

EXTENDING THE REACH OF EXCELLENT TEACHERS



HOW EVERY U.S. STUDENT CAN HAVE GREAT TEACHERS, EVERY YEAR.

The U.S. spends more per capita on K-12 education than almost every other country on Earth, yet achievement gaps persist and **we have fallen behind globally.**

We know why: only 25 percent of classes are taught by excellent teachers. Students in these classes can surge ahead. Too many of the rest don't make enough progress.



31st – U.S. GLOBAL MATH RANK*
*2009 PISA EXAM



ONLY 25% OF CLASSES HAVE EXCELLENT TEACHERS.

We can fix this, however, by reaching every student with excellent teachers, every year.

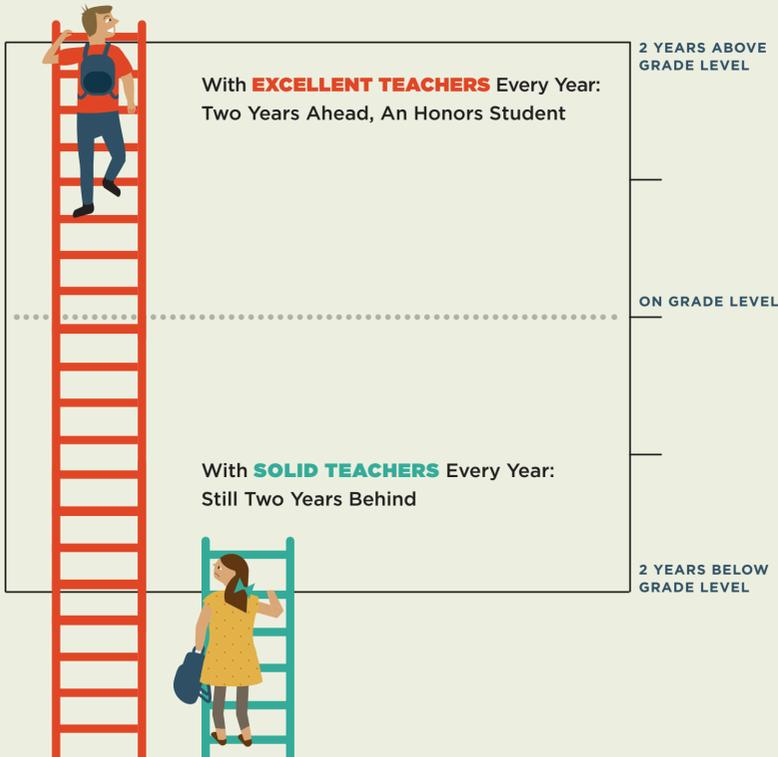
WHY EXCELLENCE MATTERS

TWO STUDENTS START OUT TWO YEARS BEHIND.

Where Are They After 8 Years?

An **EXCELLENT TEACHER** achieves an average of 1.5 years of student learning growth annually, helps students who start behind catch up to grade level, and propels middle and top performers.

A **GOOD OR SOLID TEACHER** achieves about a year's worth of progress with students each year, which maintains gaps and leaves students where they started compared to others.



Excellent teachers help students make approximately **THREE TIMES THE PROGRESS** of students who are assigned to teachers **IN THE BOTTOM 20-25 PERCENT.**



All students need excellent teachers. Yet an excellent teacher currently reaches no more students than a solid or ineffective teacher.

SEIZING OPPORTUNITY

Existing strategies will never fill our 3 million classrooms with excellent teachers.

EXISTING STRATEGIES

- Recruiting excellent teachers
- Developing existing teachers
- Dismissing ineffective teachers

Even if dramatically successful, these efforts alone will leave most classrooms without excellent teachers.

THE GOOD NEWS?

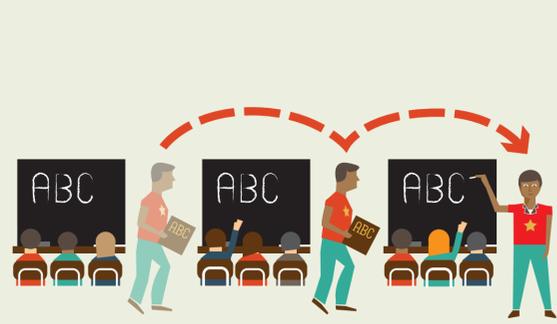
The **TOP 25 PERCENT OF U.S. TEACHERS** already achieve results that would enable all of our children to meet and exceed standards.



If we extend the reach of excellent teachers, we could reach all U.S. students and provide career opportunities to all teachers.

EXTENDING REACH

Excellent teachers can teach larger classes. But what else is possible? Here are a few of more than 20 school models that use job redesign and technology to put excellent teachers in charge of every student's learning, while catalyzing teamwork and professional development.



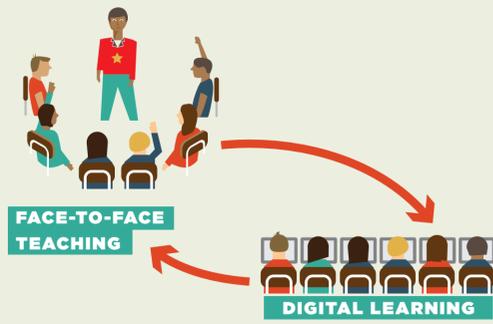
ELEMENTARY SPECIALIZATION

A school's best teachers teach one of two core subject pairs: math/science or language arts/social studies, while teammates take care of students the rest of the time and cover administrative work. This allows specialized teachers to instruct multiple classrooms of students and gain more time for planning and collaboration.



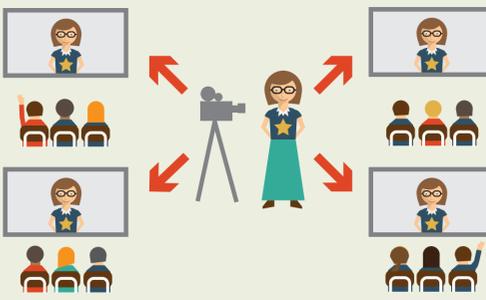
MULTI-CLASSROOM LEADERSHIP

Teachers with leadership skills both teach and lead teams or "pods" of other teachers in order to share strategies and best practices for classroom success. Responsible for achieving high growth for all classrooms in the pod, the teacher-leader determines how students spend time and tailors teachers' roles according to their strengths.



TIME-TECHNOLOGY SWAPS

Students spend part of the day engaged in self-paced digital learning. Digital instruction replaces enough of top teachers' time that they can teach more students, using face-to-face teaching time for higher-order learning and personalized follow-up. Teachers can use part of their freed time for planning and collaboration.



REMOTE TEACHING

Schools without enough excellent teachers can enlist accountable remote teachers down the street or across the nation. Remote teachers use technology to provide live, but not in-person, instruction, while on-site teammates manage administrative duties and develop the whole child.

EXCELLENCE WITHIN BUDGET

Extending the reach of America's best teachers creates an "Opportunity Culture" in which teachers and students excel, all within a financially sustainable model.



Excellent teachers reach more children, freeing per-pupil funds.



Teachers have opportunities for career advancement, development, and higher pay.



Schools retain and recruit more excellent teachers. All teachers learn and contribute to excellence in new roles. Schools dismiss ineffective teachers.



In an Opportunity Culture, all teachers have career opportunities dependent upon their excellence, leadership, and student impact. Advancement allows more pay and greater reach. Most important, students have a greater chance to succeed: an Opportunity Culture for all.

LEARN MORE AND SHARE YOUR IDEAS AT **OPPORTUNITYCULTURE.ORG**