What if teachers loved their jobs and every student thrived in our schools?

Team-based staffing improves educator working conditions and student outcomes. Learn how with the Next Education Workforce™.

ASU Mary Lou Fulton Teachers College
Arizona State University | Next Education Workforce

How we support schools and systems

Schools and systems work with Arizona State University's Mary Lou Fulton Teachers College to design and implement staffing structures that address the root causes of low and inequitable student outcomes, teacher shortages and burnout.

Our multi-year model equips system-level leaders, school-level leaders and educator teams with tailored role-specific professional development. Our coaches support school leaders and educator teams every step of the way, helping you confidently navigate your first two years in a team-based staffing model.

Monthly start dates	Year 0	Years 1–2
Explore	**Prepare**	**Launch**
Explore how Next Education Workforce team-based models engage learners and empower educators and consider what strategic staffing could look like in your context.	Prepare to launch your model by gauging readiness, creating a plan and catalyzing change.	Launch your models with 1:1 support from an ASU coach and access role-specific resources and professional learning that will equip you for a successful launch.

Ready to begin?

Sign up for an Explore Experience

Join this 90-minute virtual experience to see Next Education Workforce models in action and hear from a panel of educators currently working in team-based models.

Attend a site visit

See teams in action. Join us in Arizona for a two-day site visit to tour Next Education Workforce school sites.

Request information for your school or system

Email **edworkforce@asu.edu** to start planning with a Next Education Workforce team member.

Teams improve outcomes and experiences

Early research on Next Education Workforce models show promising results, with improved outcomes for both educator and students.

Educators in Next Education Workforce models...

- Have **lower turnover rates**
- Receive **higher evaluation scores**
- Are **more likely to recommend the teaching profession**
- Are **more satisfied**
- Report **better teacher-student interactions**
- **Collaborate** more
- Feel **more supported and less lonely**

Students served by Next Education Workforce teams...

- Made **1.4 more months of reading growth** in 3rd grade than students in traditional models
- Report **strong relationships with their teachers**
- **Collaborate** with both their teachers and peers

"I like how there are a lot of teachers to support you."
– Elementary student

"I never want to go back to single me in a classroom. I am better with my team."
– Educator

"Teachers again are excited and that is boiling over to our students being excited."
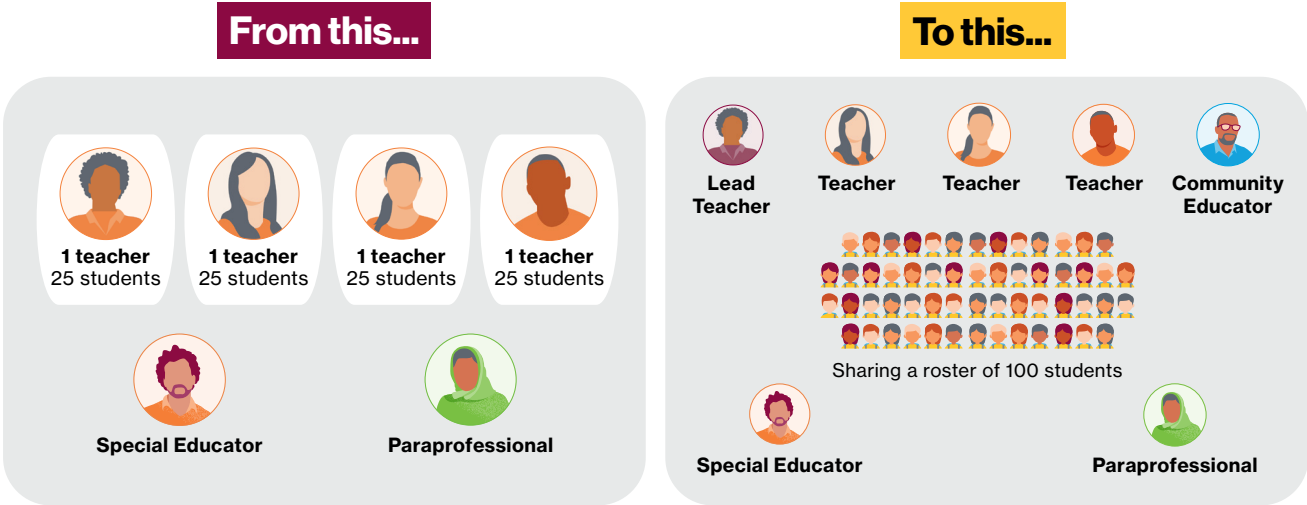– Vice principal

"We are all hard-wired as people to work together and yet, we ask our teachers to collaborate outside of the classroom absent of the children they're serving. The model must change. A remedy exists in the Next Education Workforce, which is changing the design of how teachers work and how they're supported. It could not have come at a more critical time."
– Superintendent

The power of teams

When schools are staffed by educator teams, teachers and students thrive.

Next Education Workforce team-based models represent a fundamental shift in how we design roles and deploy educators to meet the needs of students. When we stop placing teachers in one-teacher, one-classroom models and start building teams with distributed expertise, new opportunities emerge. The example below is just one way that schools have implemented team-based staffing. The diverse contexts, assets and needs of each school informs how its leaders design and implement team-based staffing to improve outcomes and experiences for students and educators.

From this...

1 teacher
25 students

1 teacher
25 students

1 teacher
25 students

1 teacher
25 students

Special Educator

Paraprofessional

To this...

Lead Teacher

Teacher

Teacher

Teacher

Community Educator

Sharing a roster of 100 students

Special Educator

Paraprofessional

Conventional models One-teacher, one-classroom school staffing	Next Education Workforce models Team-based strategic school staffing
Teachers work in isolation with insufficient opportunities to collaborate.	Teachers work in teams of two to six educators with ample opportunity to collaborate.
Teachers are expected to be equally good at everything on an ever-growing list of responsibilities.	Teachers distribute expertise among the team. Some bring deep content knowledge; others might specialize in project-based learning or technology.
Few teachers are satisfied with their jobs and most leave the profession within a few years.	Teachers are more satisfied with their jobs, a leading indicator for retention.
First-year teachers work alone in classrooms by themselves.	Novice teachers are supported by a team.
The education workforce lacks the rich diversity of the students it serves.	Team-based models can move us toward a more diverse workforce, creating new pathways for all people, especially educators of color, to enter and advance through the profession.
Student outcomes are narrowly defined.	Teams support the development of broader student outcomes, including academic, behavioral and social-emotional growth.
Student relationships are limited.	Students interact with and form connections with peers and a wider variety of adults, contributing to a greater sense of belonging.