

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

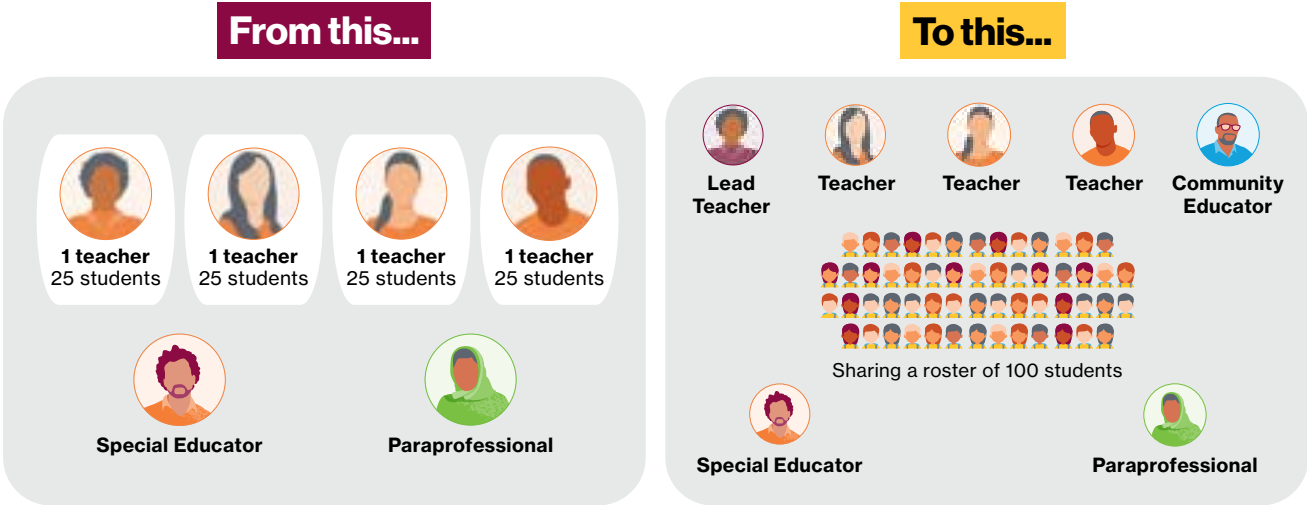
Next Education
Workforce



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.



Conventional models	Next Education Workforce models
One-teacher, one-classroom school staffing	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.

Teams improve outcomes and experiences

Learn more



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

Explore team-based school staffing with the Explore Cohort



The School Superintendents Association and Arizona State University have teamed up to help school systems design and implement staffing structures that address the root causes of low and inequitable student outcomes, teacher shortages and burnout.

The cohort-based experience prepares leaders to consider team-based strategic school staffing models in their context. 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. Join us to:

- 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 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 Strategic School Staffing National Summit and invitations to site visits

Virtual sessions		
Date	Session	Time
Sept. 18, 2024	Cohort kick-off information session	3:30–4:30 p.m. EST
Oct. 23, 2024	Virtual site visit to see schools currently implementing team-based models and an overview of the elements of team-based staffing models.	4 p.m. –5:30 p.m. EST
Nov – April	Opt-in conversations on various topics related to strategic team-based school staffing. Participants can attend as many sessions as they choose on diverse topics including: <ul style="list-style-type: none"> • Building your financial model for teams-based staffing • Working with unions to build contract language and support for teams-based staffing. • Sample designs of learning spaces for teams-based instructional models. • Roadmap for planning, communicating, and executing a teams-based pilot. • Benefits and outcomes of embedding Special Educators into team-based staffing models. • Considerations for master schedules to support team-based instructional models. • And so much more. 	3:30 – 4:30 p.m. EST
Feb. 5 – 6, 2025	Strategic School Staffing Summit, hosted by ASU's Next Education Workforce, an all-virtual event that celebrates the practices and conditions that enable a more diverse team-based education workforce.	

In-person opportunities	
March 6 –8, 2025	AASA's National Conference on Education in New Orleans, Louisiana
Sept. 2024 – April 2025	Participants can attend in-person site visits to districts in Arizona to experience team-based models in action. Registration details coming soon.



Questions?

Contact Jan Vesely, AASA Liaison with the Next Education Workforce, at jan.vesely@asu.edu.

**Learn more
or register**