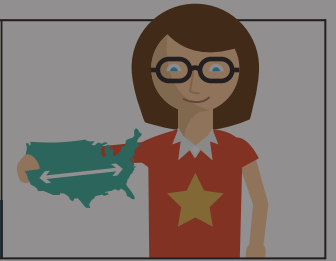


TEACHER PAY & CAREER ADVANCEMENT

A LEADER'S GUIDE TO SUSTAINABLY FUNDED EXCELLENCE

PART OF THE OPPORTUNITY CULTURE SERIES



OVERVIEW

As new evaluations are looking for opportunities we do this sustainably—school-day time that **students benefit**

This brief provides **higher pay to teachers**

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

approximately the top 25 percent produce well over a year of learning growth. Students who start behind must have that growth to catch up, and it helps all students leap ahead of their beginnings. Schools must expand the impact of these top teachers, and pay them more—and, in many cases, pay *all* teachers more for working in teams with great teachers.

How could it be possible to pay teachers more, but within available budgets? At first glance, the math might not seem to add up. But it can—with new school models that redesign jobs and use technology to extend the reach of excellent teachers and their teams to more students.

Using these models and reallocating funds, schools can **increase pay up to 40% for their top teachers and up to 130% for those excellent teachers who work as teacher-leaders, within available budgets**. Schools do not need to increase class sizes. Most models create **teams** that enable new and solid teachers to learn from outstanding peers and have the chance to excel and advance their careers, **while earning more and contributing to excellent student outcomes immediately**. They provide **school-day time for planning and collaboration**, and some models make part-time work, reduced hours, and flexible schedules possible. They may be especially important in recruiting and retaining teachers in hard-to-staff schools and subjects, such as STEM—where excellent teachers have other, higher-paid career and advancement options.

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, which can help attract and retain excellent teachers over time.¹ Development toward excellence is possible for all staff, in every role.

In this brief, we summarize:

- * **School models** for extending the reach of excellent teachers
- * **Career paths** that expand the impact and pay of teachers who demonstrate excellence and leadership
- * **The pay increase potential** for excellent teachers, and for all teachers pursuing excellence in teams
- * **The promise of an Opportunity Culture** in which excellence leads to more impact, pay, and job options.

Links to practical tools and more information are provided throughout the brief and at www.opportunityculture.org.

SCHOOL MODELS TO BUILD AN OPPORTUNITY CULTURE

As we show in Public Impact’s school models, excellent teachers can extend their reach through various roles by: *specializing* in their best subjects and difficult teaching roles; *swapping teaching time* for technology using digital instruction in age- and child-appropriate quantities; *leading other teachers* while co-teaching with them; or teaching *larger classes* (within reason, and by choice).

When the shortage of teachers is extreme, great teachers can work *remotely*, with help from on-site paraprofessionals who nurture the whole child. Remotely located teachers can use tools such as webcams, online whiteboards, and email to teach and connect with students who are down the hall or across the nation.

Combining models can help great teachers make the best use of time and talent—expanding their impact on students and peers, while saving some school-day time for planning, collaboration, and development.