



Joint Legislative Education Oversight Meeting

January 7, 2014

Are you #ready2LIFT?



Overview

- Year 1 Milestones
- Opportunity Culture
- Year 2: A Look Ahead

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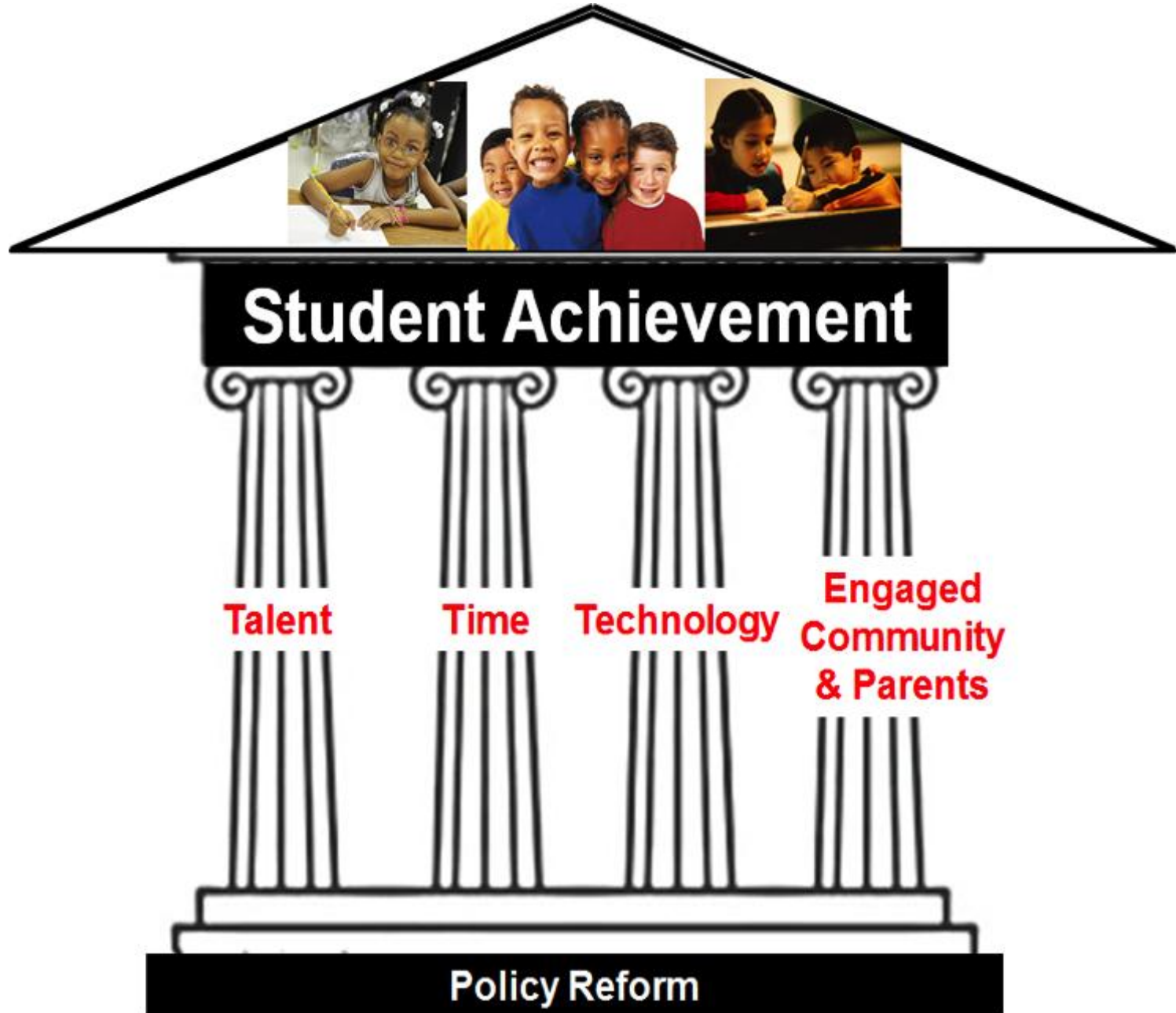
What is Project L.I.F.T?

- Public-private partnership with Charlotte-Mecklenburg Schools
- \$55M investment from philanthropic community over 5 years
- Private support is approximately \$1200 incremental per student per year
- Focused on 9 schools in West Charlotte Corridor that form a PreK-12th grade feeder pattern
- Schools have the highest poverty and lowest student achievement outcomes
- Serves 7200 students

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Project L.I.F.T. Reform Model



Project L.I.F.T. Goals

- 90% **graduation gate** at West Charlotte High School
- 90% **proficiency rates** in tested subject areas
- 90% of our children will obtain **more than a year's worth of growth** on all state tests

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Year 1 Milestones

Acknowledging progress, but stay focused on moving forward toward our 2017 goals!



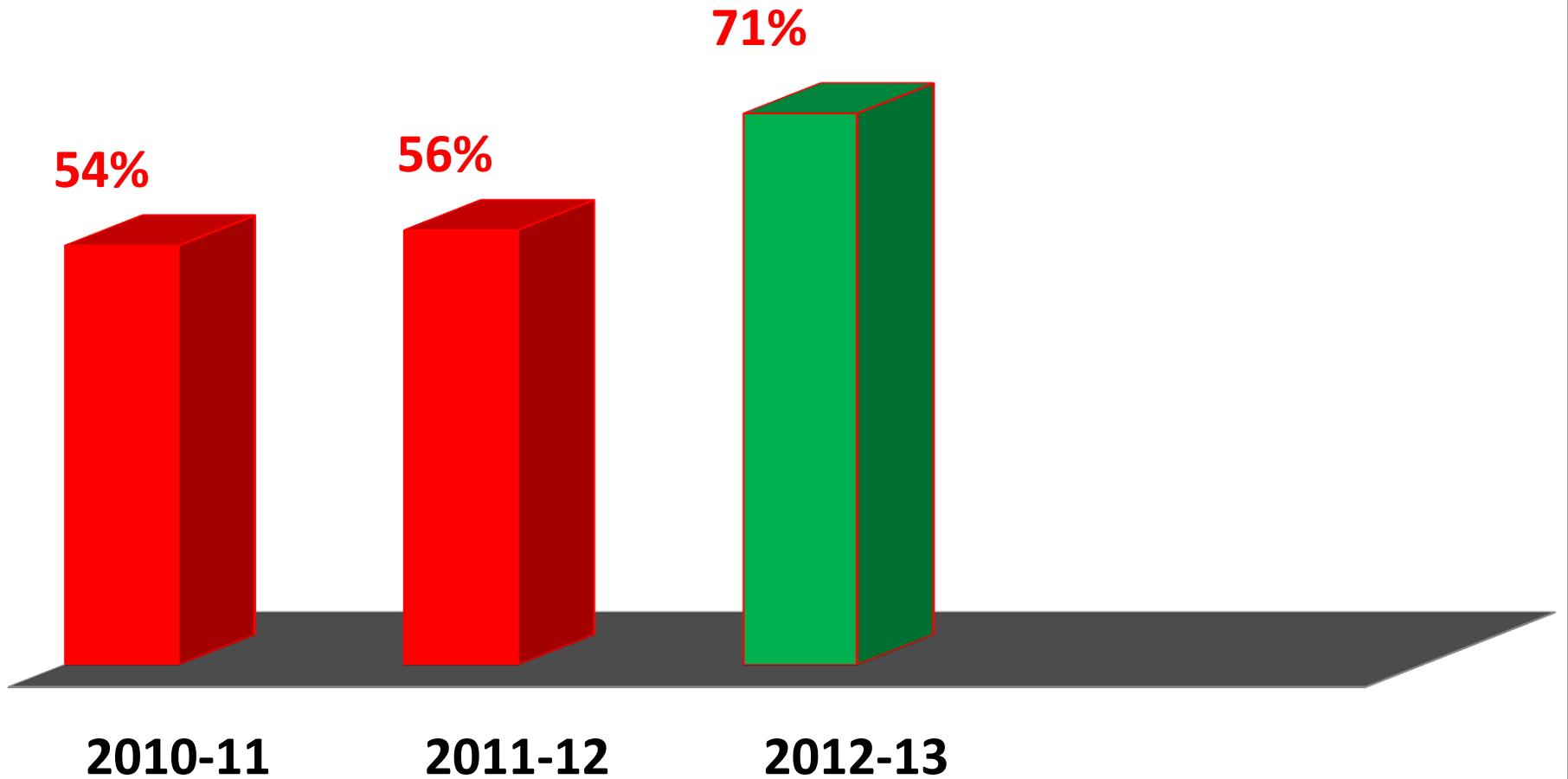
Peaks and Valleys



Learning, growth, and innovation occur in the valley!

West Charlotte High School

3-Year Graduation Rate Trend



Year 1 Milestone

15% graduation rate increase at West Charlotte High School



Year 1 Milestone:

Previously deemed as “hard to staff schools”, Project L.I.F.T. schools started the school year with less than 5 teacher vacancies for the last two years.



Year 1 Milestone:

In summers 2012 and 2013, over 2500 students were provided with high quality summer programming.



Year 1 Milestone:

N.C. General Assembly and CMS granted flexibility to Project L.I.F.T. to establish a school calendar that would promote continuous learning throughout the year.



Calendar Change: Impacted Schools

- Continuous Learning Calendar (year round calendar)
 - **Walter G. Byers School**
 - **Bruns Academy**
- Continuous Learning Calendar with Extended Time (added 19 school days)
 - **Thomasboro Academy**
 - **Druid Hills Academy**



Year 1 Milestone:

2000 students receive a personal computer, increasing the use of technology in classroom and at home.

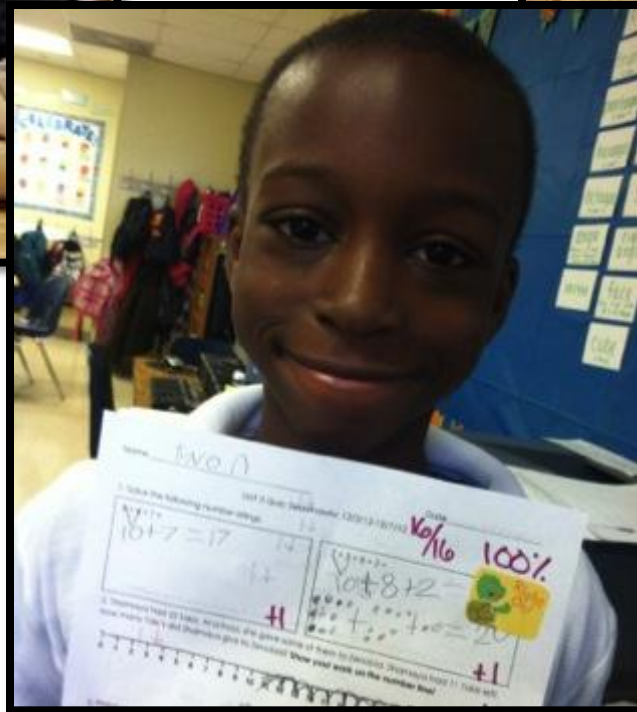


Year 1 Milestone:

Partnership with Novant Community Health Cruiser results in immunizations of 453 students in Project L.I.F.T. Learning Community.



Opportunity Culture



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Public Impact and Project L.I.F.T.

- **Public Impact** is a national education policy and management consultant organization based in North Carolina.
- Public Impact committed to work with 5 sites in the nation on the project



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What is the Opportunity Culture Initiative?



An attempt to answer a simple question: “Will our nation’s bold efforts to recruit more top teachers and remove the least effective teachers put **an excellent teacher in every classroom?**”

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Where We Fall Short

Although students in an estimated 12.5 million classrooms benefit from excellent teachers' instruction, *three times* that many do not.



**ONLY 25% OF CLASSES
HAVE EXCELLENT TEACHERS.**

What is the Opportunity Culture Initiative?

- To bring an excellent teacher to every child, we must “**extend the reach**” of our top teachers—those in the top 20 to 25 percent, who produce well over a year of learning progress in their students—and provide them with [career advancement opportunities](#) that don’t require leaving the classroom.

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Reach Extension Principles

1. **Reach more children successfully** with excellent teachers.
2. **Pay excellent teachers more.**
3. **Achieve permanent financial sustainability within current budget.**
4. **Include roles for other educators** that enable solid performers both to learn from excellent peers and to contribute to excellent outcomes for children.
5. **Identify the adult who is accountable for each student's outcomes**, and empower that person with the time, people, technology needed.

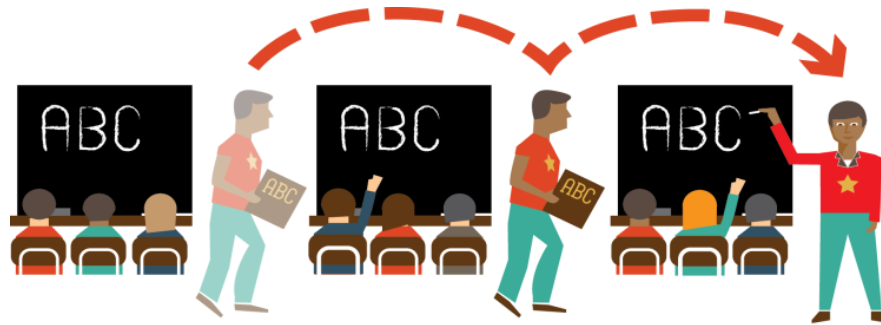


How Reach Produces Savings Within Budget

- Allowing teachers who are the most consistently excellent to reach more students
- Allowing less-costly paraprofessionals to supervise digital instruction and non-instructional time
- Shifting non-classroom instructional specialists back into classrooms, when not needed to achieve excellent outcomes



Model: Elementary Specialization



Excellent teachers specialize in high-priority subjects and the most crucial, challenging roles.

Teammates take care of students the rest of the time and cover administrative paperwork.

Specializing teachers instruct up to three times the students, earn more, and gain time for planning, development, and collaboration.



Model: Multi-Classroom Leadership

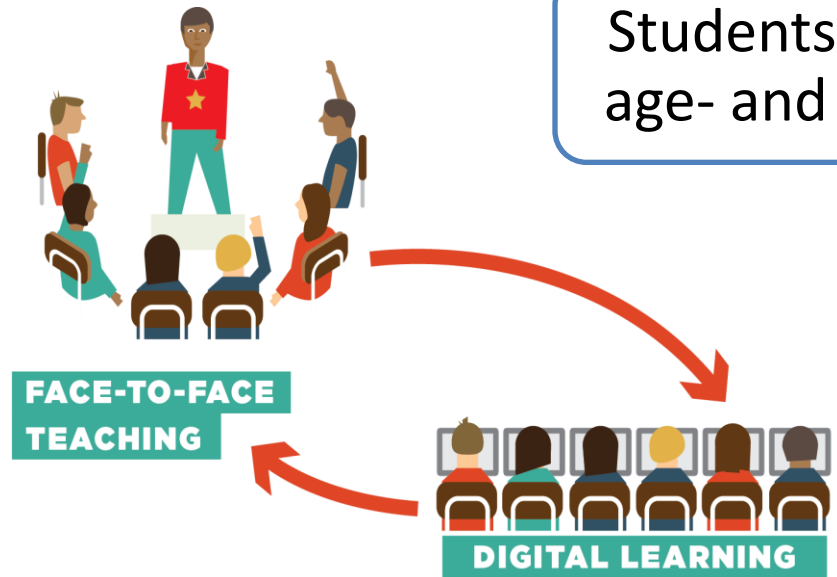
Teachers with leadership skills both teach and lead teams of other teachers, sharing strategies and best practices.



The multi-classroom leader determines how students spend time and tailors teachers' roles according to strengths. Accountable for the results of all students in her "pod," she earns more.



Model: Time-Technology Swaps



Students spend part of the day engaged in age- and child-appropriate digital learning.

Digital instruction—as little as an hour daily per student—replaces enough of top teachers’ time that they can teach more students and earn more.

Teachers use face-to-face teaching time for higher-order learning and personalized follow-up.

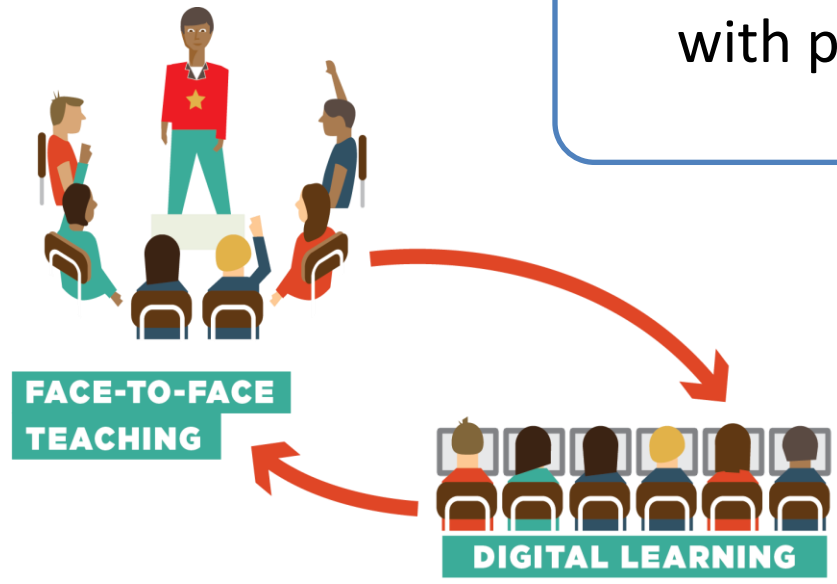
Based on [Models for Extending the Reach of Excellent Teachers](#)



Model: Time Swaps

Students spend part of the day working with paraprofessionals to cover basic knowledge and skills.

Time with paraprofessionals replaces enough of top teachers' time that they can teach more students and earn more.



Teachers use teaching time for higher-order learning and personalized follow-up.

Based on [Models for Extending the Reach of Excellent Teachers](#)



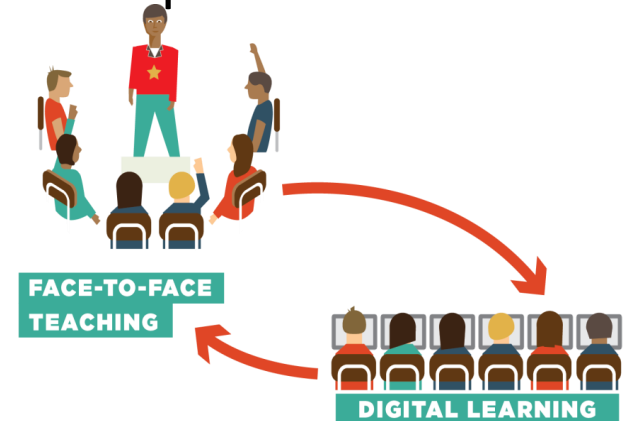
Paying Teachers More



Extending reach enables paying excellent teachers—and in some cases ***all* teachers**—more, within available budgets.

Out of the Ashley Park PreK-8 School Plan

- Re-purpose 7 classroom teacher positions to other roles (paraprofessionals & Reach Extension positions)
- In full implementation, 1 classroom teacher position is repurposed to 2 lower paid positions
- In full implementation, repurposing results in an un-used teacher position
- The value of the teacher position is used for compensation for the Reach Extension teacher positions.



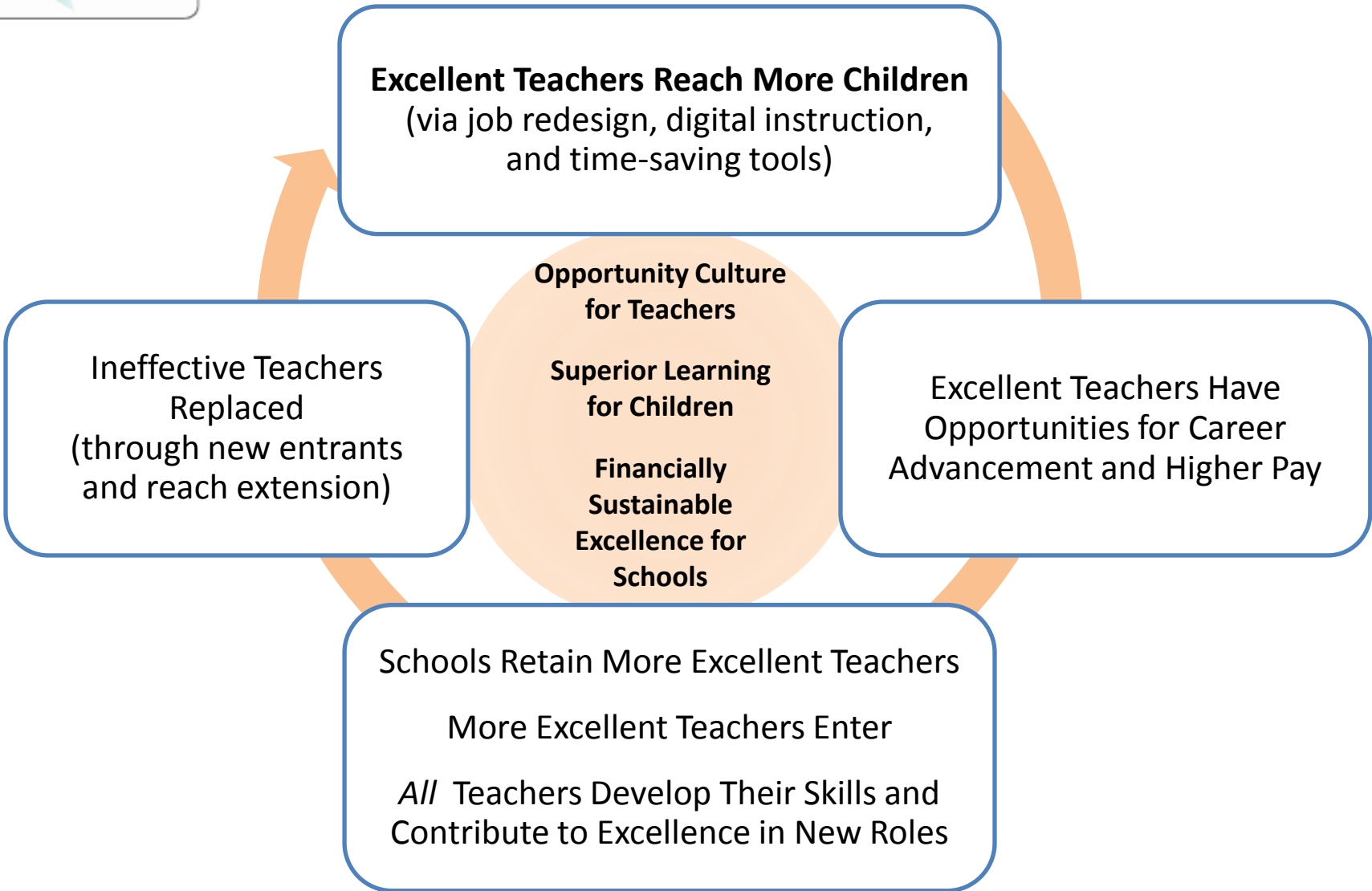
Potential to Increase Pay, within Budget

Ways to Extend Reach →	Elementary Specialization	Time Swap	Time-Technology Swap – Rotation	Multi-Classroom Leadership
	<i>Specialized Teacher Can Earn:</i>	<i>Expanded Impact Teacher Can Earn:</i>	<i>Blended-Learning Teacher Can Earn:</i>	<i>Teacher-Leader Can Earn:</i>
Pay Increase Percentages	10% More than average teacher pay	20% More than average teacher pay	20% More than average teacher pay	35%-50% More than average teacher pay

Teachers can earn this sustainably, within available budgets—no special grant funds needed.



Opportunity Culture Virtuous Cycle



Year 1 Milestone:

708 Teachers applied for 26 Opportunity Culture positions in 4 Project L.I.F.T. Schools.



Year 2: A Look Ahead



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Year 2: A Look Ahead

- Co-Principal for L.I.F.T. Academy Day and Night Programs
- February Dental Clinic to serve 1000 students
- Partnership with Microsoft expands bringing 1:1 technology to West Charlotte High School Class of 2017
- Laser-like focus on teaching, learning, and school culture
- Continued strong focus on recruitment and retention of talent

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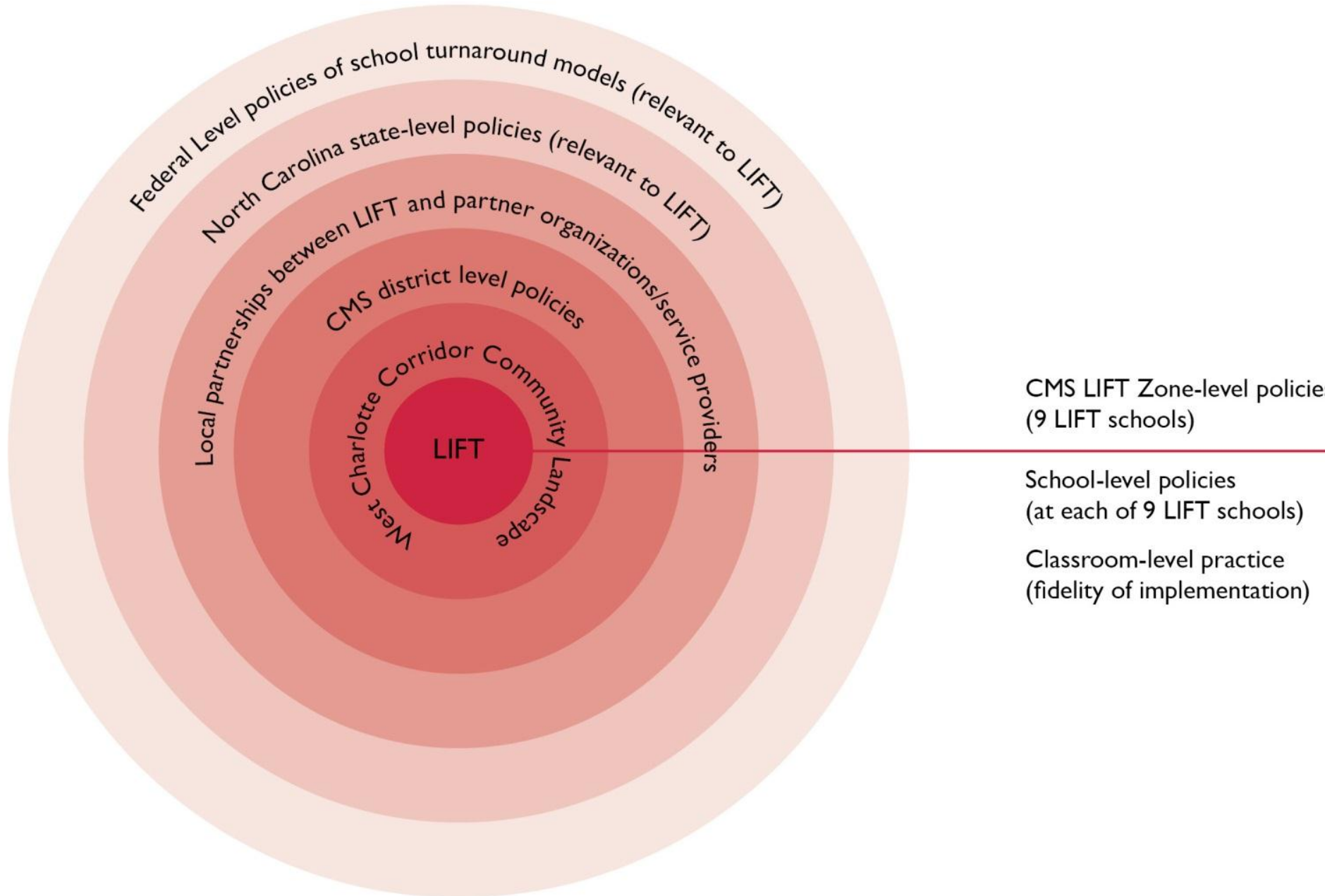
Year 2: A Look Ahead

- Grant more flexibility in allowing CMS to determine how resources are used in pre-K-12 education at Project L.I.F.T. schools.
- Examine, evaluate and implement sustainable alternative compensation models which reward teacher effectiveness (i.e. Opportunity Culture)
- Continued support of calendar flexibility

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Year 2: A Look Ahead



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