachers involved? Each Opportunity Culture school creates a team of teachers and administrators to design and determine implementation details.

Models include:

- * **Multi-Classroom Leadership:** great teachers teach part time while leading a team and take accountability for the learning of all the team's students.
- * **Elementary Specialization:** great teachers focus on their best subjects/roles.
- * **Time Swaps:** great teachers use digital instruction, offline work, & projects to give them time to reach more students and personalize learning, without increasing group size.

Contact us at <http://opportunityculture.org/our-initiative/feedback/>