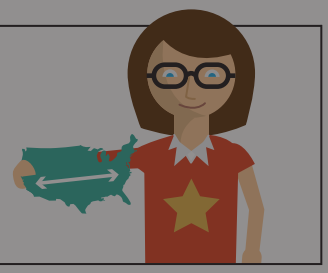
REDESIGNING SCHOOLS

TO REACH EVERY STUDENT WITH EXCELLENT TEACHERS

FINANCIAL PLANNING FOR TIME-TECHNOLOGY SWAP—ROTATION MODEL



SUMMARY

This brief shows how teachers in a Time-Technology swap school model may earn more, sustainably. In this model, schools use age-appropriate portions of digital learning (as little as about an hour daily per student) to free the time of excellent teachers to teach more students and potentially to collaborate with peers. By teaching more students, teachers may earn more from existing per-pupil funding. Calculations of savings and costs from this model show how schools could increase teacher pay up to 41%, *without increasing class sizes* get. Combining this model with other m f may produce even greater savings to fu

Note: This publication is no longer available.
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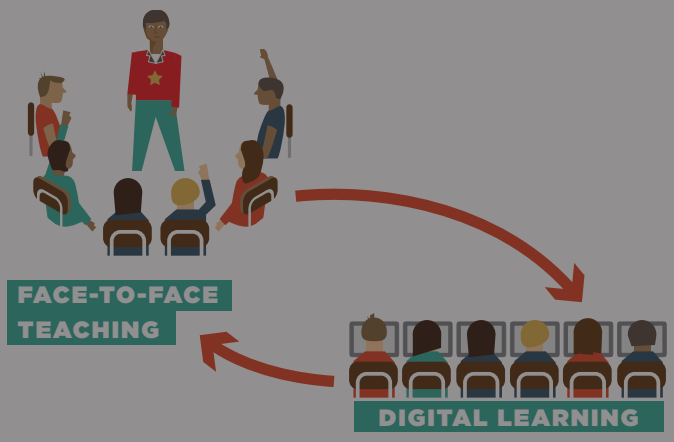
This brief summariz me of their students with a Time-Techno nal supervision. their teachers can si lent teaching, expand teachers' career opportunities, and sustainably fund higher pay and other priorities.

TIME-TECHNOLOGY SWAP

Students spend part of the day engaged in self-paced digital learning. Digital instruction replaces enough of top teachers' time that they can teach more students, using face-to-face teaching time for higher-order learning and personalized follow-up. Teachers can use part of their freed time for planning and collaboration.



The brief focuses on one variant of the Time-Technology Swaps called **Rotation**. In this model, students rotate on a fixed schedule between digital instruction and face-to-face learning with the teacher. Teachers can teach a larger number of students without

odels published by Public Impact that use job redesign and technology to extend the reach of excellent teachers to more students, for more pay, within budget. Most of these models create new roles and collaborative teams, enabling all teachers and staff to develop and contribute to excellence.

We call this an "Opportunity Culture." In an Opportunity Culture, all teachers have career opportunities dependent upon their excellence, leadership, and student impact. Advancement allows more pay and greater reach. Development toward excellence is possible for all staff, in every role.

When teachers reach more students, additional per-pupil funds become available to support those teachers' work. This additional funding, minus new costs, can be used for higher pay and other priorities, according to the values, needs, and priorities of each school.

In this brief, we summarize how Rotation can **generate savings that schools can use for higher pay and other priorities.** We show **scenarios** that illustrate the estimated savings possible under different approaches to this model, the estimated costs to support extended reach of excellent teachers, and the estimated range of pay increases for teachers.

Although we do not show examples here, this model can be combined with other reach models, such as Multi-Classroom Leadership and Elementary Subject Specialization. Schools can use combinations to increase reach as well as planning and collaboration time for teachers. In some cases, especially by combining reach