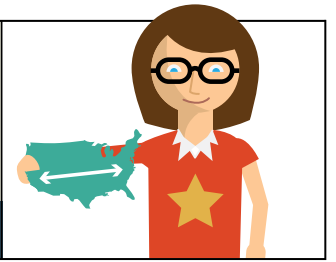


REDESIGNING SCHOOLS

TO REACH EVERY STUDENT WITH EXCELLENT TEACHERS

PAY INCREASES EXAMPLE FOR MULTI-CLASSROOM TEAMS



In the Multi-Classroom Leadership model, a teacher with leadership skills both teaches and leads a teaching team. In this example, the multi-classroom leader (MCL) leads a team of two teachers and a new paraprofessional “learning coach,” serving four teachers’ worth of students without class-size increases.

A	B	C	D
Team Leader (MCL)	Team Teacher	Team Teacher	Learning Coach
+50% Pay +\$25,000	+20% Pay +\$10,000	+20% Pay +\$10,000	

- * The MCL determines how students spend their time, and tailors teachers’ roles according to each teacher’s strengths. The MCL is accountable for the whole team’s results.
- * Pay increases for both the team teachers and the MCL are made possible by the cost differential between the learning coach and average teacher pay, and having instructional facilitators within a school move into team teacher or MCL roles.

- * Percentage increases are as a percentage of what the average pay was before these new models were used. Pay dollars shown assume \$50,000 average teacher pay before the new models.
- * The pay increases shown here are conservative, for schools with relatively low staffing.

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