

Opportunity Culture Staffing Design

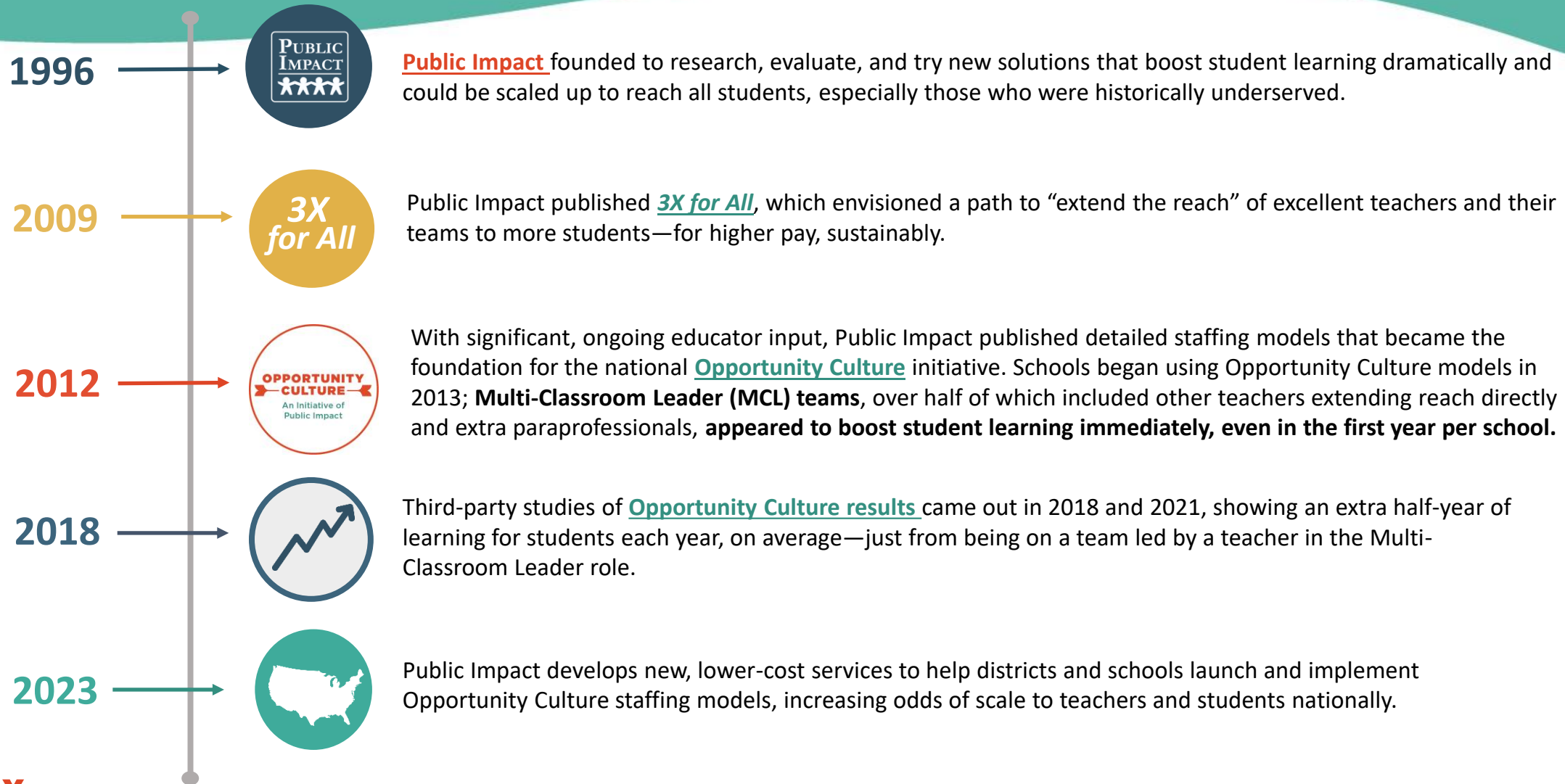
PA Needs Teachers Summit
November 13, 2023

About Public Impact

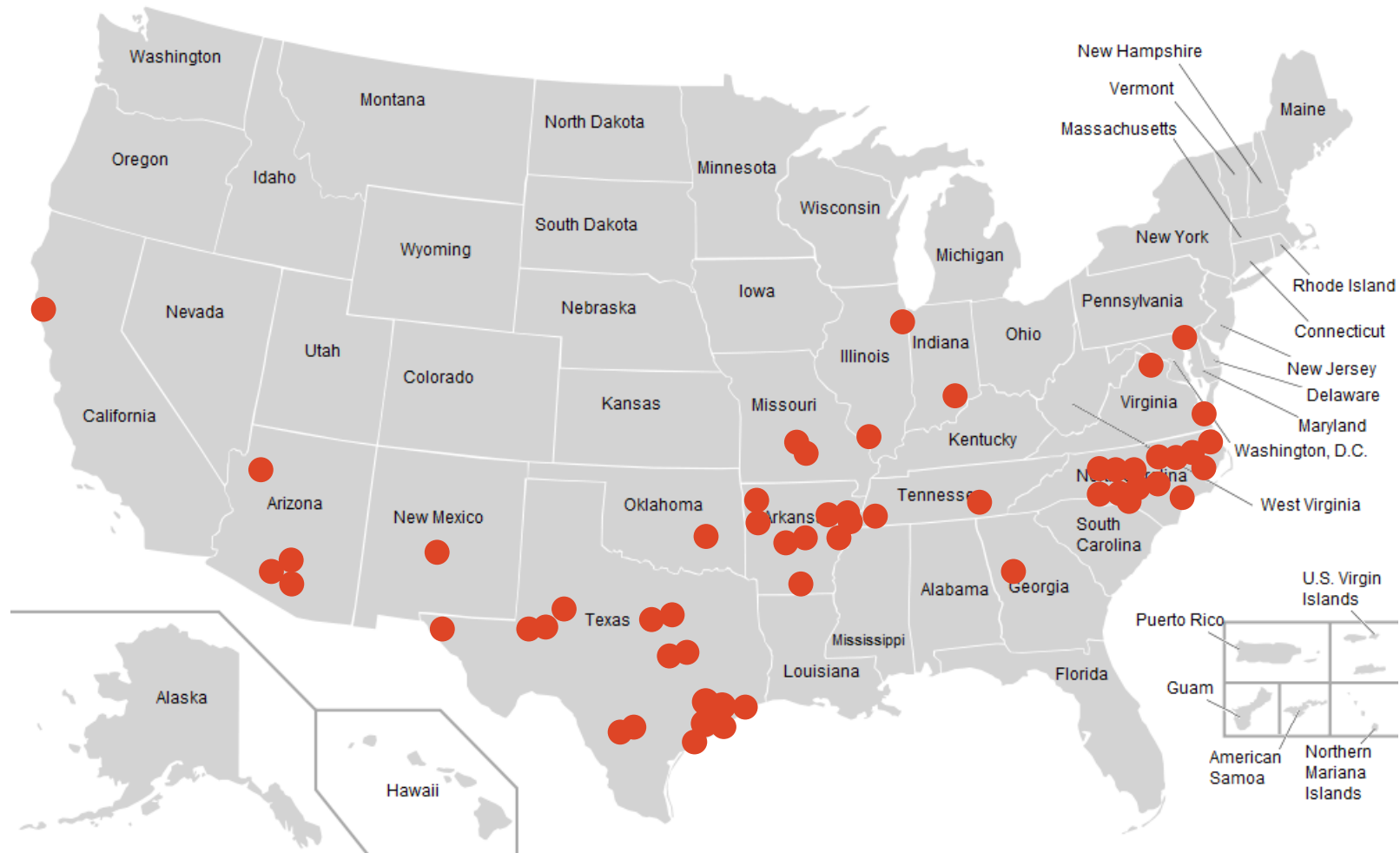


Public Impact's mission is to **dramatically** improve learning outcomes for all students, with a focus on low-income students, students of color, and other students **whose needs have historically not been well met.**

Opportunity Culture Initiative Timeline



A National Initiative



The Opportunity Culture Commitment

Reach *all students* with excellent teaching, consistently



Reach *all educators* with outstanding, paid career opportunities



...leading to dramatically higher learning growth.

3 Pillars of Opportunity Culture School Staffing

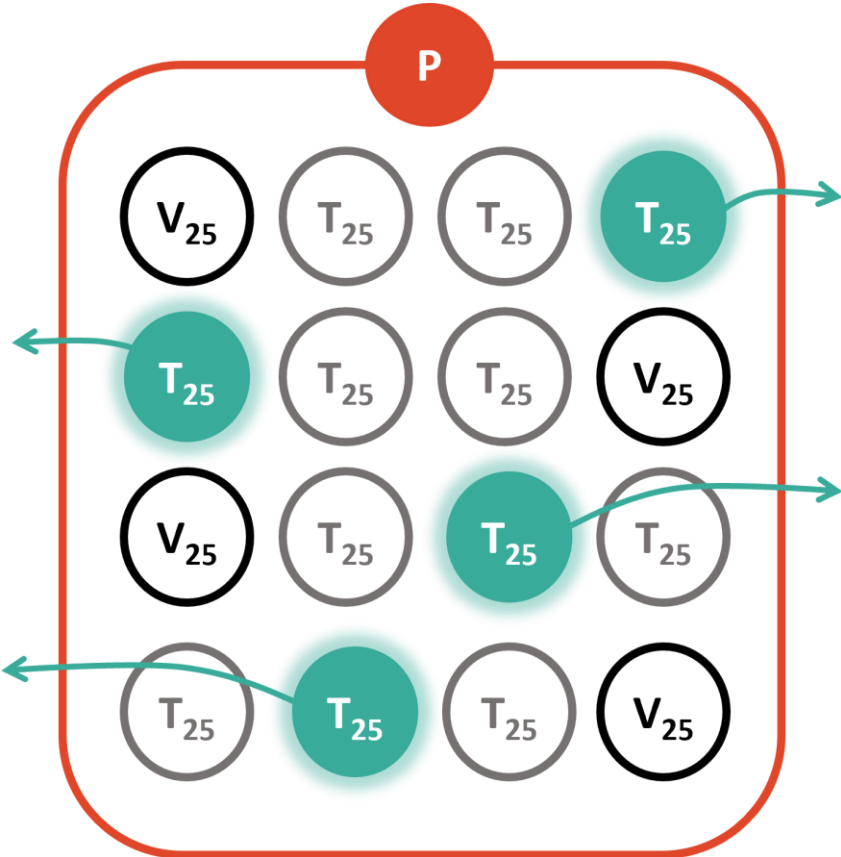


All adults are able to provide small-group tutoring more often on Opportunity Culture teams.

All teachers and paraprofessionals on a Multi-Classroom Leader team reach more students and earn more.

Excellent teachers lead small teams, earn much more, and continue to teach.

Challenges of 1-Teacher-1-Classroom Staffing



- Students don't have consistent access to gap-closing instruction.
- High-growth teachers reach no more students than other teachers.
- Teachers often work alone.
- Great teachers have little time to help peers excel.
- Students lose excellent teachers to jobs that pay more.
- Many new teachers sink when we need them to swim.
- Mounting teacher shortages.
- HR directors and principals work relentlessly to fill vacancies.

Key

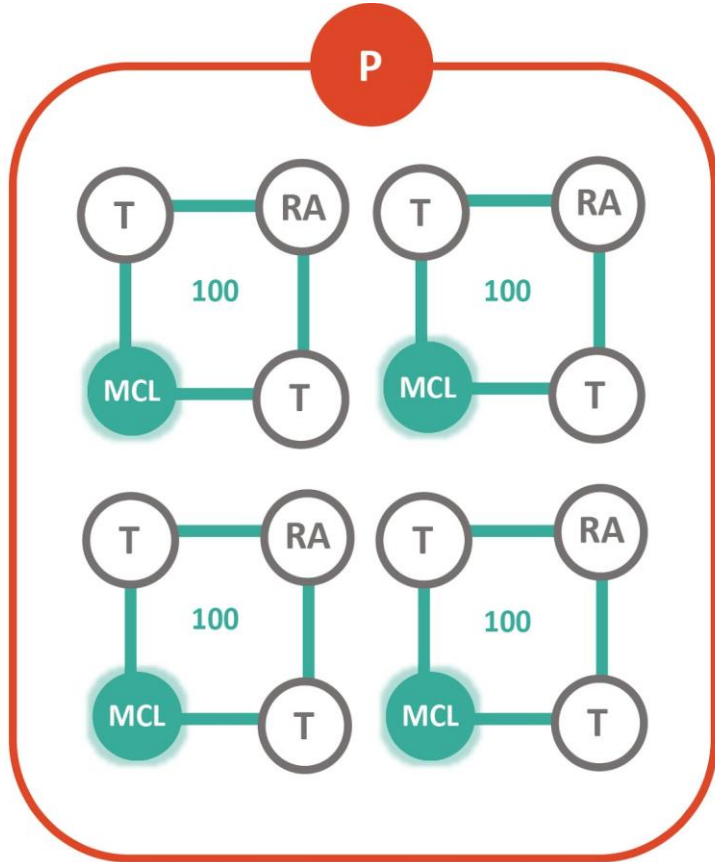
P = Principal

MCL = Multi-Classroom Leader

T = Team Teacher

RA = Reach Associate Parapro or Teacher Resident

Solutions in Opportunity Culture Staffing Design



- Students learn more with consistent access to excellent teaching.
- Excellent teachers lead small teaching teams, for higher pay.
- Schools attract and retain top teaching talent.
- Team teachers collaborate and learn on the job, every day.
- Satisfaction increases as teams earn more for reaching more students.
- Teacher candidates receive a full year of paid clinical training.
- Paraprofessional roles are designed to support instruction.
- Principals use distributed leadership to drive changes in instruction.

These solutions are achieved within existing budgets.

Key

P = Principal

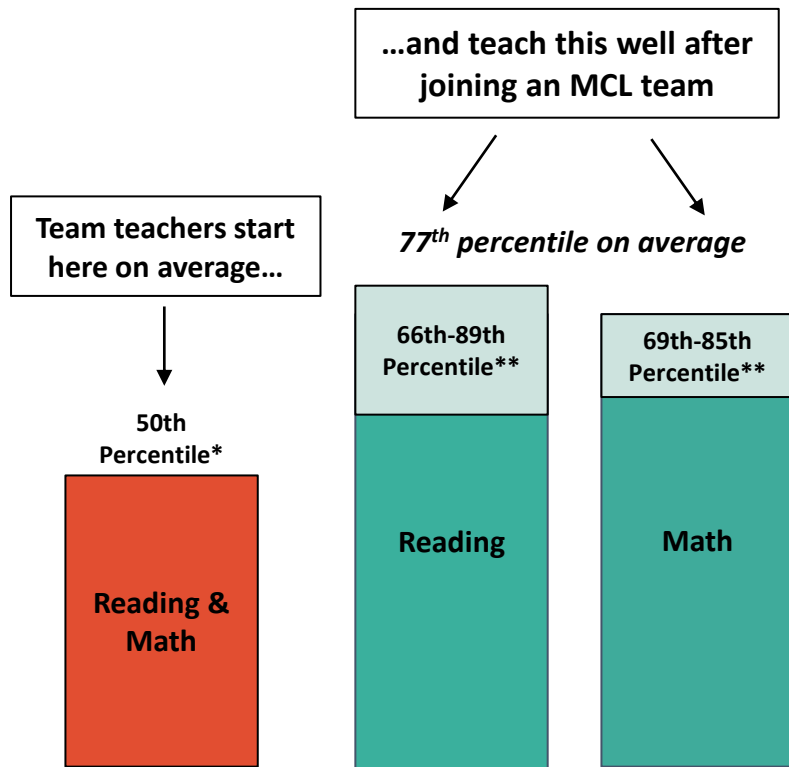
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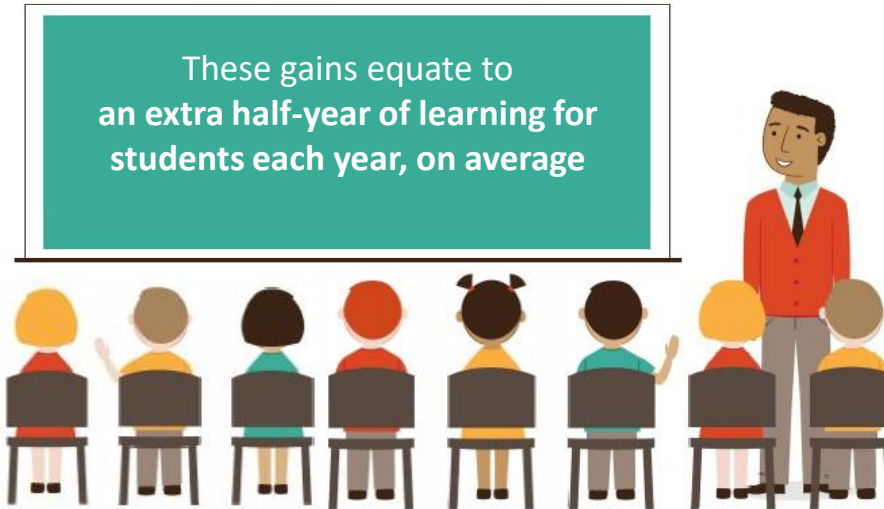
Strong Gains for MCL Teams

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.



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.

High Teacher Satisfaction

Annual Opportunity Culture Survey 2023

% Agree or Strongly Agree

MCLs

All OC Staff

97%

87%

I would like Opportunity Culture to **continue** in my school next year.

94%

95%

I agree that in OC teachers are held to **high professional standards** for delivering instruction.

97%

91%

I believe OC supports translate into **improved instructional practice**.

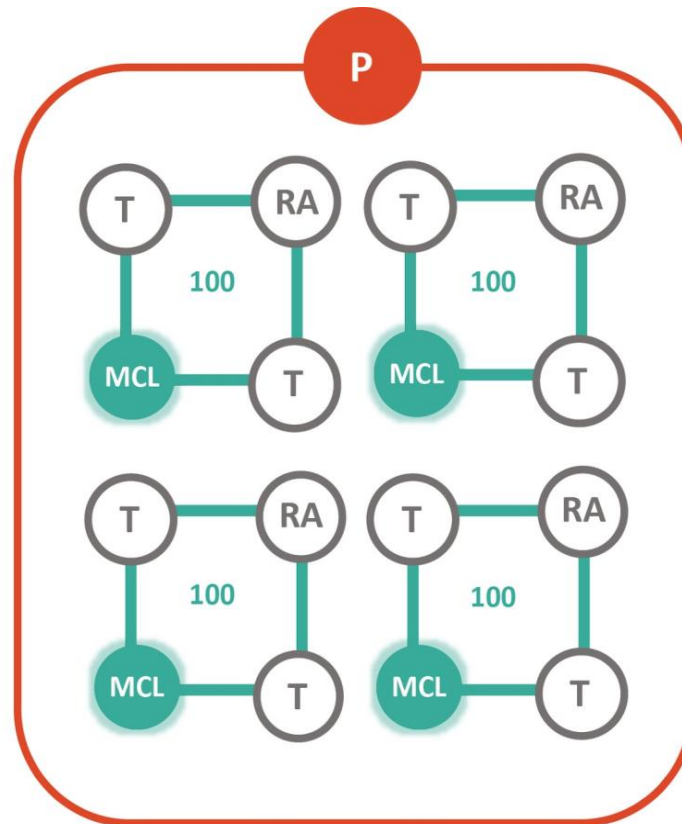
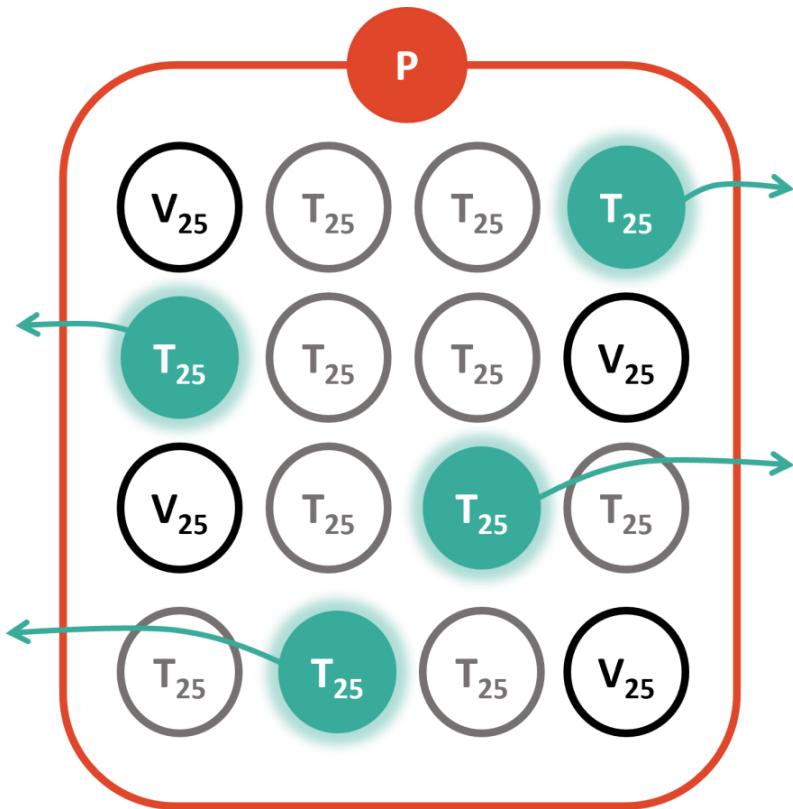
Transforming the Talent Pipeline



Opportunity Culture Staffing Design:

- Increases attractiveness of teaching per support and career ladder potential
- Better supports entrants with paid residencies on teaching teams
- Gives early-career teachers intensive support to succeed
- Gives experienced teachers support to shift practice, advance, and earn more
- “Team Reach” allows schools to avoid filling vacancies with unqualified staff
- Aspiring principals gain deep instructional leadership experience as MCLs

Getting from Here to There...



Job Descriptions
Stipend Levels
Selection Criteria & Process
Budget Allocations & Flexibility
Bell Schedules
Evaluation and Accountability
Prof. Learning & Support



Seeing the Difference to Communicate Why

Coaches and Facilitators

Professional Learning Communities (PLC)

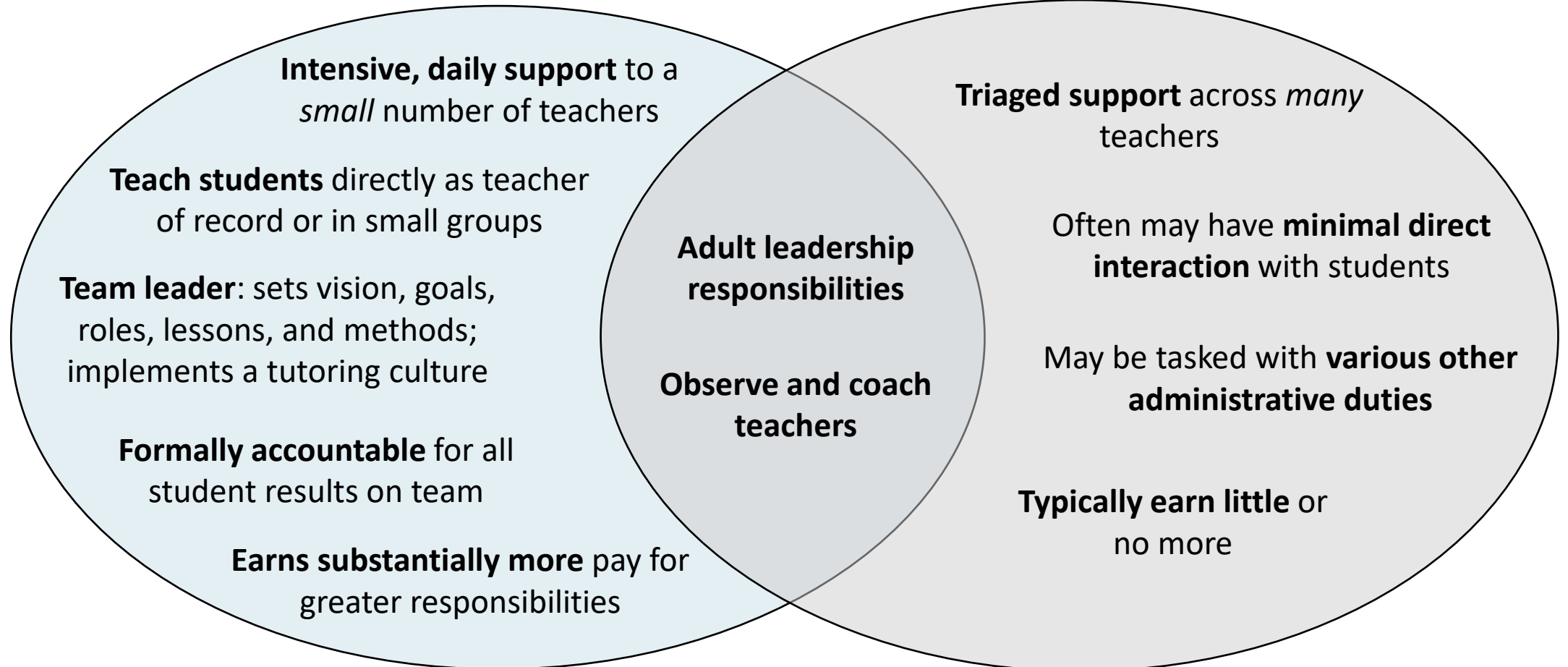
Teacher Leadership

Afterschool Tutoring

MCL Role Compared to a Typical Coach Role

Multi-Classroom Leader Role

Typical Coach/Facilitator Role



What is Needed

Vision and Goals – set an aspiration for better teaching and learning

Encouragement and Cover – give district leaders a moment to leverage

Support – technical assistance to get up and running, PD for roles

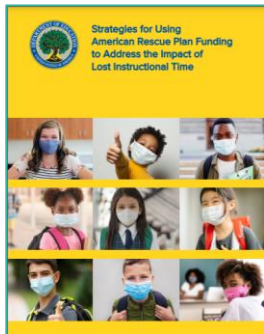
Visibility – highlight the movement and learn from successes and challenges

Let's Play This Out: 3 Scenarios

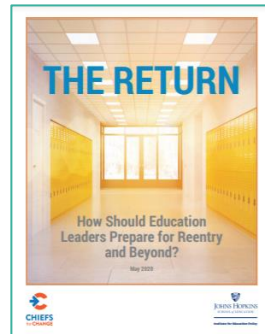
- ➔ **A report** touting Opportunity Culture staffing design as a strategy to consider
 - Relies on districts to opt in on their own

Lots of reports

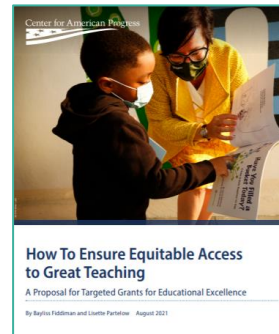
Numerous organizations have recommended Opportunity Culture as a response to Covid “unfinished learning” and related challenges, including:



[U.S. Department of Education](#)



[Chiefs for Change](#)



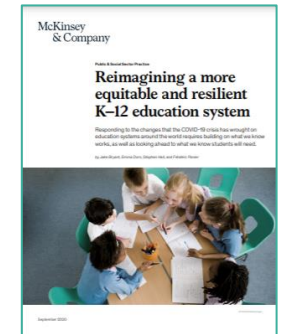
[Center for American Progress](#)



[FutureEd](#)



[CCSSO](#)



[McKinsey](#)

Let's Play This Out: 3 Scenarios

A report touting Opportunity Culture staffing design as a strategy to consider

- Relies on districts to opt in on their own

➔ **An invitation** to join a design cohort hosted by the state or a regional org

- Creates a moment to leverage, a decision point, and an easy opt-in

➔ **Statewide access to tools and resources** to design, launch, and implement

- State initiative elevates importance, creates structures to support

Opportunity Culture Design Process

District Design:

- Opportunity Culture Roles
- Stipends
- Financial Sustainability
- Behavioral Event Interview Training
- Selection and Recruitment
- Multi-Classroom Leader Evaluation and Accountability
- School Plan Approval

District Design Team

- Superintendent/Deputy
- Curriculum & Instruction
- HR/Talent
- Finance
- Accountability
- Communications

School Design:

- Building Staffing Plans
- Sustainability Strategies
- Building Schedules
- Selecting Strong-Fit Candidates
- Presentation of School Plans

School Design Team

- Principals
- School Counselor
- 2-4 Teachers

Co-Design Services

All co-design services use Public Impact's online platform, the School Excellence Portal

SELF-DRIVEN

Includes:

- **Step-by-step guidance and on-demand PD** to support your design process
- **Staffing design recommended** based on your context
- **Coaching package** for limited, live support

Best for districts that mainly need technical guidance.

Timeframe: Self-paced

FOCUSED

Consultants:

- **Engage ed community** in interviews, focus groups
- **Analyze context info** (staffing, pay, etc.)
- **Produce report with recs** and one revision cycle.
- **Provide 2 advisory sessions** to prep for implementation

Best for districts that need stakeholder engagement and technical guidance.

Timeframe: 3-6 months

INTENSIVE

Consultants:

- **Facilitate learning and design sessions:**
 - 5 for district leaders
 - 3 for school leaders
- **Analyze context info** (staffing, pay, etc.)
- **Check-in regularly** to provide design support and prep to implement

Best for districts that need stakeholder engagement, technical guidance, and support to manage change.

Timeframe: 6-10 months

Stay in Touch and Explore More

Follow the Opportunity Culture LinkedIn page for highlights and updates



Register for an Introductory PD Session on Nov 29th

UNLOCK
research-backed principles for excellent **student** results and excellent **educator** careers!

Certificates of completion available to submit for CEUs

REGISTER NOW
Unlocking the 5 Opportunity Culture Design Principles: Introduction to School Design with Results™

November 29, 1 – 3:30 pm ET

10 years extending the reach of excellent teaching

OPPORTUNITY CULTURE An Initiative of Public Impact

The graphic features a teal top half and a dark blue bottom half. It includes the word 'UNLOCK' in large white letters, followed by a subtitle in dark blue. Below that, it mentions 'Certificates of completion available to submit for CEUs'. A red 'REGISTER NOW' button is present, along with the event title 'Unlocking the 5 Opportunity Culture Design Principles: Introduction to School Design with Results™'. The date and time 'November 29, 1 – 3:30 pm ET' are listed. On the right, a large '10' is followed by the text 'years extending the reach of excellent teaching'. At the bottom right is the Opportunity Culture logo.

Thank You!

Stephanie Dean

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