



Guiding and Supporting Teachers When They & Their Students are Working at Home

Teachers nationwide are about to enter a new phase, asked to continue teaching, but do so remotely – something very few of them have ever experienced. State leaders are eager to support teachers in this shift, such as via Florida’s move to train 10,000 teachers in distance teaching. But teachers also will need daily guidance and support to meet the challenges they’ll face. And it will be impossible for school principals, who face a whole new set of demands, to provide the intensive individual help teachers will need.

A state’s best hope of ensuring strong guidance and support for teachers is to **help districts and schools rapidly group teachers into teams led by excellent teacher-leaders**. With small teams of 4-6 teachers each, these teacher-leaders will be poised to play critical roles in the new instructional world:

- Convene teams frequently in online meetings to prepare delivery of lessons, review student data, engage in PD, and troubleshoot issues that arise when school is at home.
- Provide one-on-one guidance to individual teachers, including observation and coaching even when remote.
- When delivery includes live, remote instruction, join team teachers to co-teach, model-lessons, work with small groups of students.
- Along with other teacher-leaders in the school, serve as the principal’s “team of leaders” to inform schoolwide decisions and solve problems together.

In other words, **they can play the same high-impact team leadership roles as teacher-leaders in Opportunity Culture’s “Multi-Classroom Leadership.”** Research by Brookings and AIR meeting ESSA’s evidence standards showed that teachers went from averaging 50th percentile student growth in math before joining MCL teams to 75th to 85th percentile growth after joining, and nearly that high in reading. **Now is the time to bring those same benefits to remotely located teams.**

Public Impact has experience helping teachers, schools, and districts implement Multi-Classroom Leadership, and is ready to help states prompt a shift to teacher teams within two weeks by doing the following:

- Engage district leaders to establish teaching teams, including setting district criteria for team leader selection and parameters for how teams will function
- Facilitate remote meetings with school level design teams to determine their team structure, select team leaders, and establish team schedules and routines
- Monitor implementation via check-ins with district staff to identify challenges and develop solutions, and disseminate those solutions through district staff
- Create a bank of how-to resources on leading teacher teams – remotely, including online trainings, webinars and written tools and guidance.

For over seven years, Public Impact has developed and tested a deep process to help districts and schools create high-impact teacher-leadership and we are in a position to offer the above support immediately. In future months when schools transition back to in-person learning, we can help them complete design of Multi-Classroom Leadership that is fully aligned with the Opportunity Culture principles (e.g., with significant supplemental pay for team leaders).