

It's time for the Next Education Workforce™

Help build team-based staffing models that support equity and improve learning outcomes



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AASA
THE SCHOOL SUPERINTENDENTS ASSOCIATION

The default one-teacher, one-classroom model of schooling is unsustainable for most educators. As a result, our education system does not reliably deliver learning outcomes and experiences for nearly enough people. We have an opportunity — and obligation — to fundamentally redesign how we staff schools.

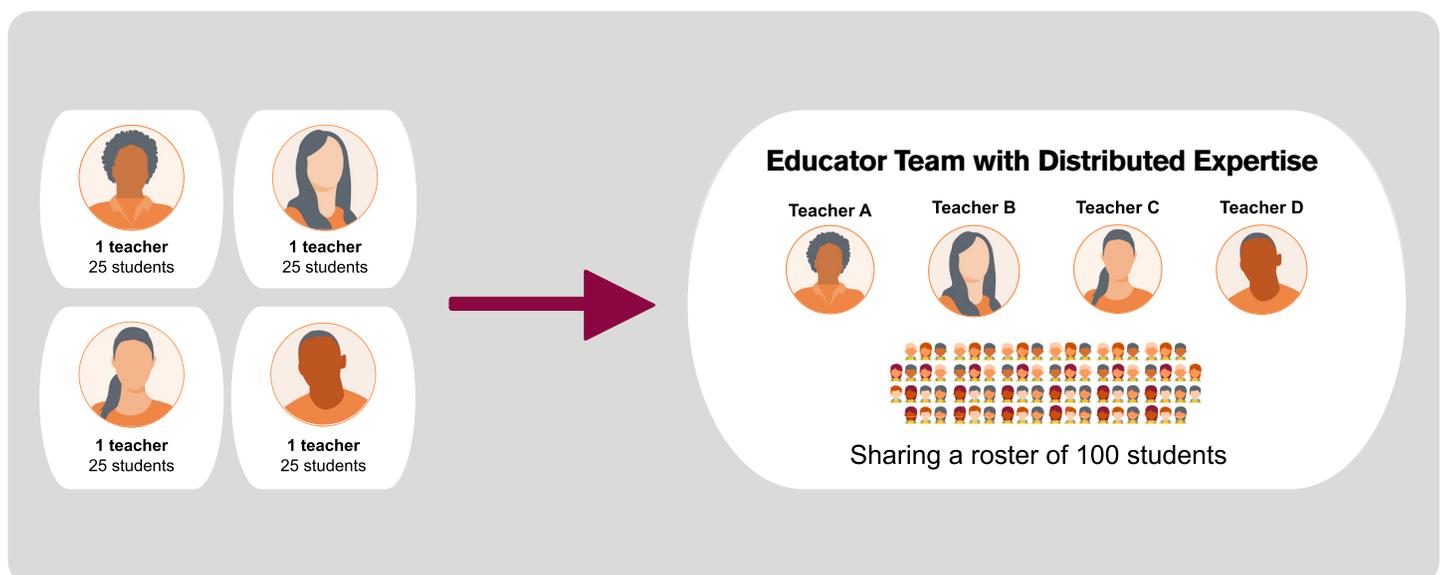
Today's staffing models aren't working

Most staffing models in the United States look a lot like one teacher, alone, in one classroom with about 25 students. Whether at the elementary or secondary level, we ask teachers to be all things to all learners at all times. The consequences:

- Most early-career teachers are surviving, not thriving, and a great many leave the profession within five years
- Delivering deeper and personalized learning for all students is nearly impossible when working alone
- It is hard to advance in the profession; a teacher's role on day one and day 3,000 look very similar
- Teaching remains an incredibly isolating profession
- Teachers lack opportunity to collaborate and the autonomy typically given to members of other professions
- On the whole, the educator workforce lacks the rich diversity of the students it serves

Teams of educators with distributed expertise

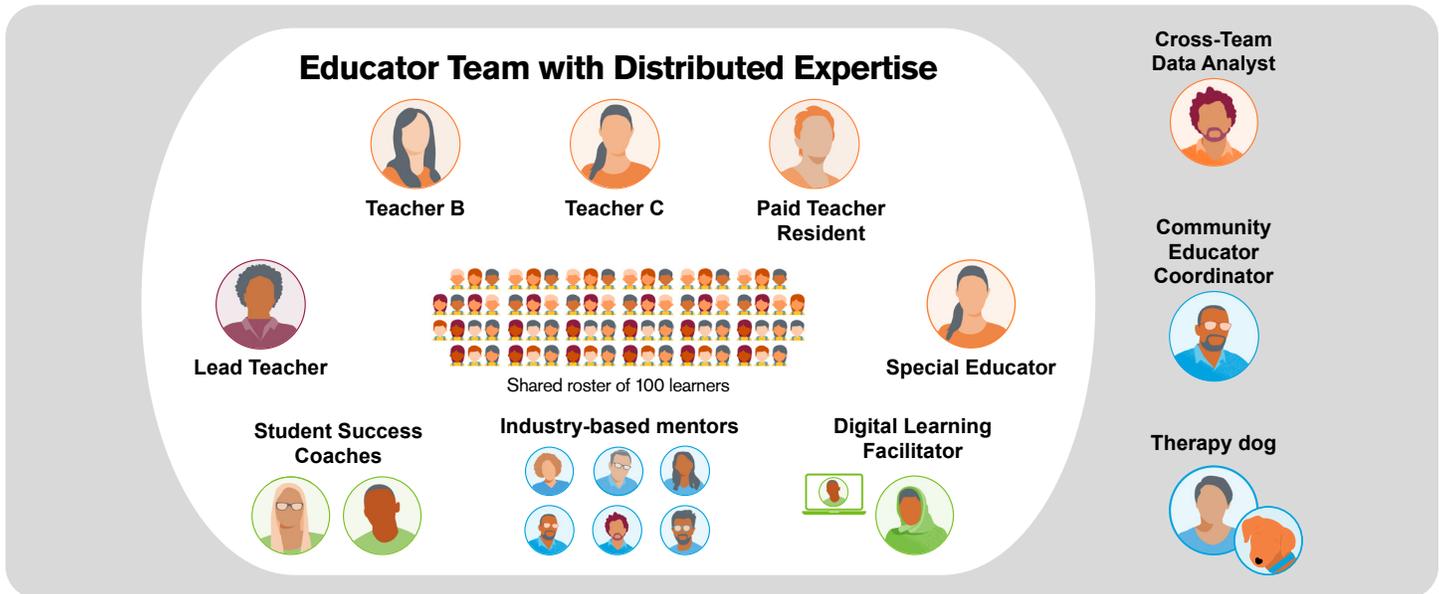
One solution will not address all of the challenges listed above. However, we believe that teams of educators who share a common, larger roster of students can work together to deliver better outcomes for learners and make the job of teaching more rewarding.



Each educator brings a set of unique skills and strengths. Some are better at communicating with families; others excel at building class culture or data-driven instruction. Team-based models allow them to lean into their strengths. Furthermore, if an educator is absent, the team can dynamically adjust to minimize disruptions to learning.

Opportunity to create more dynamic staffing models

Team-based staffing models create new opportunities for role differentiation and specialization. Schools building these models have created Lead Teacher positions; designed new roles for paraeducators, part-time and retired teachers; and created sustainable, paid teacher residencies. They have built cross-team roles and incorporated community educators. The model below captures some of these ideas.



Models look different in elementary and secondary environments. And differently in rural and urban communities. Context drives the design. For a range of what some current designs look like, please visit: workforce.education.asu.edu/aasa/school-spotlights.

Learning Cohort

Explore team-based models to launch in Fall 2024 and beyond

Who: school and systems leaders

When: September 2023–February 2024

Cost: \$2,000 for teams of up to five people. Additional participants may register at a rate of \$400/person.

- Hear from superintendents and principals who have designed team-based staffing models
- Hear from educators about their experiences working in team-based staffing models
- Learn about the core elements of team-based models and see multiple examples of these models in action
- Receive concrete resources for creating instructional, staff, budget, and communication plans
- Determine in which schools your school system might launch team-based models
- Receive free registration to the February 2024 Next Education Workforce National Summit and invitations to site visits hosted by ASU and Arizona school systems

At the culmination of these sessions, participants will take a differentiated pathway based on their readiness to pilot team-based staffing models in the 24–25 school year. Beginning in Spring 2024,

- **Teams who are not ready** to pilot team-based staffing models will have the opportunity to continue in the Learning Cohort with office hours and tailored group sessions.
- **Teams who are ready** to begin designing pilots will be invited to the Leader Launchpad, the next professional learning series intended for school-level leaders.

Leader Launchpad

Design school pilots for AY24–25

Who: principals and building-level leaders; other decision-makers can also be included as desired

When: January–May 2024

Cost: \$2,000 for teams of up to five people. Additional participants may register at a rate of \$400/person.

- Set a vision for how team-based models will deepen and personalize learning for all students
- Identify launching teams for each pilot school
- Create a draft of your master schedule that prioritizes co-planning time for the core team
- Draft a plan for how you will use your existing space for pilots
- Draft a plan for how you will create shared rosters and provide access to formative data for teams to support learners
- Draft a communication plan for engaging your community

Learn more
or register

