

EXTENDING THE REACH OF EXCELLENT TEACHING

TO ALL STUDENTS, EVERY YEAR



WHY TEACH?

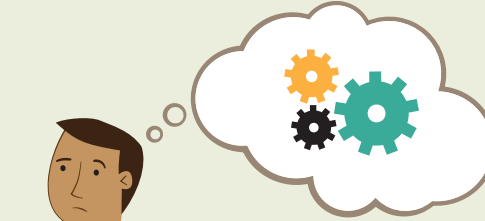
Why do teachers teach?



Teachers are thinking about **students'** futures, not just their own. Most teachers want to help **every** student, **every** year.



But sometimes that feels impossible. Students have widely varying needs.



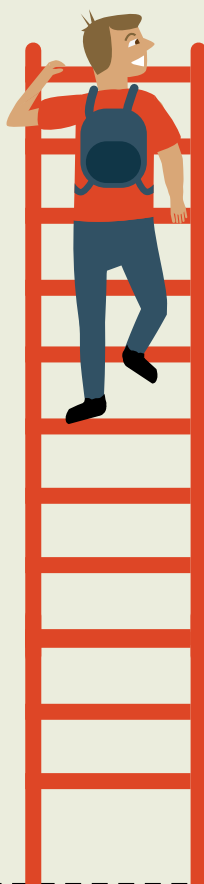
Even good teachers don't always get the results they want. Most teachers just don't have enough support.

TEACHING REALLY MATTERS

TWO STUDENTS START OUT TWO YEARS BEHIND.

Where Are They After 8 Years?

An **EXCELLENT TEACHER** achieves an average of 1.5 years of student learning growth annually, helps students who start behind catch up to grade level, and propels middle and top performers.



With **EXCELLENT TEACHERS** Every Year: Two Years Ahead, An Honors Student

A **GOOD, SOLID TEACHER**, even with lots of effort, achieves about a year's worth of progress with students each year, which maintains gaps and leaves students where they started compared with others.

With **SOLID TEACHERS** Every Year: Still Two Years Behind



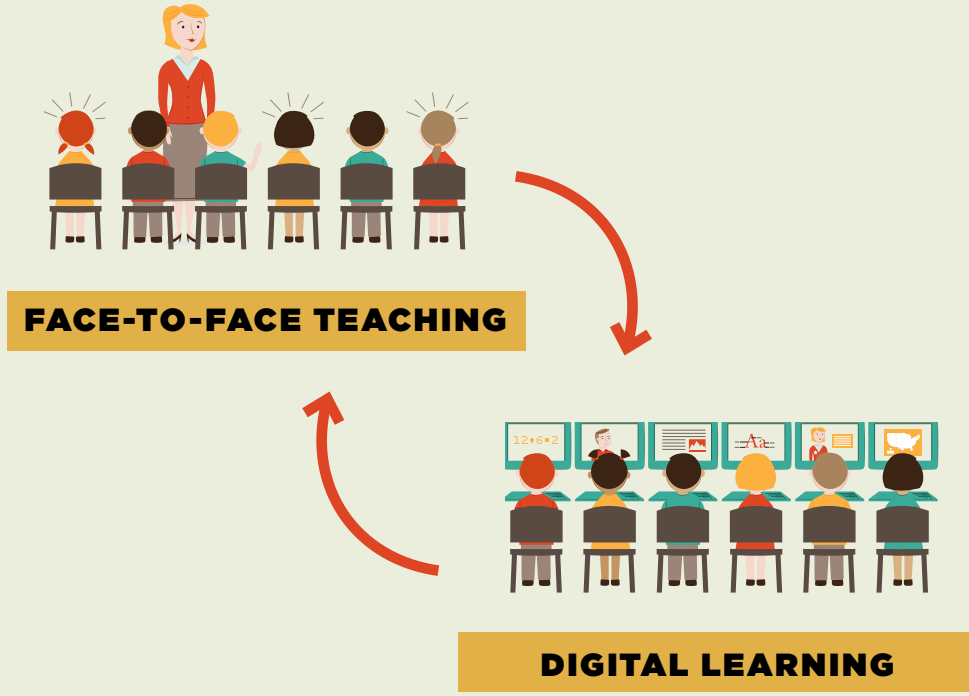
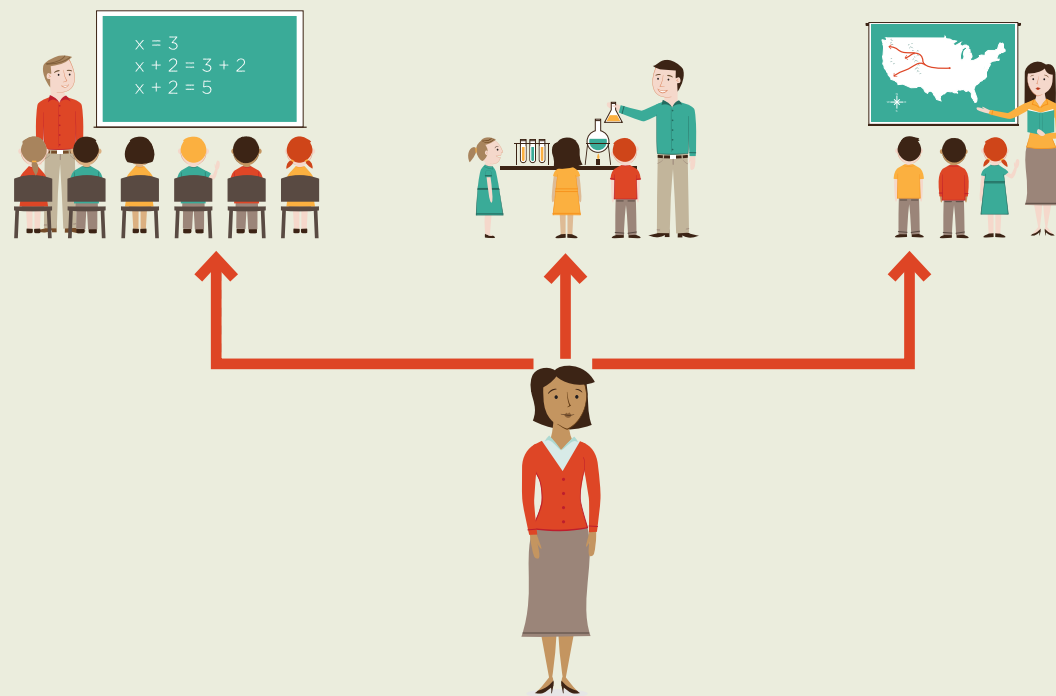
THE GOOD NEWS

If excellent teachers and their teams extend their reach to more students, schools can reach all students with **excellence** and provide **support** and **career opportunities** to all teachers.



OPPORTUNITY CULTURE: EXCELLENCE FOR ALL

In Opportunity Culture roles, great teachers choose to **extend their reach** to more students, without increasing instructional group sizes. These teachers and their teams can gain time for **planning, collaboration, and on-the-job development**, take **accountability** for more students, and **earn** more, **within budget**.

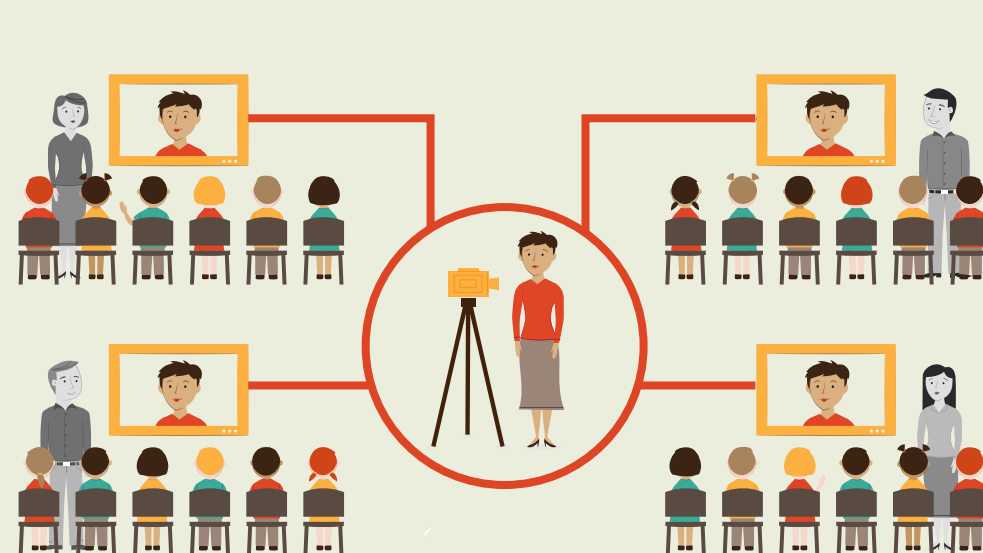
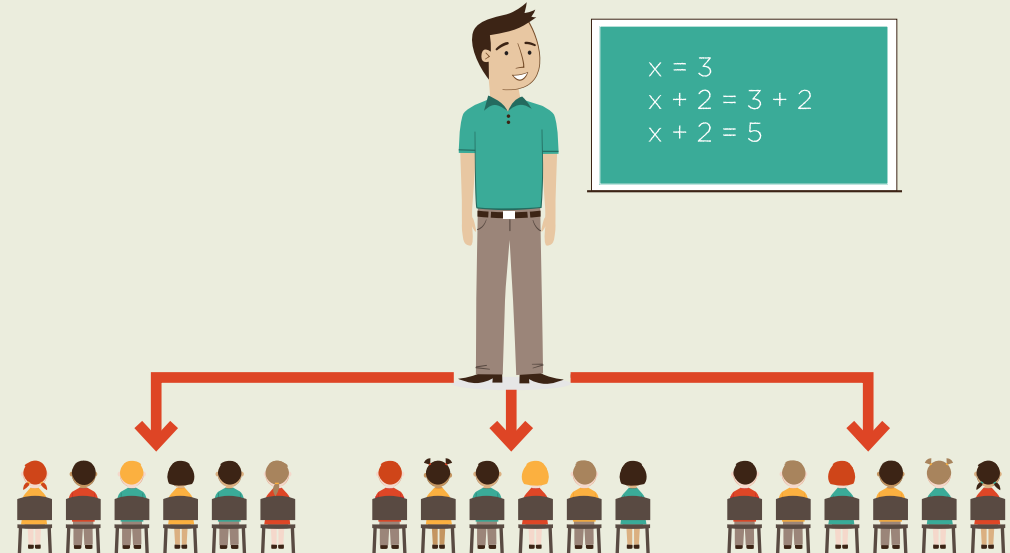


MULTI-CLASSROOM LEADERSHIP

Excellent teachers with leadership skills teach while leading teaching teams. They coach, co-teach, and co-plan with the team. Accountable for the results of all the team's students, multi-classroom leaders decide how students spend time, tailor teachers' and assistants' roles to their strengths, and earn far more. Use this model to increase schoolwide learning gains the most and help all teachers excel.

TIME SWAPS

Students spend as little as an hour a day engaged in age- and child-appropriate digital learning and offline skills practice and projects, supervised by paraprofessionals, giving teachers time to reach more students. Teachers use their face-to-face teaching time for higher-order learning and personalized follow-up. Use with Multi-Classroom Leadership for schoolwide learning gains.



ELEMENTARY SPECIALIZATION

Teachers specialize in their best subjects and crucial, challenging roles. Teammates supervise and support students the rest of the time and cover noninstructional duties, allowing teachers to teach more students. Use with Multi-Classroom Leadership for schoolwide learning gains.

REMOTELY LOCATED TEACHING

Schools without enough excellent teachers can enlist accountable teachers located across town or across the country. Teachers connect with and motivate students using technology to teach live, but not in person, while on-site teammates manage administrative duties and keep students engaged.

A VIRTUOUS CYCLE OF EXCELLENCE

Extending the reach of excellent teachers creates a virtuous cycle in which **all** teachers and students excel, within a financially sustainable model.

SELECTIVITY

Increasingly strong through:

- * More Applicants
- * Paid Residencies
- * Selective Hiring



OPPORTUNITY

Extended reach allows:

- * Career Advancement
- * On-the-Job Learning for All

PAY

Sustainably higher through:

- * Greater Reach
- * Reallocated Funds

RESULTS: AN OPPORTUNITY CULTURE FOR ALL

- * Strong teacher recruiting
- * Strong teacher satisfaction
- * 10%-50% extra pay for advanced roles, all within budget
- * More teacher support, on-the-job development, and collaboration time
- * Far more high growth and far less low growth among students

See the [Opportunity Culture Dashboard](#) for the latest results.

LEARN MORE & SHARE YOUR IDEAS AT [OPPORTUNITYCULTURE.ORG](#)