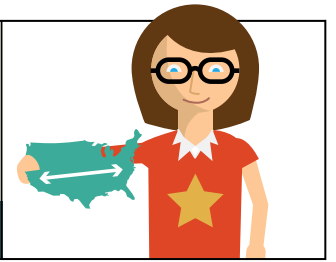


A NEW CIVIL RIGHT

REACHING ALL STUDENTS WITH EXCELLENT TEACHING

SCENARIO 1: URBAN, HIGH-POVERTY ELEMENTARY SCHOOL



Big-Picture Question: If you have an elementary school with 600 students, 24 teachers, and 8 teaching assistants in a building with 300 computers, how could you put excellent teachers in charge of each child's learning, at least in the four core subjects?

School's student population has the following characteristics:

- * The student population of 600 is 70% African-American, 25% Latino, and 5% Caucasian.
- * 80% of students receive free/reduced-price lunch. Few parents have college degrees.
- * 30% of students score "proficient" on state tests overall. Students start 1–2 years behind, on average.
- * The district is high-poverty, not just this school. Economic integration is not possible at this time.

School's teacher population has the following characteristics:

- * Grades K–1 have four teachers and two teaching assistants each; grades 2–5 have four teachers and one assistant each.
- * Six of the 24 teachers have consistently produced 1.5 years of student learning growth annually for at least two years out of the last three. In other words, in any given year, 25% of students have access to "excellent teachers" with whom students begin to close achievement gaps substantially.



Other facts about the school

- * The school has 100 Internet-connected desktop computers in two 50-desk labs.
- * The school has 200 Internet-connected laptops on carts that can be used in any part of the school.
- * All students have access to online learning programs in reading, math, science, and social studies.
- * The principal, a former star teacher, is in her second year. The assistant principal is brand-new.
- * The school also has a full-time literacy coach, a full-time math coach, a team of special education and English as a second language teachers, and "specials" teachers (PE, art, music, language).

Context

- * A new statewide evaluation system bases 50% of a teacher's evaluation on student outcomes.
- * The district's pay schedule rewards experience and degrees. Schools can apply for waivers to the schedule and to exchange teacher jobs for paraprofessionals, who earn half of average teacher pay.
- * The school has a budget for 24 full-time teachers, eight assistants, and other positions listed above.
- * Optional facts: The district has a union contract, and the union must approve any exemptions/waivers; OR this is not a contract district.

Grade Level	# of Students	# of Excellent Teachers	# of Teaching Assistants
K	100	1 of 4	2
1	100	1 of 4	2
2	100	0 of 4	1
3	100	2 of 4	1
4	100	1 of 4	1
5	100	1 of 4	1

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