

# Opportunity Culture® Initiative

## Unique, Effective School Design

New Mexico's Legislative Education Study Committee  
Presented by Stephanie Dean, SVP Opportunity Culture Policy and Outreach  
June 27, 2024

# The Opportunity Culture Commitment

Reach *all students* with excellent teaching, consistently

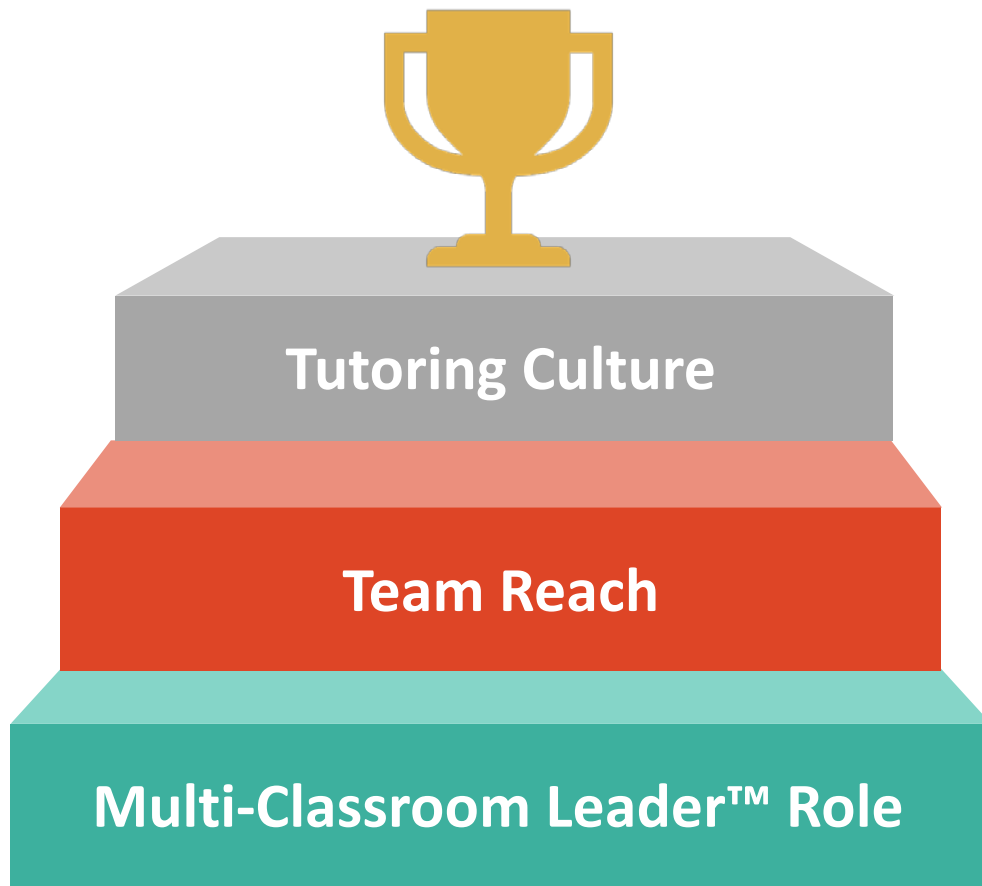


Reach *all educators* with outstanding, paid career opportunities



**...leading to dramatically higher learning growth.**

# 3 Key Components



All adults are able to provide small-group tutoring more often on Opportunity Culture teams.

All teachers and paraprofessionals on a Multi-Classroom Leader team reach more students and earn more.

Excellent teachers lead small teams, earn much more, and continue to teach.

# Before & After Opportunity Culture Staffing Design

**Key:**

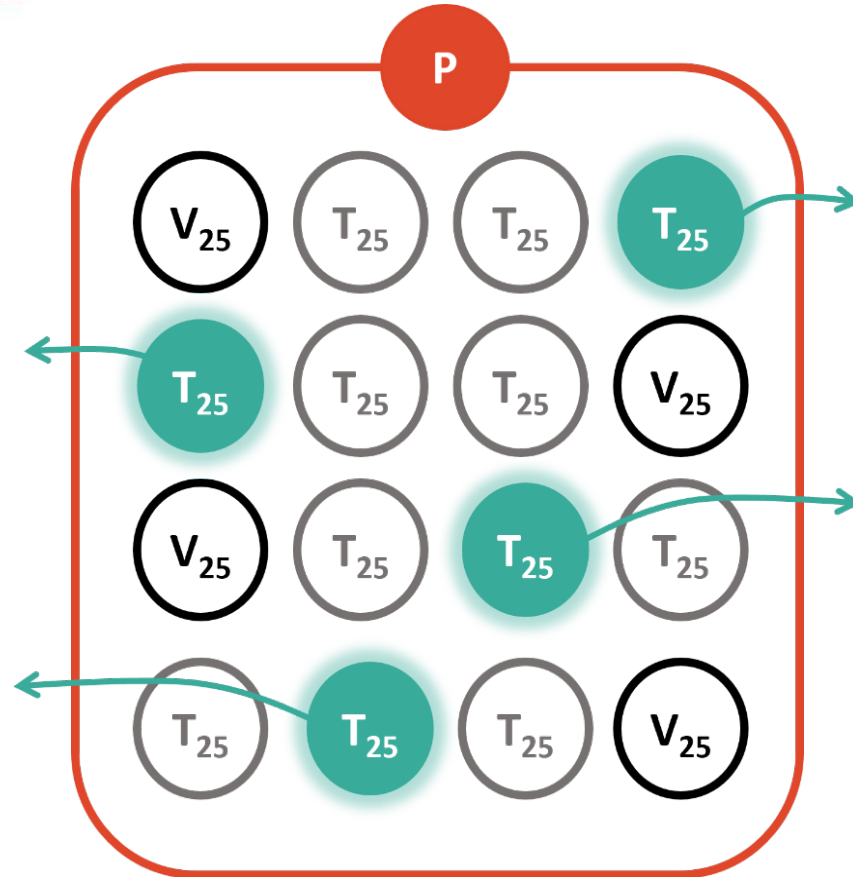
P = Principal

T = Excellent Teacher

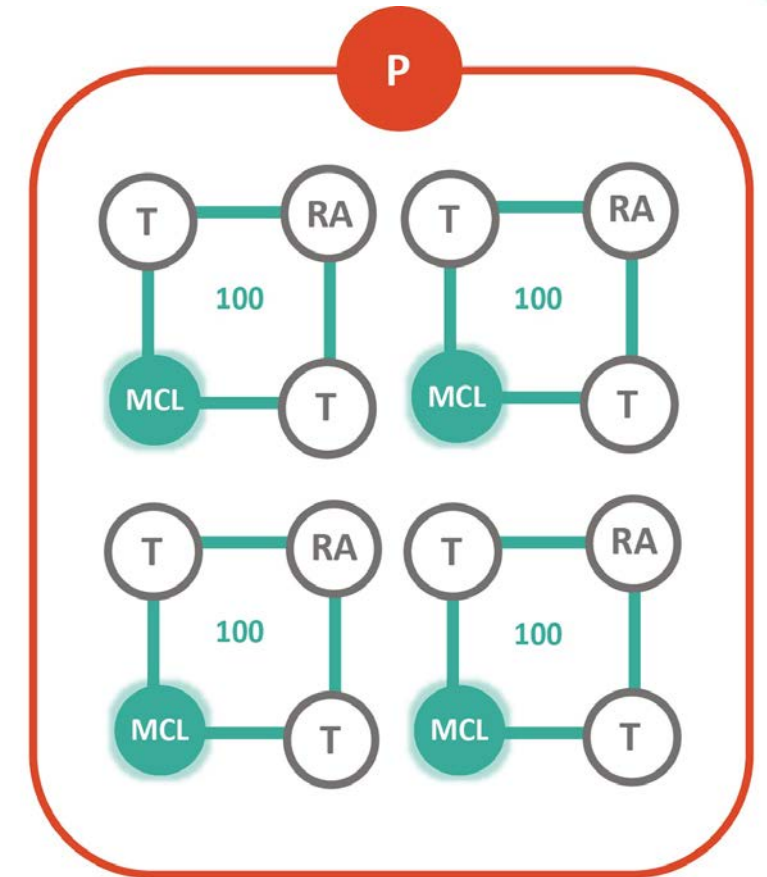
T = Teacher

V = Vacancy

RA = Reach Associate Parapro. or Teacher Resident

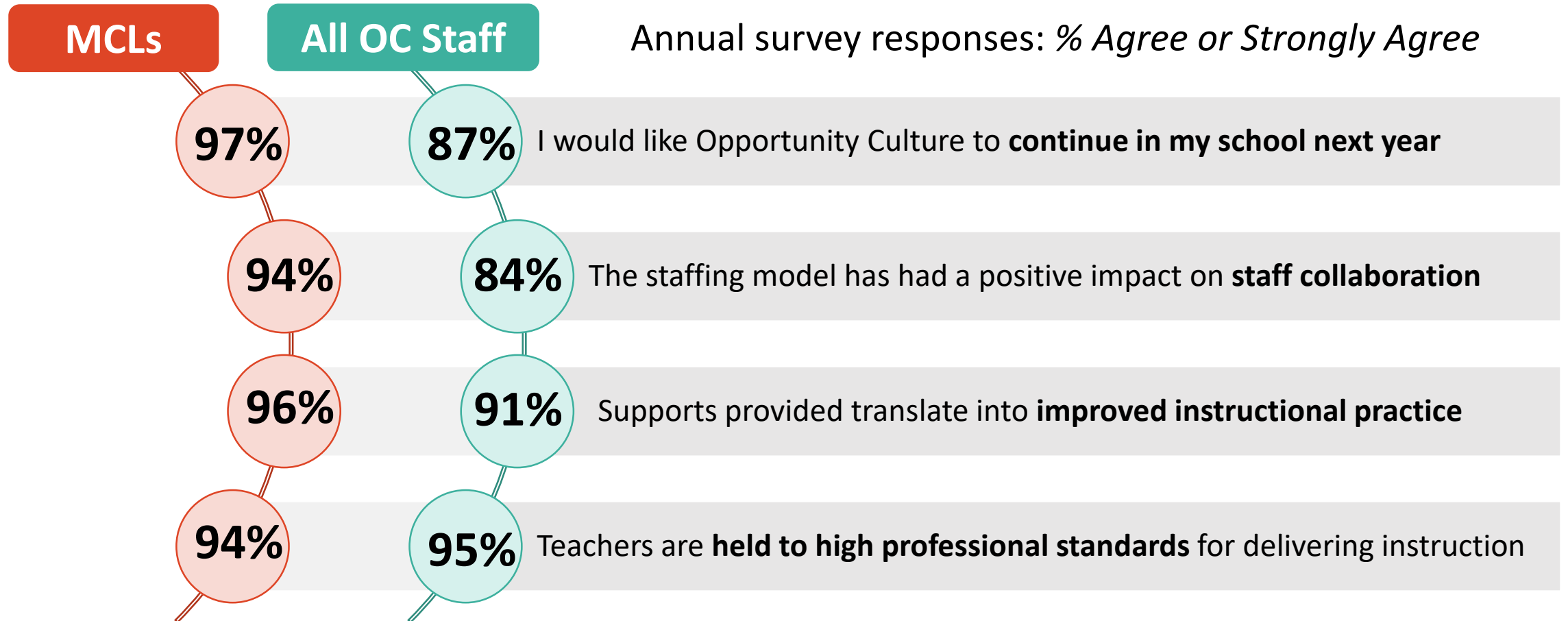


*Before*



*After*

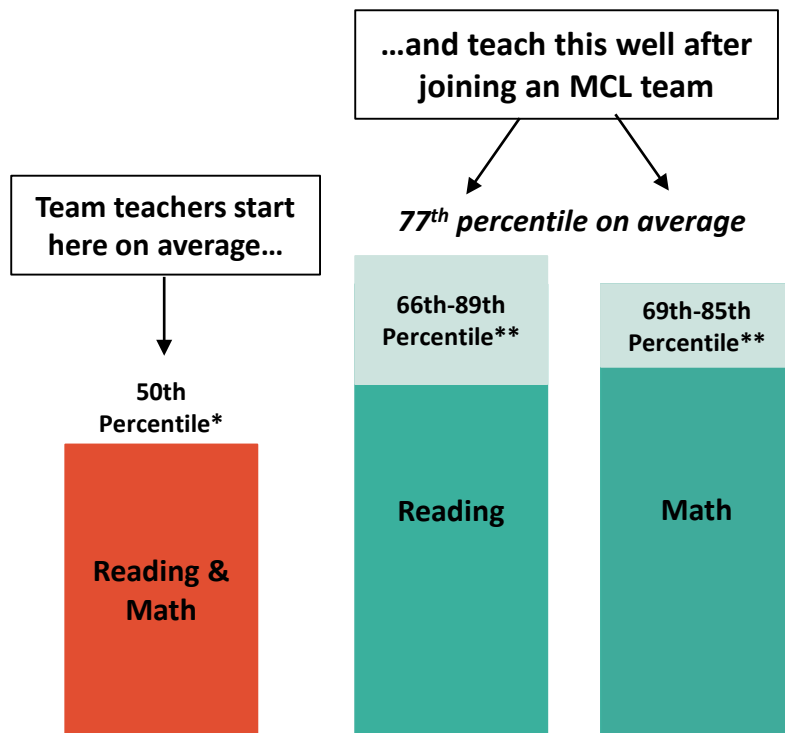
# Changes Teachers Love



See full results at [OpportunityCulture.org/dashboard](https://OpportunityCulture.org/dashboard)

# Student Impact

Research shows significant additional student learning, comparable to having top-quartile teachers teamwide



\* Based on Backes & Hansen data.

\*\* Range of statistically significant results across the two studies cited at right.



Using the method suggested by Hanushek, E., et al., (2012) for translating effects to years.

**Two studies compared Opportunity Culture (OC) and non-OC classrooms:**

**2018 Study: 15,000 students, 3 districts**

Backes, B., & Hansen, M. (2018). *Reaching Further and Learning More?* CALDER Center.

**2021 Study : 20,000 students, 1 district**

Wiseman, A., Gottlieb, J., & Kirksey, J. (2021). *Program Evaluation of Public Impact's Opportunity Culture Model.* Texas Tech University.

# Design Process: 3-10 months

## District Design Team Determines:

- Roles and Job Descriptions
- Stipends
- Financial Sustainability
- Behavioral Event Interview Training
- Selection and Recruitment
- MCL™ Educator Evaluation and Accountability
- Approval of Each School's Plan

## District Design Team

- Superintendent/Deputy
- Curriculum & Instruction
- HR/Talent
- Finance
- Accountability
- Communications

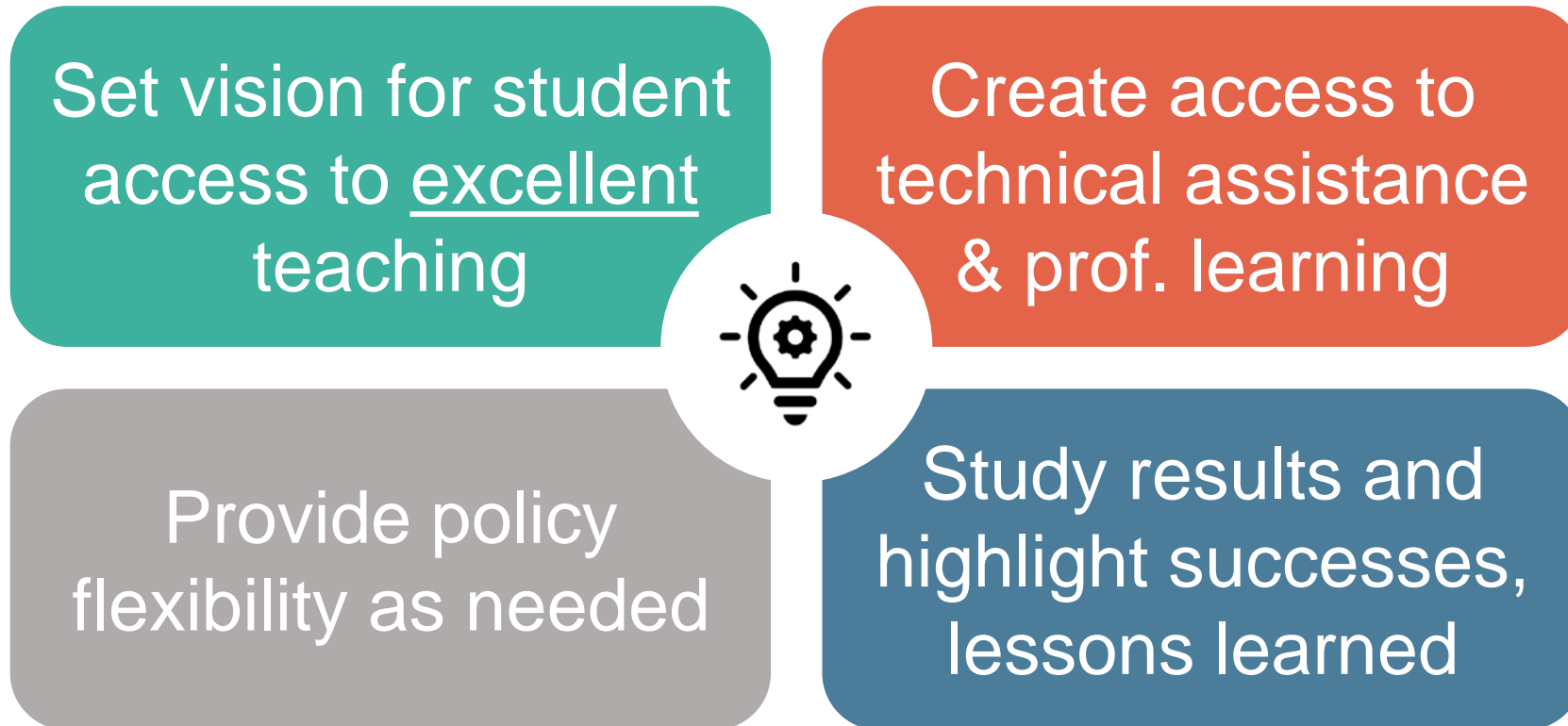
## Each School Design Team Determines:

- Staffing Plan
- Sustainability Strategy
- Bell Schedule
- Selection Process to Identify Strongest Candidates
- Presentation of School's Plan

## School Design Team

- Principal
- 2–4 Teachers
- 1–2 Other Staff

# How can state leaders help?





# North Carolina: Advanced Teaching Roles

## 2016 Pilot:

Legislative appropriation provided 3-year grants to 10 districts

## 2020 Program:

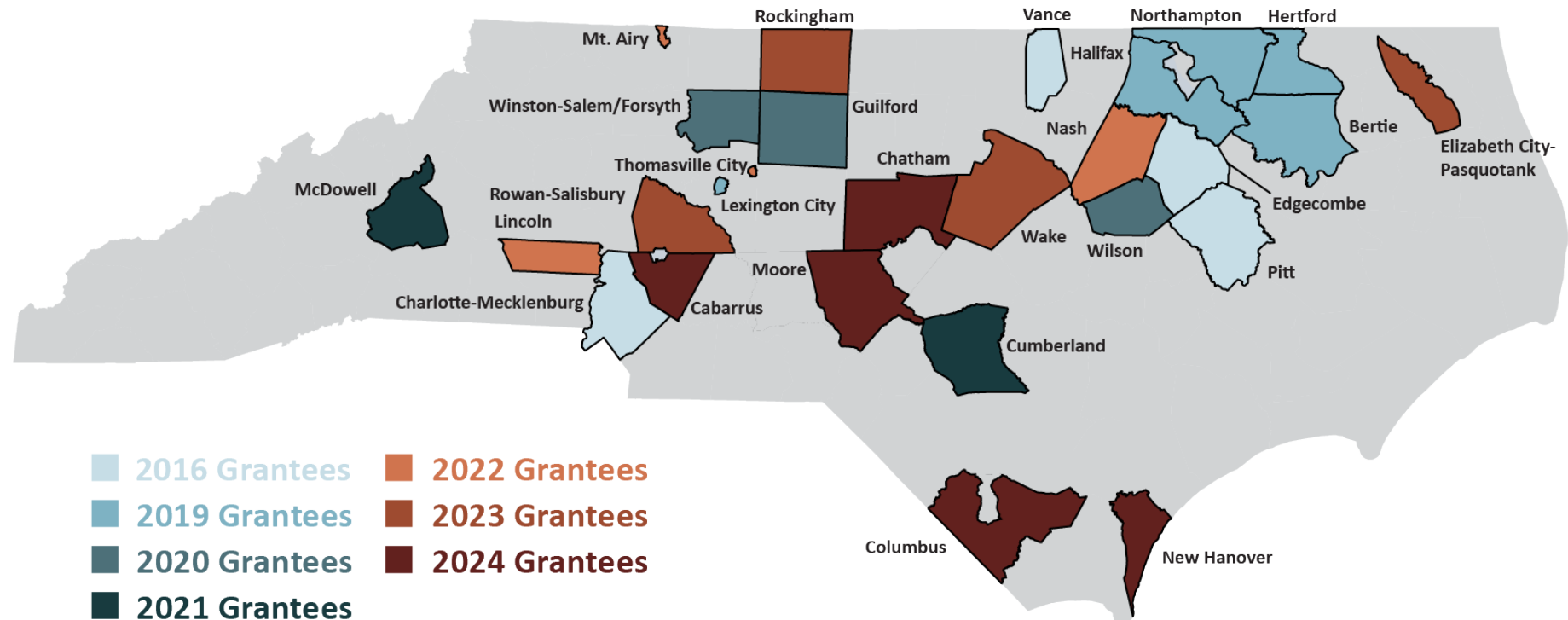
\$3.5 million in recurring funding to continue awarding 3-year grants

## Flexibility Granted:

Class size waivers

## Program Base:

Educator Preparation, Licensure, and Performance



# Arkansas: Opportunity Culture design cohorts

## 2017 Pilot:

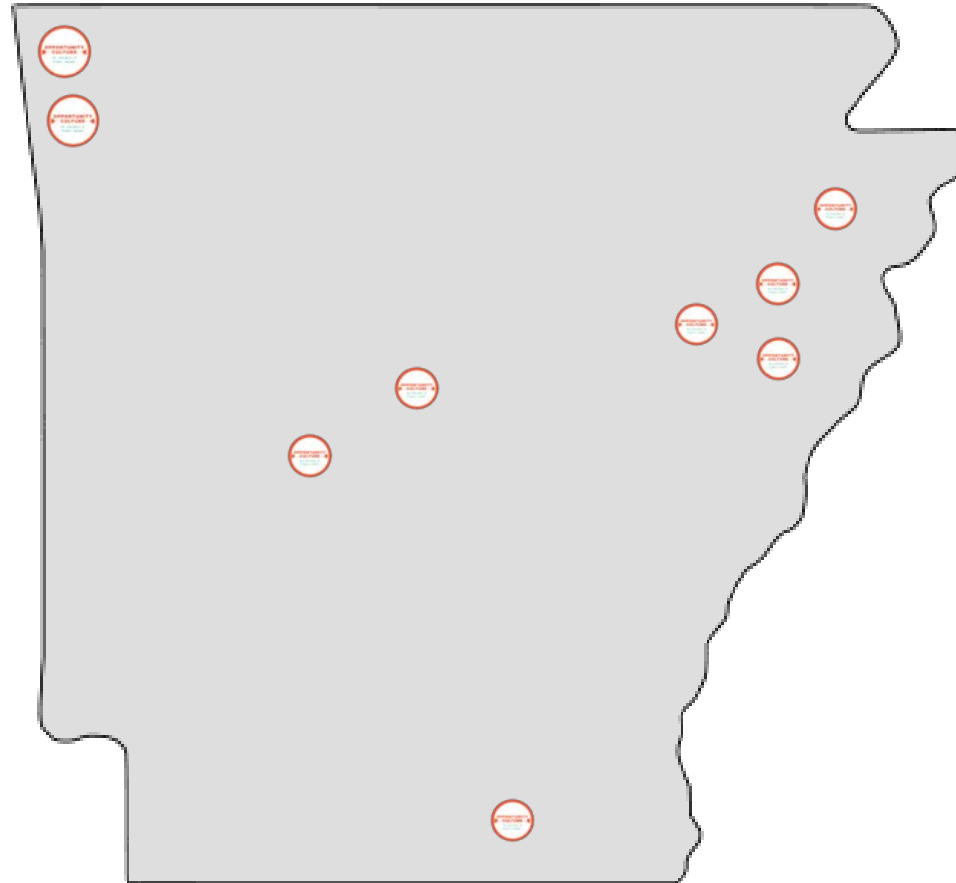
ADE provides grant to North Little Rock to acquire design assistance, PL

## 2018 Program:

ADE begins hosting an annual design cohort for districts

## Provided by:

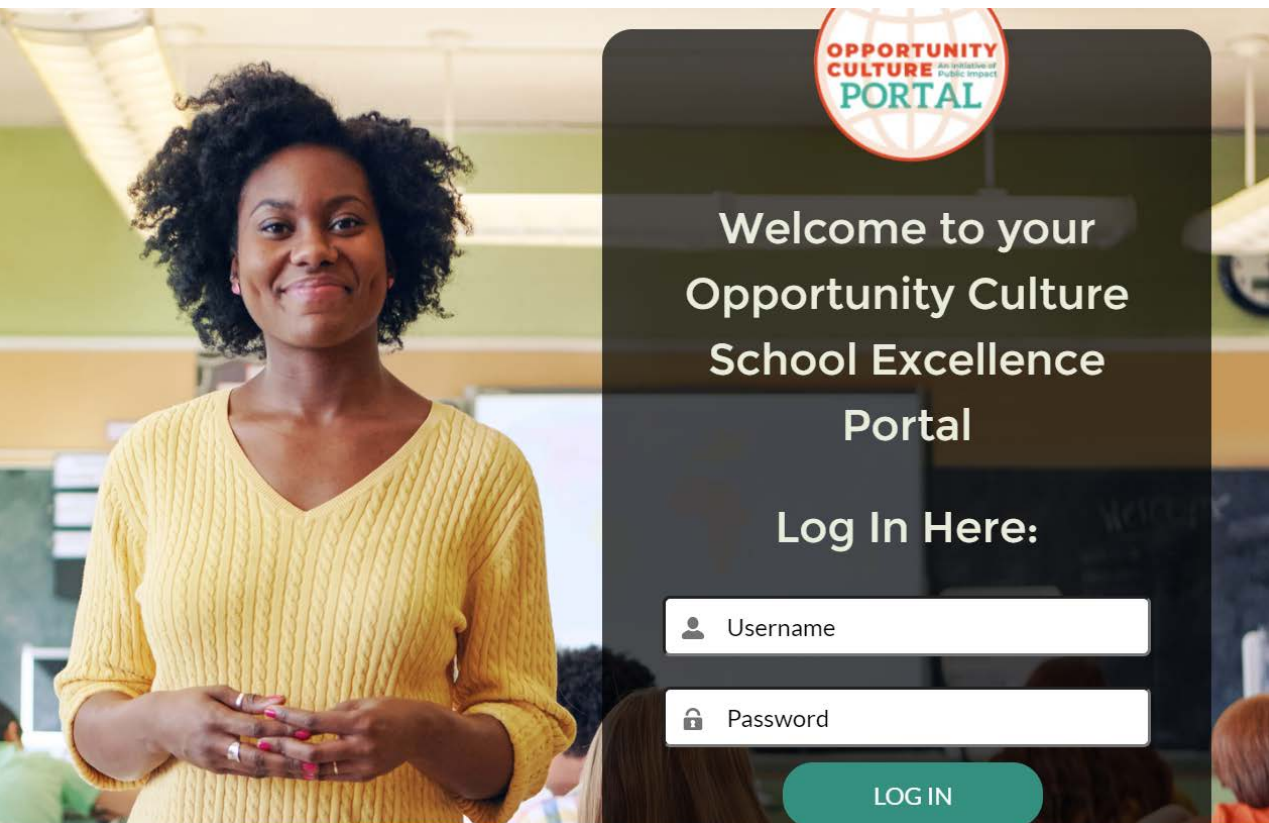
Educator Effectiveness Division



Brinkley Public Schools  
Crossett School District  
Cutter Morning Star Public Schools  
Earle School District  
Forrest City School District  
Gentry School District  
Lee County School District  
Lincoln Consolidated School District  
North Little Rock School District

# Opportunity Culture Portal

**Making professional learning, design support, and monitoring services accessible to all**



## Design

- Step-by-step self-driven process
- Recommendations for pay and staffing design
- Submit data for Opportunity Culture Certified™ status

## Learn

- On-demand professional learning
- Certificates toward CEUs

## Monitor

- Progress dashboard to view design, implementation
- Rubrics to help analyze implementation
- Tools to support improvement
- Annual Opportunity Culture Educator Survey