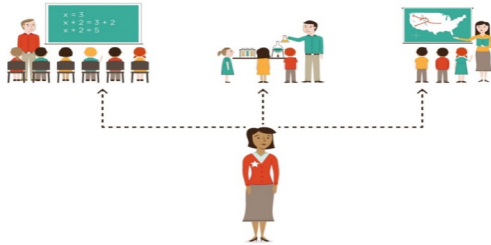


# Quick Intro to Opportunity Culture with Teacher Apprentices



# Extending Reach of Excellent Teachers



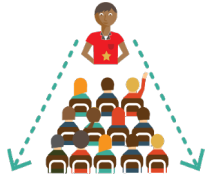
## Multi-Classroom Leader

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

# Opportunity Culture Principles

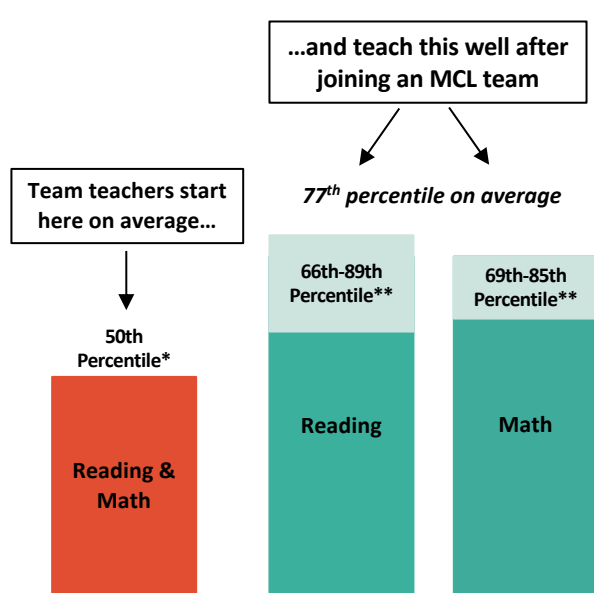
Teams of teachers and school leaders  
adopt roles to:



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



\* Based on Backes & Hansen data.

\*\* Range of statistically significant results across the two studies cited at right.

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:**

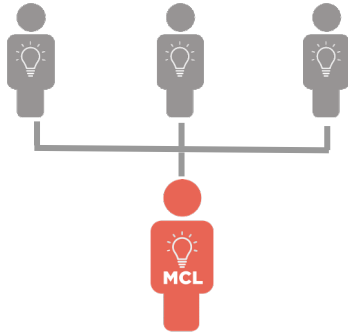
**2018 Study: 15,000 students, 3 districts**

Backes, B., & Hansen, M. (2018). *Reaching Further and Learning More?* CALDER Center.

**2021 Study : 20,000 students, 1 district**

Wiseman, A., Gottlieb, J., & Kirksey, J. (2021). *Program Evaluation of Public Impact's Opportunity Culture Model.* Texas Tech University.

# Opportunity Culture Roles



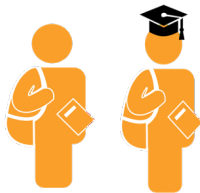
## Multi-Classroom Leader

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

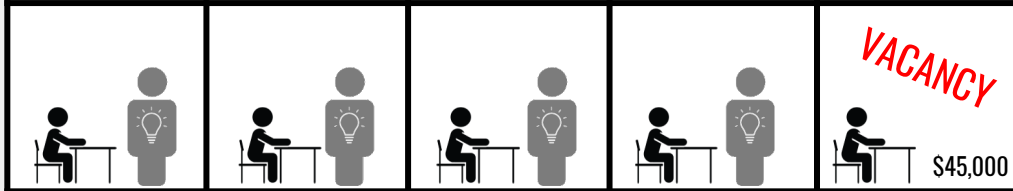


## Reach Associate or Teacher Apprentice (mortar board)

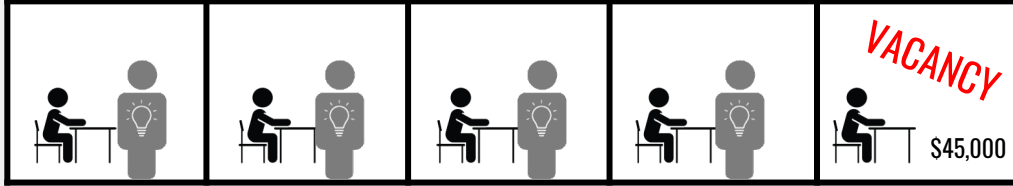
High level paraprofessional or teacher candidate  
who supports Team Reach Teachers and  
Multi-Classroom Leaders

# Opportunity Culture with Apprentices

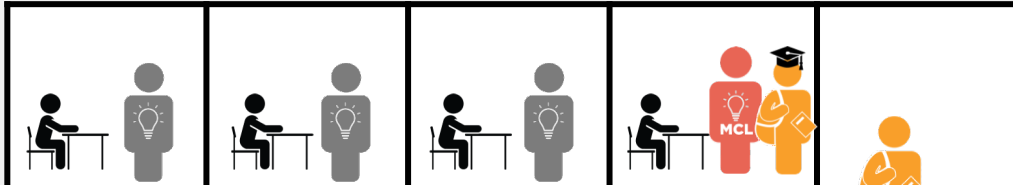
Grade 4



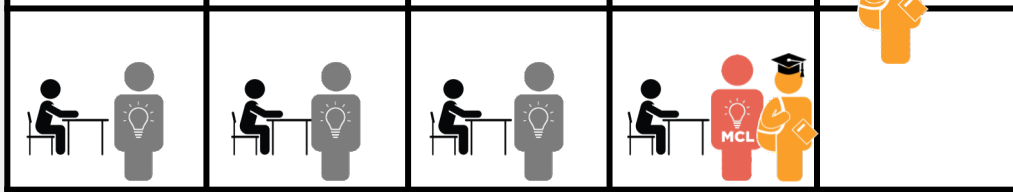
Grade 5



Grade 4  
MCL Team



Grade 5  
MCL Team



## Supplemental Staff

\$45,000

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

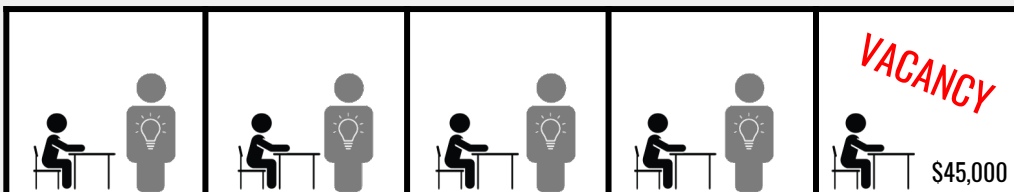
Apprentices: \$24k x 2

Reach Associate: \$24k

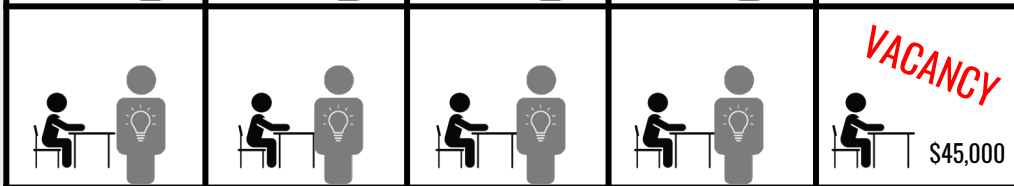
\$102k total

# Paying Team Teachers More

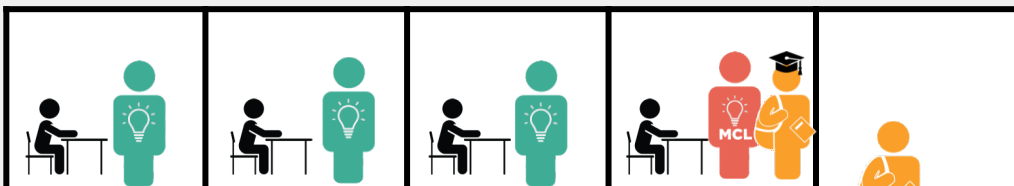
Grade 4



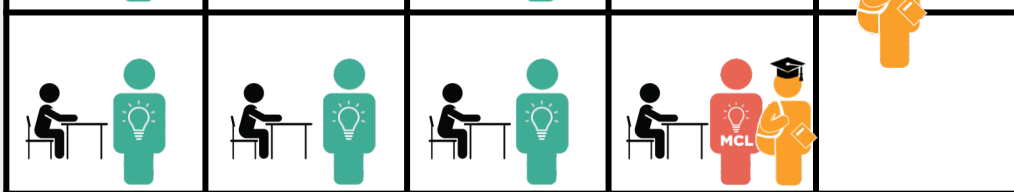
Grade 5



Grade 4  
MCL Team



Grade 5  
MCL Team



## Supplemental Staff

\$45,000

Reading  
Coach

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**

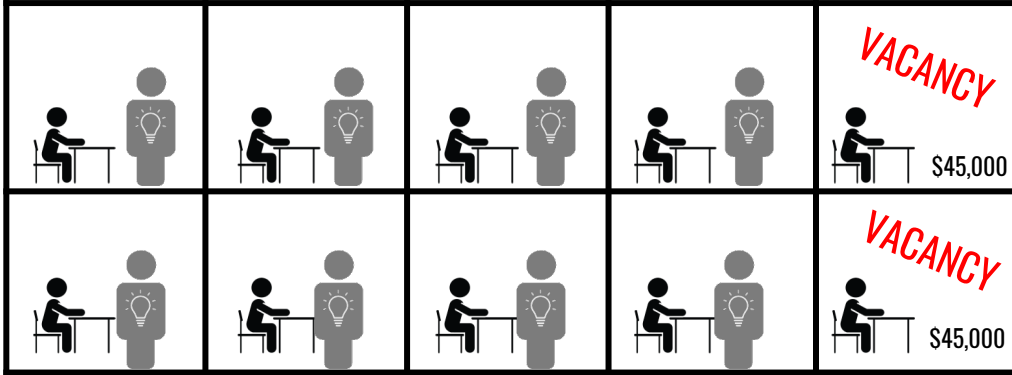
Apprentices: \$24k x 2

Reach Associate: \$24k

**\$120k total**

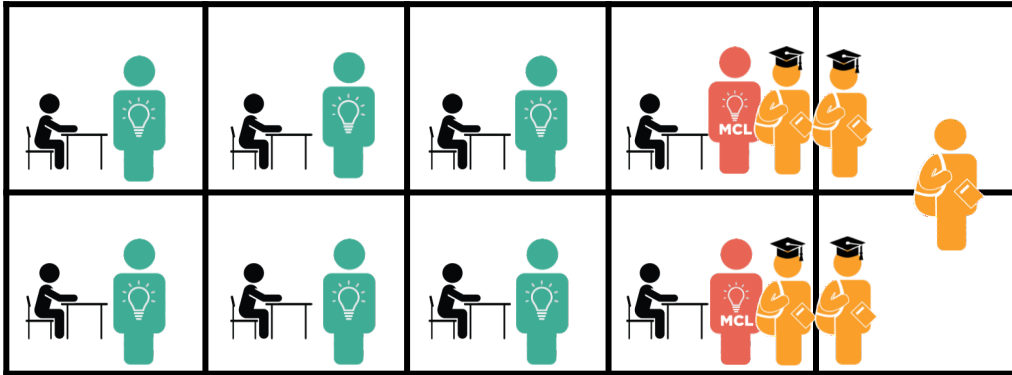
# Doubling Up Apprentices

Grade 4



Grade 5

Grade 4  
MCL Team



Grade 5  
MCL Team

## Supplemental Staff

\$45,000

Reading  
Coach

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

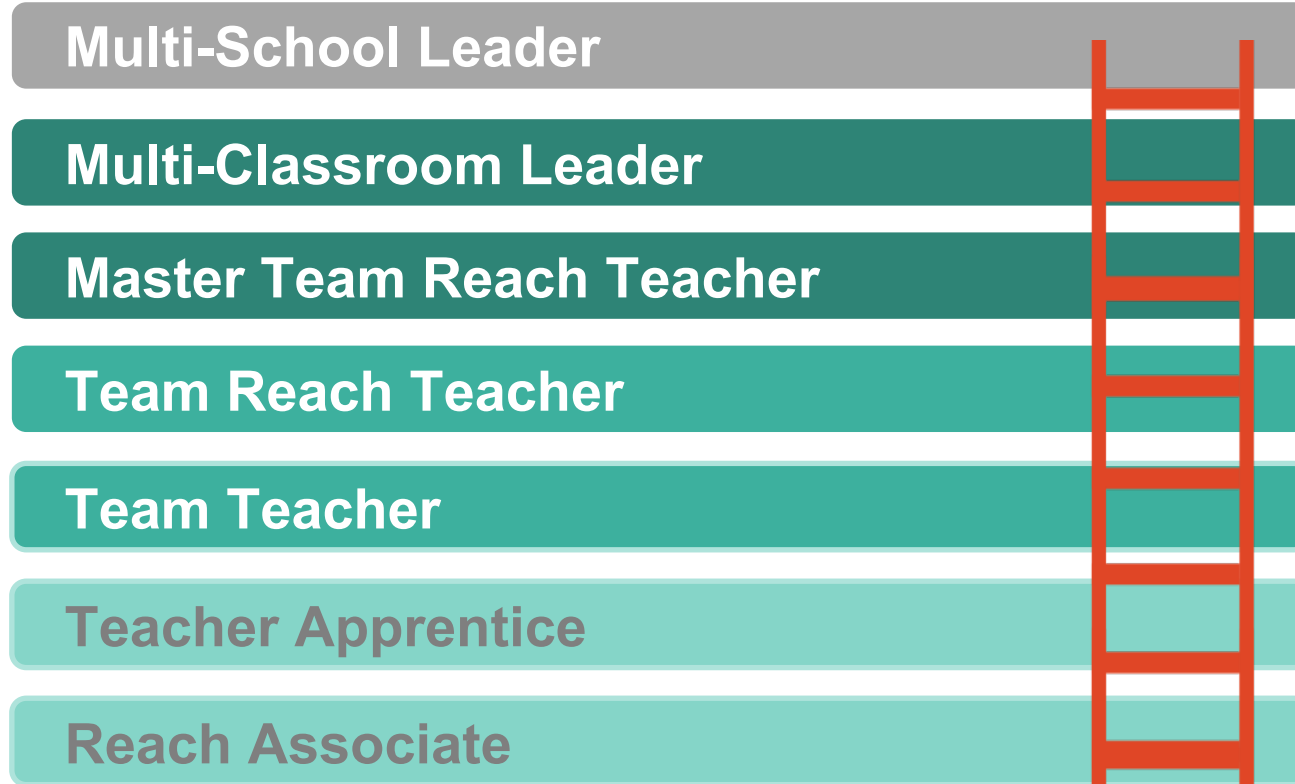
**Apprentices: \$12k x 2**

Reach Associate: \$24k

**\$120k total**



# Creating a Career Ladder



# 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