Quick Intro to Opportunity Culture with Teacher Apprentices
Extending Reach of Excellent Teachers

**Multi-Classroom Leader**
Leads, co-plans, & analyzes data for teaching team
Observes, gives feedback and coaches team teachers
Co-teaches & models for team teachers
Continues to teach some portion of the time

**Team Reach Teacher**
Teaches more students directly

**Reach Associate or Teacher Apprentice**
High level paraprofessionals or teacher candidates who support Multi-Classroom Leaders and Team Reach Teachers
Teams of teachers and school leaders adopt roles to:

1. **Reach more students** with excellent teachers and their teams.
2. **Pay teachers more** for extending their reach.
3. Fund pay within **regular budgets**.
4. Provide protected in-school time and clarity about how to use it for **planning, collaboration, and development**.
5. Match **authority and accountability** to each person’s responsibilities.
Strong Gains for MCL Teams

Research shows significant additional student learning, comparable to having top-quartile teachers teamwide

...and teach this well after joining an MCL team

66th-89th Percentile**
Reading

50th Percentile*

Reading & Math

69th-85th Percentile**
Math

These gains equate to extra learning for students each year, on average:
0.2 – 0.8 years in reading
0.3 – 0.7 years in math

Using the method suggested by Hanushek, E., et al., (2012) for translating effects to years.

Research from two studies compared Opportunity Culture (OC) and non-OC classrooms:

2018 Study: 15,000 students, 3 districts

2021 Study: 20,000 students, 1 district

* Based on Backes & Hansen data.
** Range of statistically significant results across the two studies cited at right.
Opportunity Culture Roles

**Multi-Classroom Leader**
- Leads, co-plans, & analyzes data for teaching team
- Observes, gives feedback and coaches team teachers
- Co-teaches & models for team teachers
- Continues to teach some portion of the time

**Team Reach Teacher**
- Teaches more students directly

**Reach Associate or Teacher Apprentice (mortar board)**
- High level paraprofessional or teacher candidate who supports Team Reach Teachers and Multi-Classroom Leaders
Opportunity Culture with Apprentices

Supplemental Staff

- Reading Coach
- Media Assistant
- Testing Coordinator
- Teaching Assistant
- Teaching Assistant

Funds to be reallocated:
- $90k from 2 unfilled vacancies
- $12k from a supplemental position

Stipends needed in model:
- MCL stipends: $15k x 2
- Apprentices: $24k x 2
- Reach Associate: $24k
- $102k total
Paying Team Teachers More

Grade 4

Grade 5

Supplemental Staff

Reading Coach $45,000

Media Assistant

Testing Coordinator

Teaching Assistant

Teaching Assistant

Funds to be reallocated:

$90k from 2 unfilled vacancies

$30k from a supplemental position

Stipends needed in model:

MCL stipends: $15k x 2

TRT stipends: $3k x 6

Apprentices: $24k x 2

Reach Associate: $24k

$120k total
Doubling Up Apprentices

**Supplemental Staff**

- Reading Coach: $45,000
- Media Assistant: $45,000
- Testing Coordinator: $45,000
- Teaching Assistant: $45,000
- Teaching Assistant: $45,000

**Funds to be reallocated:**
- $90k from 2 unfilled vacancies
- $30k from a supplemental position

**Stipends needed in model:**
- MCL stipends: $15k x 2
- TRT stipends: $3k x 6
- Apprentices: $12k x 2
- Reach Associate: $24k
- $120k total
Creating a Career Ladder

- Multi-School Leader
- Multi-Classroom Leader
- Master Team Reach Teacher
- Team Reach Teacher
- Team Teacher
- Teacher Apprentice
- Reach Associate
Steps in the Design Process

District Design Process
- Roles and Stipends
- Apprenticeship Parameters
- Selection Criteria
- Recruitment
- Evaluation
- Accountability
- Approval of School Plans

School Design Process
- Staffing Plan
- Financial Sustainability
- Schedule
- Plan for Hiring
- Present School Plans
- Prepare for Implementation