

# Overview of a School Staffing Model with Results

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New Mexico Legislative Finance Committee  
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# 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 can 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.

# Opportunity Culture Design Principles

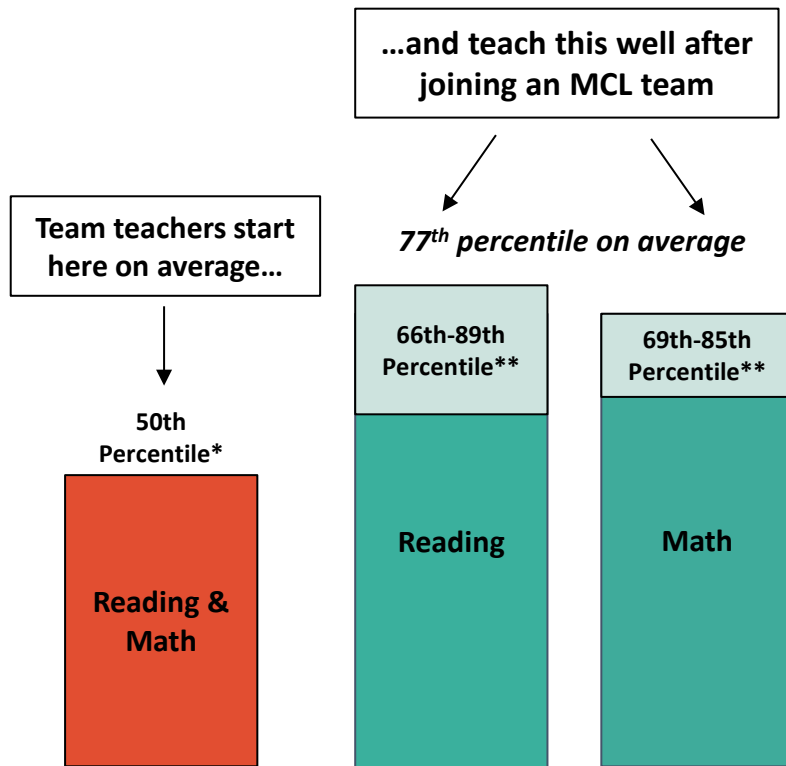


Teams of teachers and school leaders adopt roles to:

1. **Reach more students** with excellent teachers and their teams.
2. **Pay teachers more** for extending their reach.
3. Fund pay within **regular budgets**.
4. Provide protected in-school time and clarity about how to use it for **planning, collaboration, and development**.
5. Match **authority and accountability** to each person's responsibilities.

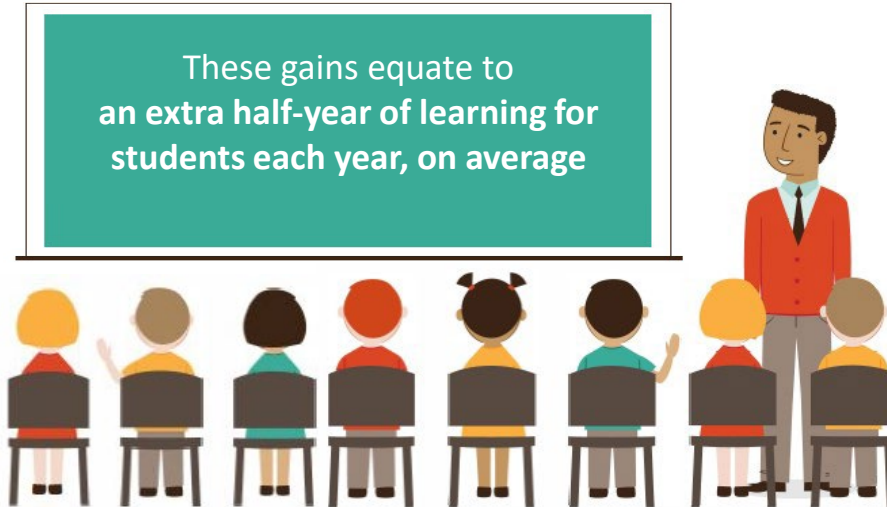
# Strong Gains for MCL Teams

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.

## Research from two studies compared Opportunity Culture (OC) and non-OC classrooms:

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

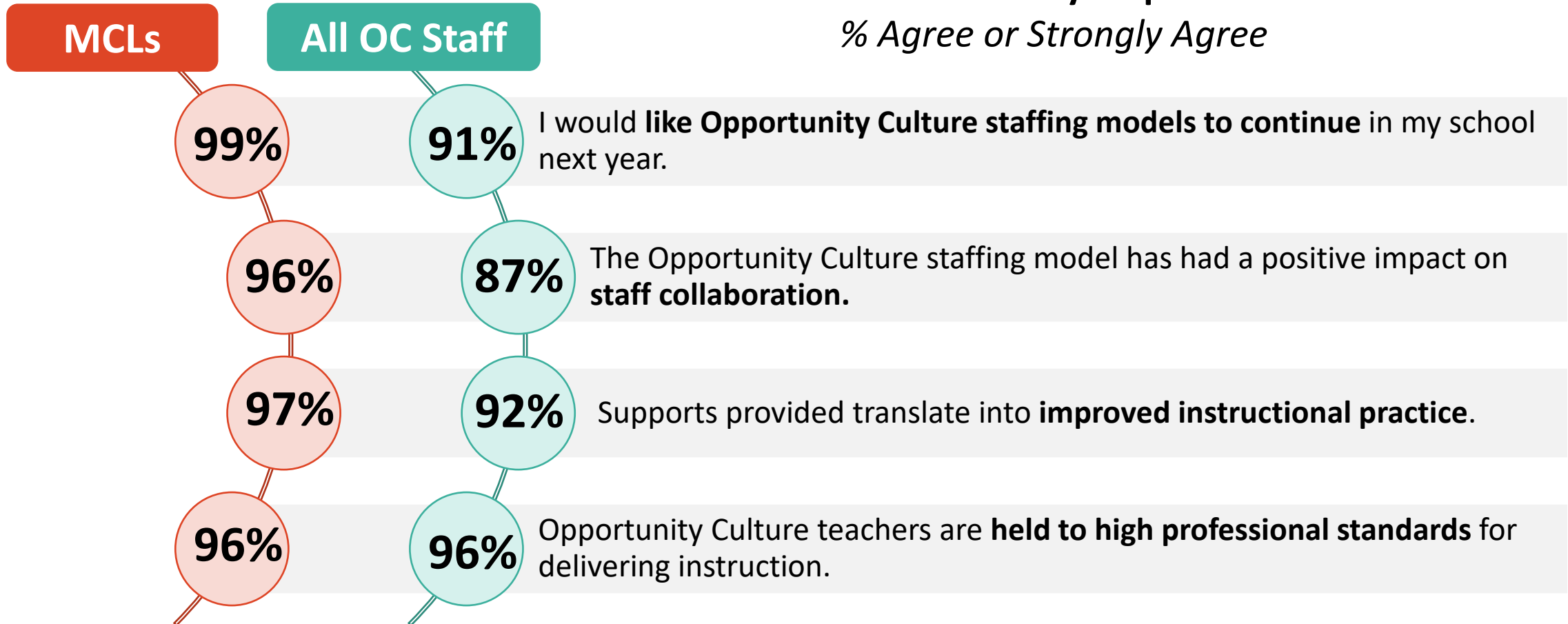
Backes, B., & Hansen, M. (2018). *Reaching Further and Learning More?* CALDER Center.

**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.

# Changes Teachers Love

Annual survey responses:  
% Agree or Strongly Agree



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

# How Likely Would You Be to Recommend Teaching?

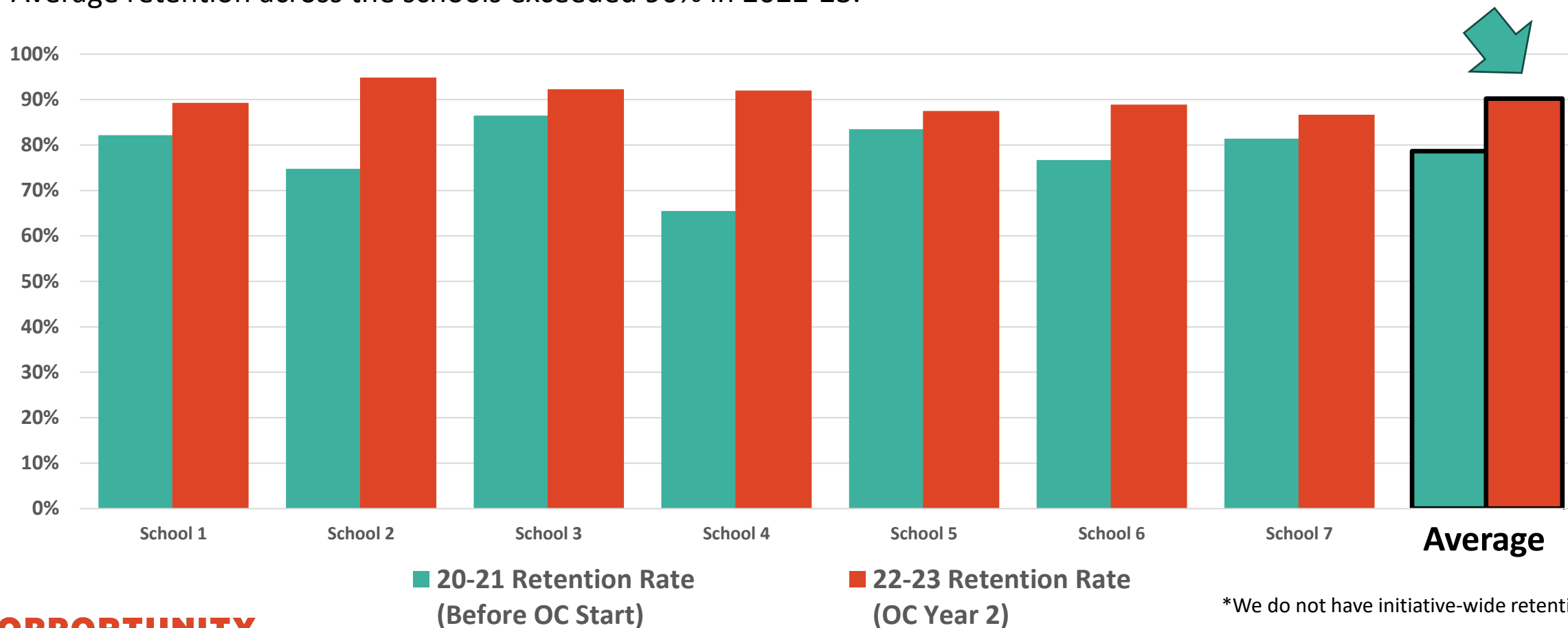
- Educators in all Opportunity Culture<sup>®</sup> roles almost **2x as likely** as teachers nationally to recommend teaching
- Multi-Classroom Leader<sup>™</sup> educators more than **2x as likely** as teachers nationally to recommend teaching

National comparison from Educators 4 Excellence *Voices from the Classroom 2024*

***~50% of Multi-Classroom Leader<sup>™</sup> educators are teachers of color—  
and they reach 5-6 times the typical number of students***

# Retaining Teachers: Data from a Large NC District\*

In this cohort of Title I schools, retention rose by an average of more than 11 points over 2 years of implementation. Average retention across the schools exceeded 90% in 2022-23.





# What Does Opportunity Culture® Design Entail?

## District Design Team Determines:

- Roles and Job Descriptions
- Stipends
- Financial Sustainability
- Behavioral Event Interview Training
- Selection and Recruitment
- MCL 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:

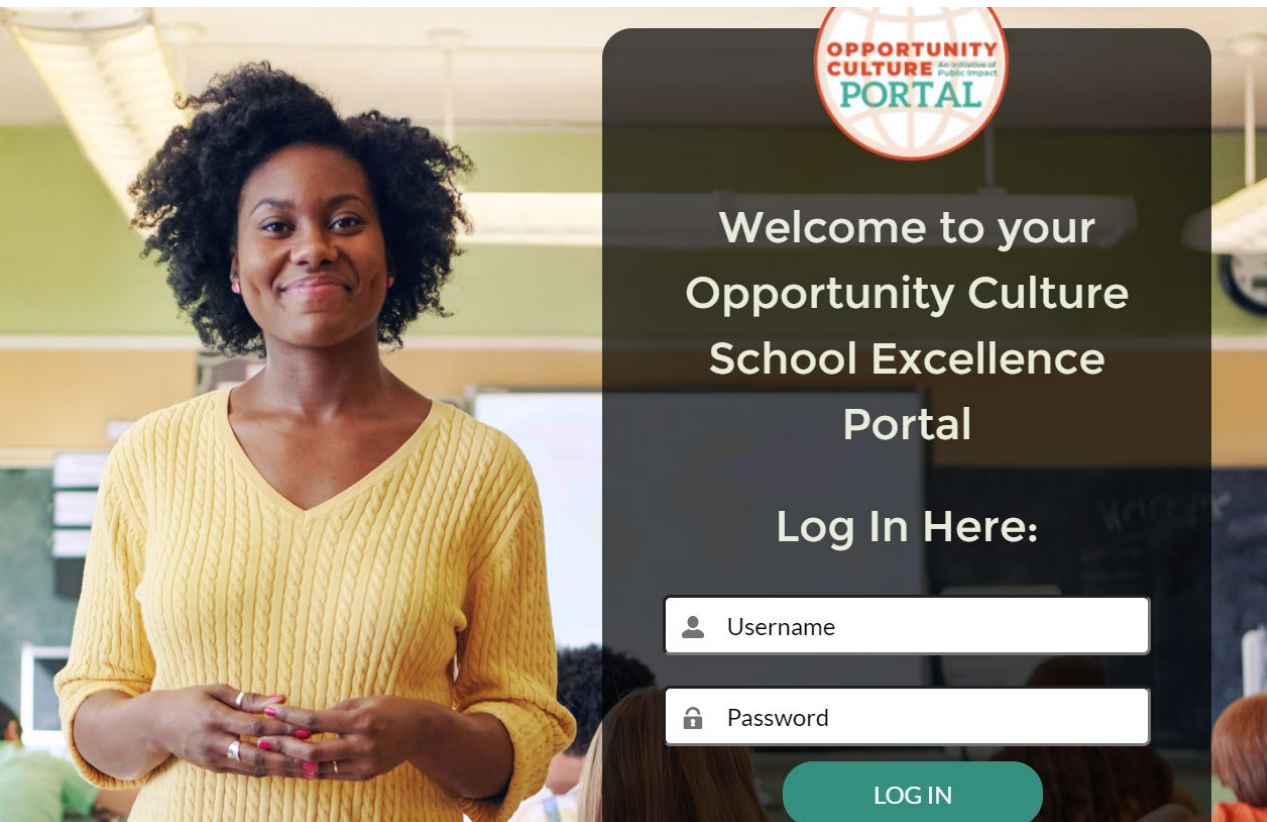
- Staffing Plan
- Sustainability Strategy
- Bell Schedule
- Selection Process to Identify Strongest Candidates
- Presentation of School's Plan

## School Design Team

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

# Opportunity Culture® Portal

Providing the design support, professional learning, and monitoring services you need



## 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

# Costs

## Ongoing School-Based Costs

- Higher pay for teachers in advanced roles (*national avg = 20% for MCL educators*)
- New roles for paraprofessionals and aspiring teachers

*All can be funded within existing school budgets*

*State could supplement high-need schools' budgets to allow even higher pay*

## Transition / technical assistance costs

- Access to Portal resources
- Support for cohorts of districts and schools in design / implementation
- Professional learning for educators in new roles
- Assistance to state leaders in achieving success

# Transition / technical assistance costs

Excerpt from “Supporting Teachers to Improve Student Outcomes” Hearing Brief (p. 16)  
*Opportunity Culture Support Costs (in millions)*

	Year 1	Year 2	Year 3	Estimated Total
<b>Self-driven Opportunity Culture Supports (Option A)</b>	\$3.60	\$5.20	\$7.20	<b>\$16</b>
<b>Intensive Opportunity Culture Supports (Option B)</b>	\$6.40	\$11.60	\$17.80	<b>\$35.8</b>

- Options represent more and less intensive service models
- Both would reach half of New Mexico districts in 3 cohorts over three years

# Contact me for more information

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