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™.
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 inform how its leaders design and implement team-based staffing to improve outcomes and experiences for students and educators.

**Conventional models**
One-teacher, one-classroom school staffing

Teachers work in isolation with insufficient opportunities to collaborate.

Teachers are expected to be equally good at everything on an ever-growing list of responsibilities.

Few teachers are satisfied with their jobs and most leave the profession within a few years.

First-year teachers work alone in classrooms by themselves.

The education workforce lacks the rich diversity of the students it serves.

Student outcomes are narrowly defined.

Student relationships are limited.

**Next Education Workforce models**
Team-based strategic school staffing

Teachers work in teams of two to six educators with ample opportunity to collaborate.

Teachers distribute expertise among the team. Some bring deep content knowledge; others might specialize in project-based learning or technology.

Teachers are more satisfied with their jobs, a leading indicator for retention.

Novice teachers are supported by a team.

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.

Teams support the development of broader student outcomes, including academic, behavioral and social-emotional growth.

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

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

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“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

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<tr>
<th>Date</th>
<th>Session</th>
<th>Time</th>
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<tr>
<td>Sept. 18, 2024</td>
<td>Cohort kick-off information session</td>
<td>3:30–4:30 p.m. EST</td>
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<td>Oct. 23, 2024</td>
<td>Virtual site visit to see schools currently implementing team-based models and an overview of the elements of team-based staffing models.</td>
<td>4 p.m. –5:30 p.m. EST</td>
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<td>Nov – April</td>
<td>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:</td>
<td>3:30 – 4:30 p.m. EST</td>
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<td>Building your financial model for teams-based staffing</td>
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<td>Working with unions to build contract language and support for teams-based staffing.</td>
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<td>Sample designs of learning spaces for teams-based instructional models.</td>
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<td>Roadmap for planning, communicating, and executing a teams-based pilot.</td>
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<td>Benefits and outcomes of embedding Special Educators into team-based staffing models.</td>
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<td>Considerations for master schedules to support team-based instructional models.</td>
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<td>And so much more.</td>
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<td>Feb. 5 – 6, 2025</td>
<td>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.</td>
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### In-person opportunities

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<th>Event</th>
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<tr>
<td>March 6 –8, 2025</td>
<td>AASA’s National Conference on Education in New Orleans, Louisiana</td>
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<tr>
<td>Sept. 2024 – April 2025</td>
<td>Participants can attend in-person site visits to districts in Arizona to experience team-based models in action. Registration details coming soon.</td>
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**Questions?**

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