It's time for the Next Education Workforce™

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

ASU
Mary Lou Fulton Teachers College
Arizona State University

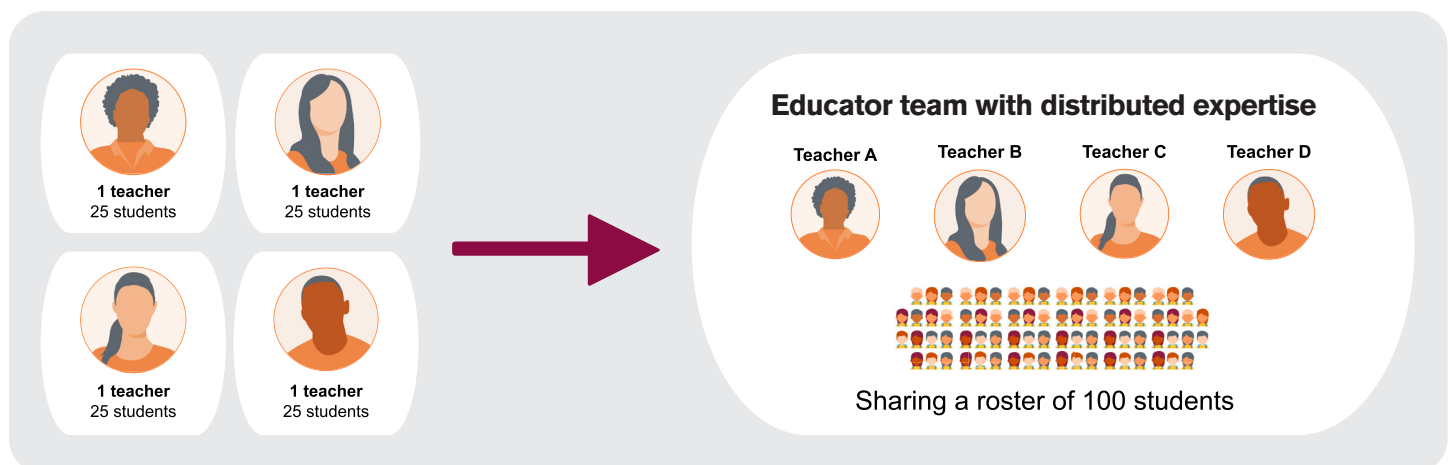**AASA**
THE SCHOOL SUPERINTENDENTS ASSOCIATION

The default one-teacher, one-classroom model of schooling is unsustainable for most educators. As a result, our education system does not reliably deliver quality learning outcomes and experiences for nearly enough people. To address this reality, the School Superintendents Association and Arizona State University's Mary Lou Fulton Teachers College have partnered to help school systems design the Next Education Workforce. Join this nationwide movement and explore opportunities to launch team-based models, see Next Education Workforce models in action and more.

Why redesign how we staff schools?

- Most early-career teachers are surviving, not thriving
- Delivering deeper and personalized learning for all students is nearly impossible when working alone
- Teaching remains an isolating profession and 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

How do we create more dynamic staffing models?

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

1 teacher 25 students
1 teacher 25 students
1 teacher 25 students
1 teacher 25 students

Educator team with distributed expertise

Teacher A   Teacher B   Teacher C   Teacher D

Sharing a roster of 100 students

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 educators to lean into their strengths. Furthermore, if an educator is absent, the team can dynamically adjust to minimize disruptions to learning. Team-based staffing models also 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.

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**.

Join the movement

Learning Cohort

Where to start to explore team-based models

Who: School and systems leaders

When: Synchronous sessions will be held Thursdays from 1–2:30 p.m. (Pacific) and 4–5:30 p.m. (Eastern) on Sept. 21, Oct. 12, Nov. 2 and Dec. 7.

Format: Virtual

- 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 which schools your school system might launch team-based models

At the culmination of the AASA Learning Cohort, participants who are ready to pilot team-based models in the 2024–25 school year will have the opportunity to join additional professional learning opportunities offered by ASU.

Learn more or register:

Questions? Reach out to Jan Vesely, former superintendent and ASU–AASA Partnership Lead: **jan.vesely@asu.edu**

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Leader Launchpad

Design school pilots for school year 2024–25

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

When: January–February 2024

Format: Virtual

- 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
- Plan for how you will create shared rosters and provide access to formative data for teams to support learners
- Create a communication plan for engaging your community

Site visits

See team-based models in action at schools

Who: School and systems leaders

When: Fall 2023 and spring 2024

Format: In-person in Arizona

- Visit schools in Arizona who have implemented team-based models to see the model in action
- Hear from leaders and educators about their experiences

Summer Institute

Prepare to launch as a team

Who: Educator team members

When: Summer 2024

Format: Virtual

- Learn how to put team-based elements into action to be an effective team
- Plan how you will launch as a team

National Summit

Attend the Next Education Workforce National Summit to learn from other schools and organizations

Who: School and systems leaders

When: February 2024

Format: Virtual

Monthly information sessions

Join us for an overview of the Next Education Workforce and Q&A session

Who: Open to the public

When: Monthly

Format: Virtual