

# Beyond Classroom Walls

## Developing Innovative Work Roles for Teachers

Overview of report prepared for the Center for American Progress , May 2011

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**PUBLIC IMPACT**



# Background

The only option for many teachers to advance or serve more students is to leave the classroom and become an administrator

How can districts provide more flexible work roles and advancement opportunities for great teachers?

- An increasing number enable teachers to combine classroom teaching with other roles or responsibilities
- Only a handful involve innovative roles designed to:

**Add value for students**

**Entice more great teachers to enter and stay**

**Pay for themselves**

# Methodology

Searched for districts, schools or programs that:

- Develop new roles that enable teachers to expand their impact beyond the classroom and/or reach more students
- Use a quality screen to identify teachers to participate in the program
- Focus on at-risk students and/or hard-to-staff schools
- Achieve promising results with students and teachers

To learn:

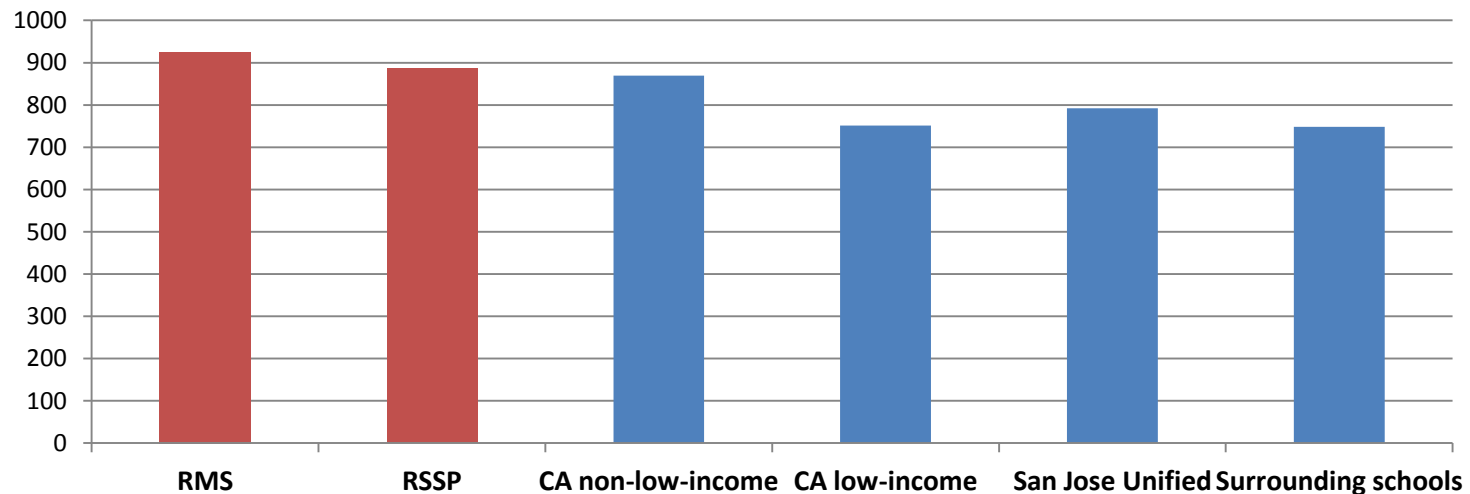
- How are the programs structured?
- What have been their successes and limitations?
- What lessons have district or school leaders learned in their design and implementation?
- What policies and other conditions need to be in place for other states, districts and schools to pursue similar innovations?

# Case Profiles: Rocketship Education

Network of 3 public charter schools in San Jose, California

In 2010-11, served 1,200 students, over three-quarters of whom qualify for free or reduced-price meals and are learning English as a second language

All are among the highest performing California schools:



# Teacher Roles in Rocketship Schools

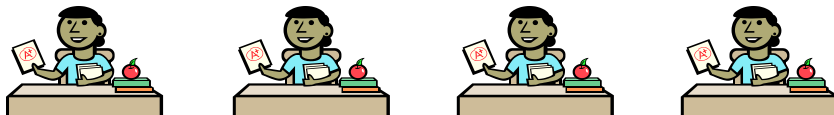
Innovative schedule for increased collaboration

Systems to offload rote tasks

Reduced recruiting needs

Financial efficiency

## Traditional elementary school model



All subjects

All subjects

All subjects

All subjects

Classroom  
of 25  
students

Classroom  
of 25  
students

Classroom  
of 25  
students

Classroom  
of 25  
students

## Rocketship schools model



English/Social Studies

Math/science

English/Social Studies

Classroom  
of 25  
students

Classroom  
of 25  
students

Classroom  
of 25  
students

Classroom  
of 25  
students

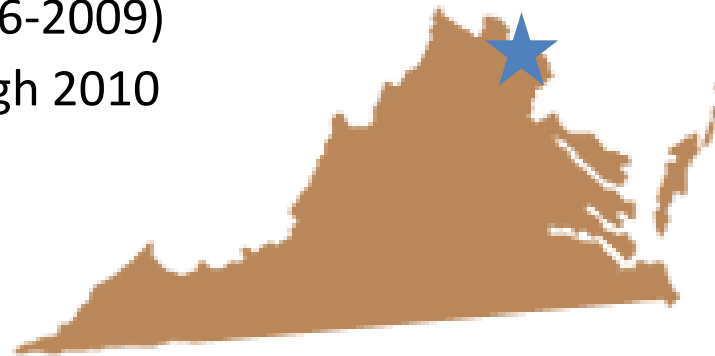
# Case Profiles: Fairfax County PS

Eleventh-largest school system in the country

In 2010-2011, nearly 200 schools served over 175,000 students – approximately 22 percent of whom were from low-income backgrounds

Developed the Teacher Leadership Development grant program to spur development of innovative work roles for teachers

- 24 schools, engaging nearly 600 teachers
- \$6.6 million over 3 years (2006-2009)
- Extension for 9 schools through 2010



# Teacher Roles in Fairfax County

The TLD program spurred staffing innovations designed to...

Leverage teachers' individual strengths

Evaluate and refine curriculum and instruction

Facilitate greater collaboration among teachers

Enhance parental involvement

# Design Lessons

Extending teachers' reach beyond classroom boundaries

Designing roles to meet students' and teachers' needs

Ensuring financial sustainability

# Lessons for Systems & Policy

Class size mandates

Certification requirements

Collective bargaining provisions

# PUBLIC IMPACT



This presentation is based on the report,  
*Beyond Classroom Walls: Developing Innovative Work Roles for Teachers*

By Julie Kowal and Dana Brinson, Public Impact  
(Washington, DC: Center for American Progress, 2011).

Available: [http://www.americanprogress.org/issues/2011/04/pdf/staffing\\_models.pdf](http://www.americanprogress.org/issues/2011/04/pdf/staffing_models.pdf)

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