



Criteria for Participating Districts, States, and Charter Organizations (CMOs) **Extending the Reach of Excellent Teachers to More Students – Nov 2011 Version**

District/State/CMO and School Leadership Commitment

- **Leaders have *already* implemented a teacher evaluation system** that includes individual teachers' student growth. Top 20 to 25 percent teachers can be identified in all subjects in which excellent teachers' reach will be extended.
- **Leaders make a "3X for All" commitment:** to reach every child successfully with teaching as good as today's top quartile in target subjects. Implementation may begin with prototype sites, but with the intention of implementing system-wide.
- **Superintendent/CEO commits to the initiative principles**, starting with those below.
- **Board commits to the initiative principles**, starting with those below.
- **Superintendent/CEO assigns a person to be fully accountable** for implementation.
- **Principals in involved schools commit** to initiative principles in writing. *Consultants can help, but school leaders must drive implementation and communicate with staff and parents.*
- **Leaders secure funding for:**
 - **External help with initial communications of the vision and design options.**
 - **Monitoring/evaluation of the ongoing process.**
 - **Published documentation of outcomes and lessons learned.**

Guidelines for Reach Extension Initiatives. Each effort will explicitly and rigorously aim to:

1. **Reach more children successfully with excellent teachers.** Teachers whose reach is extended are (and stay) in the top 25 percent based on student growth; other measures may supplement but not replace growth.
2. **Pay excellent teachers more** for reaching more children successfully, in approximate proportion to increased student reach.
3. **Achieve permanent financial sustainability** within budgets from per-pupil funding.
 - Changes are budget-neutral or positive (after planning/start-up costs).
 - Implementation is funded with usual, not temporary, sources. Costs funded with extra funds may include major facility changes, technology purchases, and consulting fees (and/or temporary change organizers on staff).
4. **Include roles for other educators** that enable solid performers both to learn from excellent peers and contribute to excellent outcomes for children.
5. **Identify the adult who is accountable for each student's outcomes**, and clarify what people, technology, and other resources (s)he is empowered to choose and manage.

If you are interested in becoming a partner site in this initiative, please send an email to opportunitycultureinput@publicimpact.com.