



Midland Independent School District

## Opportunity Culture FAQ

### 1. Which MISD campuses are Opportunity Culture schools?



### 2. Are MCLs eligible to serve as supervising teachers?

Yes, Multi-Classroom Leaders (MCLs) are eligible to serve as supervising teachers. This role is considered additional to their duties under the Opportunity Culture framework and comes with separate compensation. Both roles must be performed with fidelity, meeting all expected responsibilities and standards.

### 3. Are MCLs eligible to serve as mentors?

Yes, MCLs are eligible to serve as mentors. This role is considered additional to their duties under the Opportunity Culture framework and comes with separate compensation. Both roles must be performed with fidelity, meeting all expected responsibilities and standards.

**4. Are MCLs eligible to serve as department heads?**

Yes, MCLs are eligible to serve as department heads. This role is considered additional to their duties under the Opportunity Culture framework and comes with separate compensation. Both roles must be performed with fidelity, meeting all expected responsibilities and standards.

**5. Do your OC teaching roles serve an additional 5 days outside of their contract?**

Yes, Multi-Classroom Leaders (MCLs), Master Team Reach Teachers (MTRTs), and Team Reach Teachers (TRTs) serve an additional 5 days during the summer outside of their contract each year. Of these days, three are allocated for district-led professional development, while the remaining two days are dedicated to campus-based professional development as determined by the campus principal.

**6. Do returning OC roles need to complete summer professional learning?**

Yes, all MCLs, MTRTs, and TRTs will complete 3 days of district-led Opportunity Culture professional development in June.

**7. Do new OC roles need to complete orientation?**

Yes, all new MCLs, MTRTs, TRTs, Reach Associates (RAs), and Teacher Residents (TRs) will complete 3 days of district-led orientation in June.

**8. What if I cannot attend summer professional development or orientation in June?**

Any MCL, MTRT, TR, RA, or TR who is unable to attend professional learning **or** orientation in June will complete 3 days of orientation in July.

**9. How do I apply to be in an OC role?**

Click the links below for more information.

<a href="#">MCL</a>	<a href="#">MTRT</a>	<a href="#">TRT</a>	<a href="#">RA</a>
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**10. What is the difference between achievement data and growth data?**

Achievement and growth are two key metrics used to assess students' academic progress, but they represent different aspects of student performance.

Achievement refers to the level of proficiency or mastery that a student has reached in a particular subject or skill area at a specific point in time. It's a snapshot of what the student knows and can do at a given moment. In NWEA MAP, achievement scores are often

represented as Rasch Unit (RIT) scores, which are based on the difficulty level of the questions a student answers correctly. A RIT score is an estimation of a student's instructional level and also measures student progress or growth in school.

Growth measures the progress a student has made from one testing session to another. It shows how much a student's skills or knowledge have developed relative to their previous performance. Growth in NWEA MAP is often quantified using a metric called the RIT scale, which indicates the amount of academic growth a student has achieved between testing periods.

Achievement indicates a student's current level of proficiency, growth measures the improvement or progress made over time. Both metrics are valuable for understanding and assessing student learning and development. Additionally, standardized testing can also be reviewed for achievement purposes.

#### **11. What if I have questions or need clarification about Opportunity Culture?**

Please reach out to your Talent Development team at [talent@midlandisd.net](mailto:talent@midlandisd.net) with any questions.