

# Opportunity Culture:

## Reach More, Achieve More, Earn More

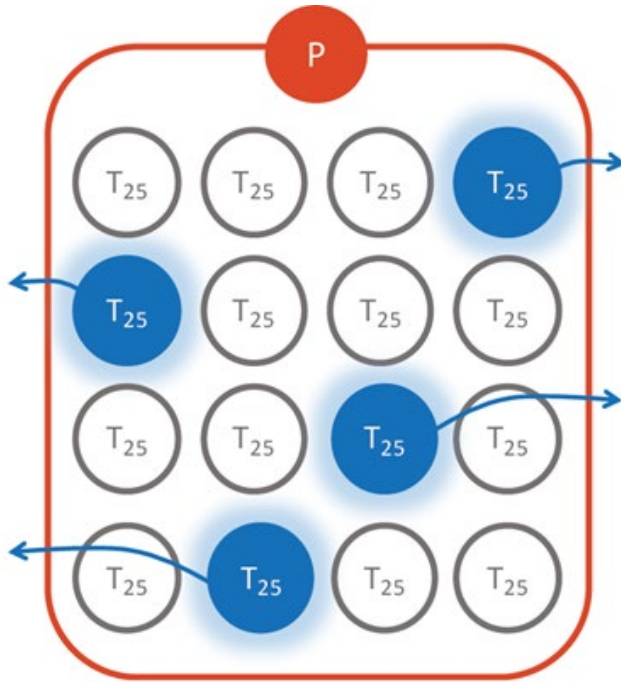
### in Edgecombe County Public Schools



# ECPS Vision

All ECPS scholars will graduate prepared to design their futures, navigate change, and make the world a better place.

# Common Challenges

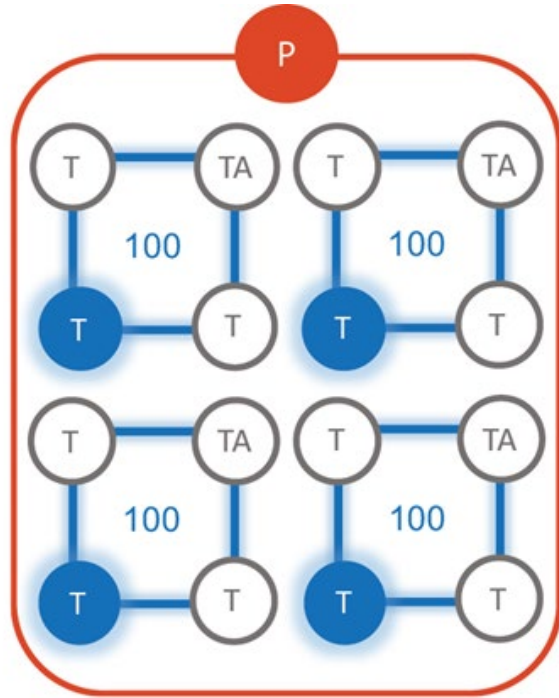


*Too many of the best teachers leave teaching to advance their careers.*

- Excellent teachers have no greater reach than others.
- Students are losing excellent teachers to district jobs and other careers that pay more.
- Teachers work alone and don't have the support they need.
- Principals feel overwhelmed.



# Solutions



*Great teachers can lead teams, support colleagues, and reach all students*

- Students gain consistent access to excellent teaching.
- Great teachers advance, lead from the classroom and earn more.
- Teachers get the daily support they need to improve.
- Principals drive change through distributed leadership.



# Opportunity Culture Principles



- Reach **more students** with excellent teachers and their teams
- Pay **teachers more** for extending their reach
- Fund pay within **regular budgets**
- Provide **protected in-school time** for planning, collaboration, and development
- Match **authority and accountability** to each person's responsibilities

# Opportunity Culture Roles

Role	Description	Current Status
<p><b>Multi-Classroom Leader (MCL)</b></p> <p><b>MCL I: + \$6000</b> <b>MCL II: + \$9000</b></p>	<p>Teachers with leadership skills both teach and lead teams of teachers &amp; paraprofessionals. MCLs are accountable for the growth of all students on their team. “Whatever it takes” approach to growing students and teachers - coaching, co-teaching, modeling, etc.</p>	<p><b><u>12 MCLs</u></b> K-5 MTSS, ELA &amp; Math 6-8 Math 8-9 School of Innovation 9-12 Math &amp; Science</p>
<p><b>Expanded Impact Teacher (EIT)</b></p> <p><b>EIT I: + \$4000</b> <b>EIT II: + \$6000</b></p>	<p>Teachers with excellent instructional skills and a proven track record of success get paid more for teaching 33% - 65% more students, and/or for taking on significant additional responsibilities.</p>	<p><b><u>3 EITs</u></b> 6-8 Math &amp; Science 9-12 Science</p>
<p><b>Reach Associate (RA)</b></p> <p><b>+ \$1000</b></p>	<p>Higher level paraprofessionals responsible for supporting students and teachers.</p>	<p><b><u>6 RAs</u></b> Elementary, Middle, and High</p>

# Sample Plan: Elementary



**MCL II  
PK-2 ELA**

**MCL II  
K-3 Math**

**MCL II  
3-5 ELA/Sci**

Gen Ed  
Teacher

Gen Ed  
Teacher

Gen Ed  
Teacher

Gen Ed  
Teacher

Gen Ed  
Teacher

Gen Ed  
Teacher

Gen Ed  
Teacher

Gen Ed  
Teacher

Gen Ed  
Teacher

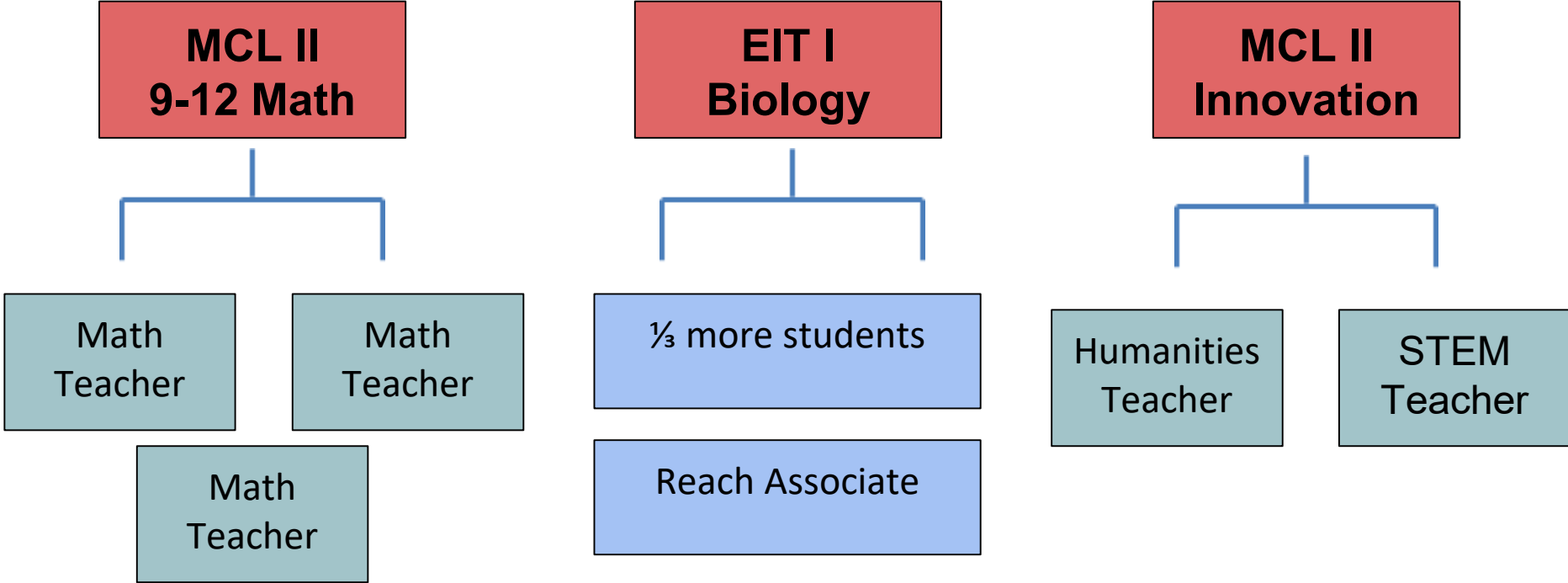
Gen Ed  
Teacher

Gen Ed  
Teacher

Gen Ed  
Teacher



# Sample Plan: Secondary





<h2>Successes</h2>	<h2>Challenges</h2>
<ul style="list-style-type: none"><li>● Student growth</li><li>● Teacher retention</li><li>● Fewer vacancies at the beginning of year</li><li>● Principal satisfaction</li><li>● Transformation in school culture</li><li>● Catalyst for innovation</li></ul>	<ul style="list-style-type: none"><li>● Recruitment</li><li>● Funding, particularly for non-Title I schools</li><li>● Applying Opportunity Culture to EC / CTE</li></ul>

# Funding Sources & Tradeoffs

## Funding Sources

- Trading in 01 Allotments (vacancy, decreased enrollment, etc.)
- Title I Allocation
- *Consulting with Public Impact funded by Advanced Roles grant*

## Tradeoffs (these do not apply in all cases)

- Slightly larger class sizes
- Less Teacher Assistant support
- Some content areas do not receive intensive support during build-out

# Scaling & Flexibility

## Tracking to be the 1st “All OC” district in the country

- Year 1 (17-18): 3 Schools
- Year 2 (18-19): 5 Schools
- Year 3 (19-20): 5 Schools



## What would it take to “reach” 80-100% of ECPS students with OC?

- Funding flexibility (i.e. Restart funding)
- Discretionary funding for salary differentials, particularly for non-Title I schools
- Continued class size waivers
- Continued access to high-quality PD for OC teachers (Emerging Leaders)

Q & A



Edgecombe  
County Public Schools  
FOCUSED. CONNECTED. READY.