

# Opportunity Culture Models in Charlotte-Mecklenburg Schools



# Model: Multi-Classroom Leadership

Teachers with leadership skills both teach and lead teams of teachers and assistants, sharing strategies and best practices.

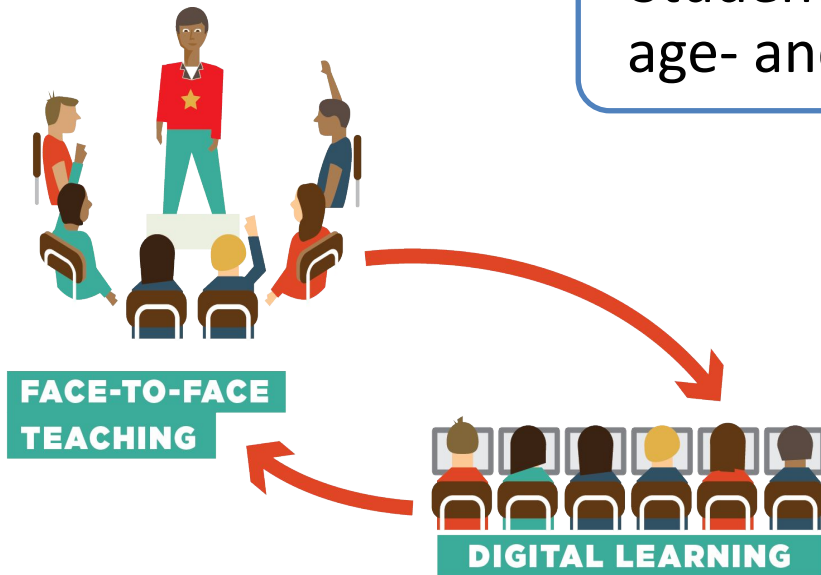


These 3 teachers serve 100 students with an additional paraprofessional on the team

The teacher-leader determines how students spend time and tailors teachers' roles according to strengths. Accountable for the results of all students taught by the teachers on her team, she earns far more.

# Model: Time-Technology Swaps

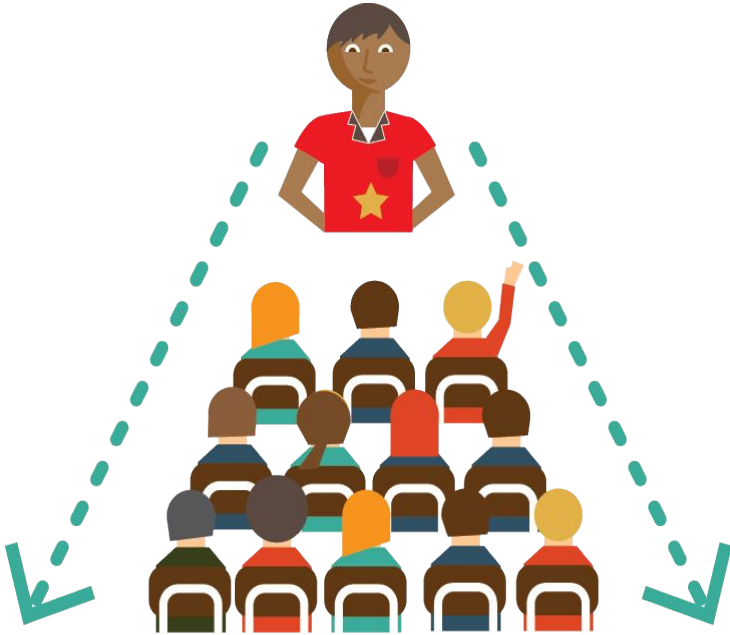
Students spend part of the day engaged in age- and child-appropriate digital learning.



Digital instruction and offline homework-at-school—as little as an hour daily—replace enough teacher time that they can teach more students, plan more, and earn more.

Teachers use face-to-face teaching time for higher-order learning and personalized follow-up.

# Model: Class-Size Changes



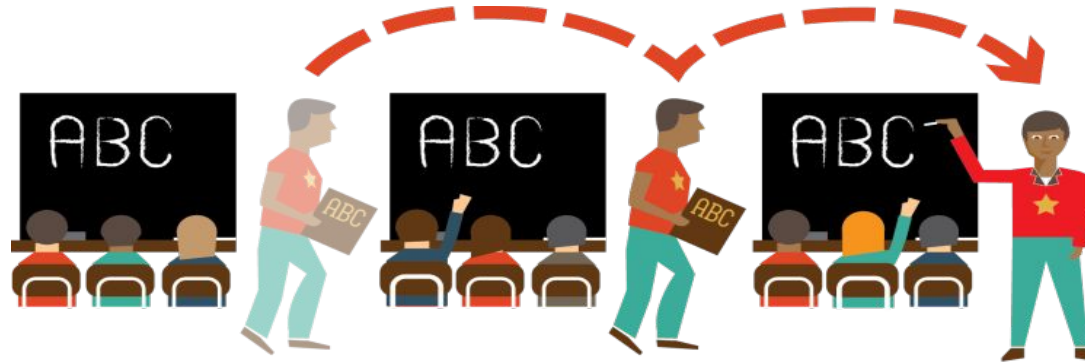
Excellent teachers choose to teach larger classes, for more pay, within limits appropriate for each teacher, the students, and each school.

Schools could increase class sizes for willing, excellent teachers without reducing other class sizes.

Another option is to *shift students* from some teachers' classrooms into classes of willing, excellent teachers. Some schools do this today, but without paying teachers more.

Based on [Models for Extending the Reach of Excellent Teachers](#)

# Model: Elementary Specialization



Teachers specialize in high-priority subjects and the most crucial, challenging roles.

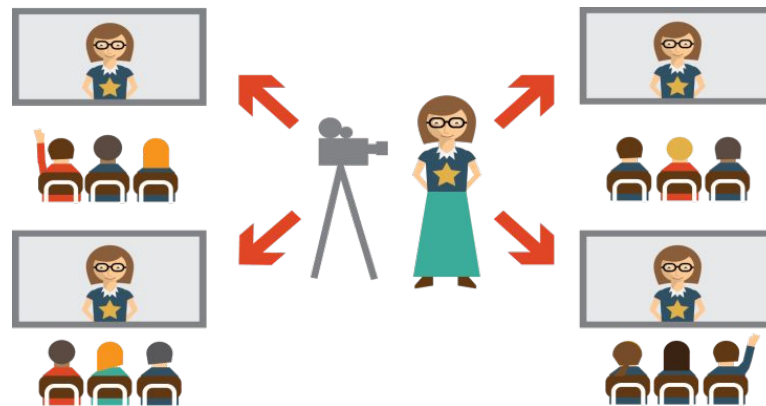
Teammates support students the rest of the time and cover administrative paperwork.

Specializing teachers instruct up to three times the students, earn more, and gain time for planning, development, and collaboration.

# Model: Remote Teaching

Schools without enough excellent teachers enlist accountable remote teachers down the street—or across the nation.

Remote teachers use technology to provide live, but not in-person, instruction.



On-site teammates manage administrative duties and keep students engaged.