

OPPORTUNITY CULTURE

An Initiative of Public Impact

Problem Overview

The Teacher Vacancy Grant Pilot Program provides a significant opportunity for Local Education Agencies (LEAs) to address their current staffing challenges while strengthening their long-term teacher pipeline. LEAs can use the available funds to create high-retention pathways to address staffing challenges at the district level or develop equitable access strategies aimed at specific district schools.

Opportunity Culture staffing design is an evidence-based strategy that addresses many obstacles that impede recruitment and retention of teaching talent. These staffing designs create career advancement opportunities for active teachers; intensive job-embedded professional learning and weekly coaching and feedback cycles; distributed leadership models; a solution to persistent teacher vacancies; and the potential for all students to receive tutoring within the school day, *all within recurring school budgets*. The hallmark of Opportunity Culture staffing design is the Multi-Classroom Leader role. There is a shared responsibility for student learning across teams of teachers and paraprofessionals or full-year teacher residents.

Strategy Summary

All schools can benefit from Opportunity Culture staffing design, but schools with the following characteristics will receive the most benefits in the quickest fashion by scaling Multi-Classroom Leader teams:

- Schools facing persistent shortages
- Schools with high proportions of new teachers
- Schools with flatlined results despite having a variety of change strategies in play
- Schools that need to implement new curriculum or instructional shifts

Opportunity Culture Outcomes	Ongoing Expenses Frequently Incurred to Achieve this Outcome
1.5 years of learning for students annually, on average.	<ul style="list-style-type: none">• Data tools to identify learner needs• Instructional technology to boost learning gains
91% of teachers receive support that translates into improvements in instructional practice; 84% of teachers report positive impact on staff collaboration.	<ul style="list-style-type: none">• Additional instructional coaches• Professional development workshops
Reduction in teaching vacancies and reliance on permanent substitutes.	<ul style="list-style-type: none">• Signing bonuses• Ad campaigns
Increased availability of small group tutoring within the school day.	<ul style="list-style-type: none">• Virtual or in-person tutors

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Opportunity Culture Staffing Design

Public Impact is the consulting firm that launched the Opportunity Culture initiative in 2013 and has been helping districts and schools establish and successfully implement its staffing design strategy ever since. Public Impact and a district go through a planning period before individuals are hired into Opportunity Culture roles. They then participate in a three-day summer training program to prepare to implement the staffing design strategy.

A webinar will be scheduled with interested schools to learn more about Opportunity Culture staffing design and the support Public Impact offers. Should there be sufficient interest in Opportunity Culture staffing design, ISBE will coordinate with districts to establish the cohort and Public Impact will launch support activities.