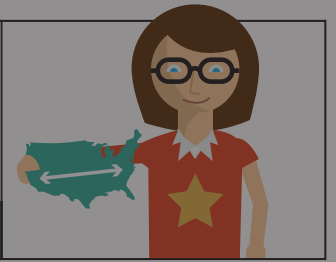


# CAREER PATHS THAT RESPECT TEACHERS

MORE PAY & TIME TO COLLABORATE, LEAD, REACH MORE STUDENTS

PART OF THE OPPORTUNITY CULTURE SERIES



NOTE: An updated version of this publication can be found here:  
[https://opportunityculture.org/wp-content/uploads/2018/06/Career\\_Paths\\_and\\_Pay\\_in\\_an\\_Opportunity\\_Culture\\_A\\_Practical\\_Guide-Public\\_Impact.pdf](https://opportunityculture.org/wp-content/uploads/2018/06/Career_Paths_and_Pay_in_an_Opportunity_Culture_A_Practical_Guide-Public_Impact.pdf)

If you are an excellent teacher, you have an excellent opportunity to lead and reach more students than you can achieve on your own. This is a chance to help a new generation of students. Whatever brought you to teaching, you have expanded student impact through your use of your time, collaboration, and leadership. And with good reason, the best teachers help students make well over a year of student growth—

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or about three times as much growth as the bottom 25 percent of teachers produce. This is essential to help students who start behind catch up, and to help students who are on track leap forward like their peers in the highest-achieving nations. With just “good growth,” students cannot catch up or leap ahead. With “great growth,” they can. Moreover, all students need the higher-order thinking skills that great teachers develop so well in their students. So, even if you did not become a teacher to pursue career advancement and higher pay, **your school needs you to stay enthusiastic about teaching, reach more students, and lead your peers.** How?

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## WORKING IN AN OPPORTUNITY CULTURE

**Imagine this:** Schools where all teachers have the chance to improve their craft and be rewarded for getting better. Imagine schools that let teachers focus on their strengths. Imagine schools where teachers who achieve excellence can multiply their impact by giving more students access to their teaching, and schools that offer leadership roles to excellent teachers while they continue to teach. Imagine schools where teachers have time during their work day to plan and collaborate in teams.

And imagine being part of a profession that attracts the best and the brightest to be your colleagues, one that has a reputation for developing and retaining top talent through all of these opportunities, plus salaries competitive with highly paid professions. Rather than being laden with conditions that sometimes make you wonder why you became a teacher, what if teaching were so full of opportunities and outstanding peers that you always felt truly proud to teach?

**We call this an Opportunity Culture,** because all teachers have career opportunities dependent upon their excellence, leadership, and student impact. Advancement allows more pay and greater reach. New school models make development toward excellence possible for all staff, in every role.

## MORE PAY, MORE IMPACT IN NEW CAREER PATHS

Today, most advancement opportunities in education *remove* teachers from direct responsibility for students, increase workloads, confer little real authority to lead peers, and either pay no more or provide temporary pay increases from grants. Most do not make the best use of great teachers’ valuable time.

With input from teachers and other experts, Public Impact has published numerous school models that redesign teachers’ jobs and, in some cases, use age- and child-appropriate technology to put excellent teachers in charge of more students’ learning, for more pay. **Multi-classroom leadership, elementary specialization teams, and blended-learning models** that extend teachers’ reach and save teachers time are some examples. Most of these models also create teaching teams and provide time during the school day for collaboration and professional development, so that great teachers can help good ones pursue excellence, too. You can learn about all the possibilities—and share your ideas—**here** (<http://opportunityculture.org/reach>).



A Teacher’s Impact =  
 Student Outcomes x  
 Number of Students Reached