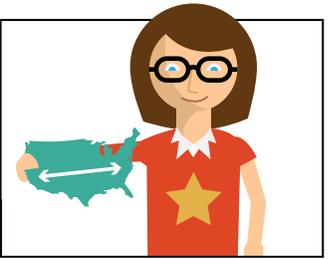


CAREER PATHS THAT RESPECT TEACHERS

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

PART OF THE OPPORTUNITY CULTURE SERIES



If you are an excellent teacher, or one who aspires to excellence, you probably did not choose teaching for its pay or career advancement opportunities. You teach because you revel in helping students learn and grow—academically, socially, and emotionally—so they can achieve success and joy. Perhaps you had inspiring teachers who set you on this path. Or perhaps you want to improve things for a new generation of students.

Whatever brought you here, more schools and districts are considering ways to provide you with paid opportunities for leadership and expanded student impact. If your school or district leaders already offer you sustainably funded career opportunities that make the best use of your time, congratulations! You are at the leading edge of a growing movement that reveres excellent teachers' time and talent.

And with good reason: Students need great teachers for better learning. Research continues to confirm that today's top 25 percent of teachers help students make well over a year of student growth—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?

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) (<http://opportunityculture.org/reach>).



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

These “reach” models return the respect that teachers deserve by paying excellent teachers—in some cases *all* teachers—more for reaching more students with excellence. Teachers can earn as much as 40 percent more, and teacher-leaders as much as 130 percent more.

By helping great teachers reach more students, while focusing their time on the *challenging teaching roles that personalize and inspire great learning*, schools can pay these teachers more within available budgets, rather than relying on temporary grants.

RESPECTING YOUR TIME

Paid advancement opportunities made possible by extended-reach models are critical in an Opportunity Culture. But so is teachers’ time. Your school can free even more of your time with new technologies that personalize learning by helping teachers keep track of student progress, group students for instruction, and determine next instructional steps. Team teaching lets teacher-leaders save their time for the hardest parts of instruction, while developing their teammates’ prowess. Schools can let all teachers delegate far more noninstructional tasks to paraprofessional teammates.

The reach models offer different possibilities for time use and role flexibility, and educators must tailor each model to fit the needs of the school, its students, and its teachers. **As teachers pursue and achieve excellence using reach models, they have more opportunities to use their time for greater impact, to:**

* Increase Leadership, Development, Collaboration, and Planning:

- To develop, set direction for, train, and evaluate other teachers and staff
- To develop materials and teaching guides that allow other teachers and staff to take on some of the excellent teachers’ duties while maintaining excellent student outcomes
- To collaborate with teammates
- To increase planning time for a greater student load

- To help school leaders determine the best **career paths** for developing teachers

* Increase Learning Time, Personalization, and Enrichment:

- To add instructional time to students’ days or school year without increasing teachers’ work hours
- To do more small-group and individual instruction
- To spend more time on enriched instruction and higher-order thinking skills

* Increase Influence Nationally:

- To create smart software designed to mimic an excellent teachers’ methods for ascertaining and responding to each student’s skill and knowledge
- To create digital recordings of themselves or peer teachers who are masters both of their subject’s content and of keeping students engaged and learning

And schools can use newly freed time to allow teachers to:

* Increase Job Flexibility

When teachers work in teams or extend their reach with help from technology and paraprofessionals, new work flexibility becomes possible:

- To work more flexible hours without reducing the number of students taught
- To teach part-time without reducing the number of students
- To teach while working from home
- To keep helping the same students despite moving midyear

Excellent teachers and ones working hard to achieve excellence are truly schools’ most important assets. If your school or district is designing new career paths, expect opportunities that pay you more for excellence and leadership, increase your impact on students and peers, free your time for collaboration and development, and provide these benefits sustainably, not temporarily. Get involved to ensure that your school makes the most of these changes.

Learn more about how new school models help great teachers expand their impact and good teachers develop their full potential at OpportunityCulture.org.

WATCH A VIDEO ABOUT SCHOOL MODELS THAT USE YOUR TIME WISELY



Share this Video with Other Teachers



<http://opportunityculture.org/multimedia/extending-the-reach-video-part-1/>

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