REDESIGNING SCHOOLS
TO REACH EVERY STUDENT WITH EXCELLENT TEACHERS

SUMMARY OF TEACHER CAREER PATHS

These career paths match Public Impact’s school models that use job redesign and technology to extend the reach of excellent teachers to more students, for more pay, within budget. Most models create new roles and 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.

In reach-extended roles, excellent teachers take responsibility for more students or contribute intellectual and performance abilities to produce digitized instruction or instructional tools that other teachers or students may use.

In support roles, other teachers work with reach-extending teachers, contribute to excellence, and develop their teaching prowess.

Teachers most often will work in person in schools, but they also may teach from remote locations using interactive audio and video technology.

Teachers may move among paths during their careers, and some roles may be combined. Pay for a given level will vary across paths. Schools using these models also may continue to offer traditional teaching roles, for example to new teachers and to those not working in reach-extended classrooms.

For other teaching and paraprofessional roles and complete leadership career paths, see the detailed career paths at OpportunityCulture.org. And see school model summaries and detailed models and tools for more information.

NOTE: An updated version of this publication can be found here:

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