

Better Together: Combining Multi-Classroom Leadership with Team Reach



Multi-Classroom Leadership

- **Multi-Classroom Leadership** is the cornerstone of an Opportunity Culture.
- Multi-classroom leaders, or MCLs, are teachers with a record of high-growth student learning who lead a small teaching team while continuing to teach part of the time.
- MCLs earn higher pay, within school budgets.
- They ensure strong lessons and teaching methods, and give frequent—often daily—on-the-job coaching.
- MCLs are accountable for the learning of all the team’s students.

Team Reach

- Schools may combine Multi-Classroom Leadership with **Team Reach**.
- Team reach teachers (TRTs) directly teach more students than usual, but typically without raising instructional group sizes and with increased small-group instruction.
- In some cases, TRTs may use blended-learning rotations or specialize by subject.
- New paraprofessionals, called Reach Associates, assist TRTs.

Reach Associates

- **Reach Associates** (RAs) are an advanced paraprofessional role.
- They contribute to excellence by providing instructional and noninstructional support to a teaching team, as designated by the MCL.
- This saves teachers time and helps keep instructional group sizes smaller.

For more on the roles of MCL, TRT, and RA:
OpportunityCulture.org/multi-classroom-leadership/

Why Add Team Reach to MCL?

Most important benefits:

- **More time** for team collaboration
- **More money** for higher MCL *and* team pay (trading some vacant teaching jobs for RAs)
- **Teacher shortage relief** (fewer teachers needed)
- **More assistants help** with small-group teaching*
- **Higher student growth** (preliminary finding**)
- (And even: Can help **fund retirement**)

**Recent research indicates paraprofessionals produce more student learning growth than teachers when teaching small groups. **Schoolwide; not yet confirmed with teacher-level data.*

Multi-Classroom Leadership: Team View

Before



Teachers Work Alone

Key:

T = Teacher

MCL = Multi-Classroom Leader

After

Teachers Work on
MCL-led Teams

*Funded by:
specialists, Title I,
other*



In schools with
more funding

or



In schools with
less funding

See OpportunityCulture.org/reach/career-paths/ for details on funding

MCL + Team Reach: Team View

Before

Teachers Work Alone



Key:

T = Teacher

MCL = Multi-Classroom Leader

TRT = Team Reach Teacher

RA = Reach Associate

After

TRTs on MCL-led
Teams Reach More
Students with Reach
Associate Support

*Funded by: specialists,
teacher-RA swaps, Title
I, other*

RA TRT TRT TRT + MCL

In schools with
more funding

or

RA TRT TRT + MCL

In schools with
less funding

See OpportunityCulture.org/reach/career-paths/ for details on funding

MCL vs. MCL + Team Reach

	Multi-Classroom Leadership Only	Multi-Classroom Leadership + Team Reach
Student Learning Impact		
Proven to increase learning growth	✓	✓ ✓
Time to Plan & Collaborate		
Time—helps consolidate team time to plan & collaborate	✓	✓
Time—frees new team time to plan & collaborate	No	✓

MCL vs. MCL + Team Reach

	Multi-Classroom Leadership Only	Multi-Classroom Leadership + Team Reach
Pay Impact		
Pay—funds MCL supplement	✓	✓
Pay—funds team reach teacher & paraprofessional supplement	No	✓
Retirement—can help fund	No	✓

MCL vs. MCL + Team Reach

	Multi-Classroom Leadership Only	Multi-Classroom Leadership + Team Reach
Funding Sources Available		
Trade in vacant non-classroom roles	✓	✓
Trade in vacant teaching roles	No	✓
Use Title I funds	✓	✓
Other school-level cost reallocation	✓	✓

MCL vs. MCL + Team Reach

	Multi-Classroom Leadership Only	Multi-Classroom Leadership + Team Reach
Staff Impact		
Develops teachers on the job	✓	✓
Lets teachers lead while teaching	✓	✓
Accountability matches students served	✓	✓
Addresses acute teacher shortages	No	✓
Extra assistants help teach, especially small groups	No	✓