

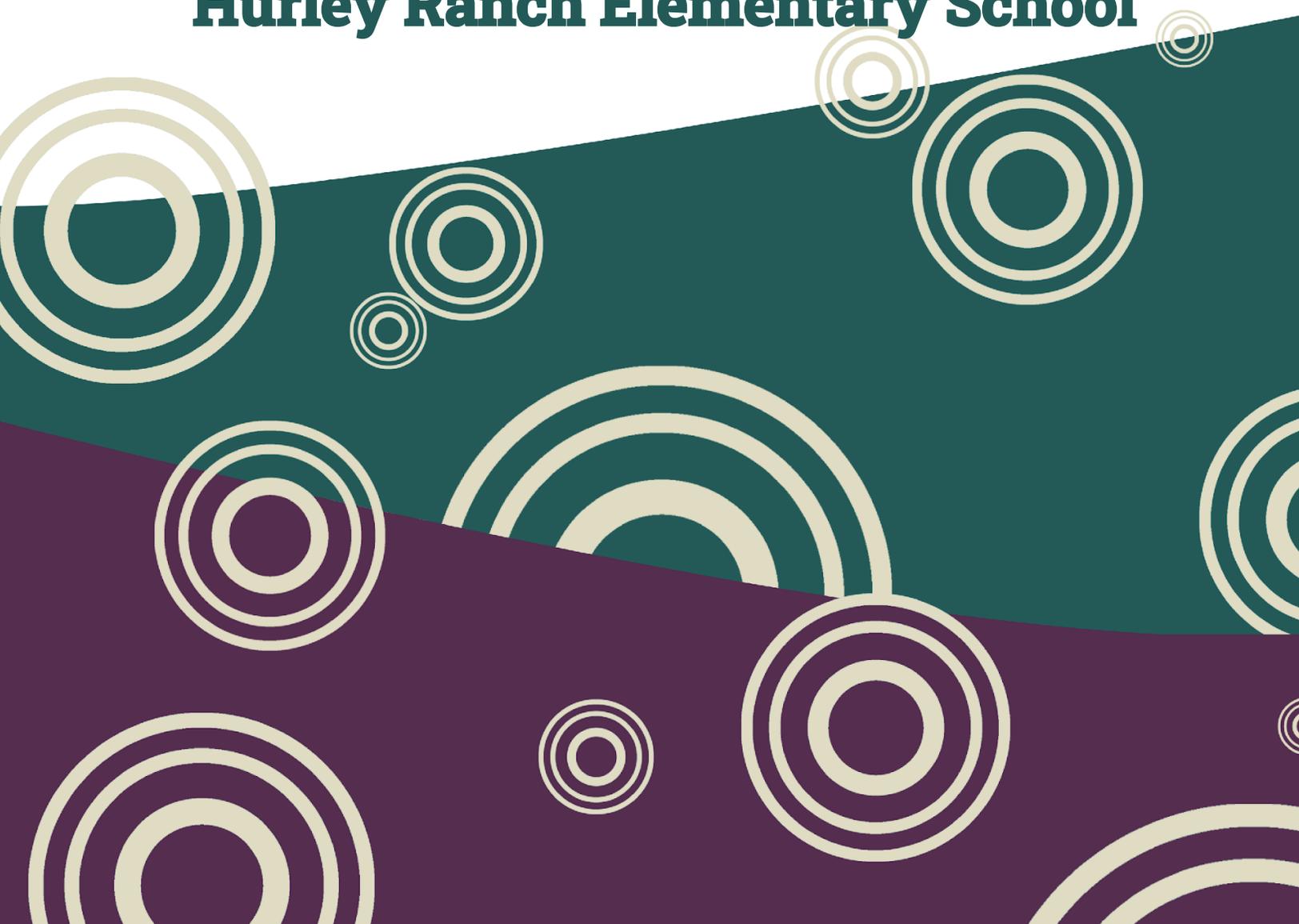


MILLION DOLLAR  
**TEACHER**  
PROJECT

**2020-2021**

**Classroom Support  
Team Overview**

**Hurley Ranch Elementary School**



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# About Million Dollar Teacher Project

The Million Dollar Teacher Project, a registered 501(c) 3 since 2016, is dedicated to impacting student performance through teachers. Arizona teachers voluntarily leave the profession at rates 85% higher than the national average. Our students within Arizona and throughout the country deserve better – with our innovative, scalable, and cost-effective solutions, we work to resolve issues within teacher support, recognition, and compensation.

We are changing the culture around teaching while creating tangible, data-driven solutions that help teachers get back to the most important parts of their jobs: growing the globe's future leaders.

**Mission:** Elevate the teaching profession through increased recognition, compensation, and support.

**Vision:** Creating a world where every student experiences excellent education every day.

# Intro to the Classroom Support Team

Teachers cite compensation, support, and recognition as the top three reasons they exit the profession. Million Dollar Teacher Project's Classroom Support Team (CST) seeks to directly impact the support system surrounding teachers.

In traditional classrooms, teachers work far beyond their job descriptions, juggling delivery of content, technology support, relationships with parents, emotional and behavioral issues, special education plans – the time investment is often overwhelming.

Why would we be content with a stressed, overwhelmed individual teaching our children? We can help to transform our teachers' experiences, and therefore their students' achievements, by better supporting educators.

The Classroom Support Team places 4 volunteers/interns onto a school campus to assist teachers with parent engagement, technology integration, classroom management and assisting the teacher in as many ways possible. The Team works with a grade level for maximum efficacy.

# The Classroom Support Team



## The Teacher

Within the Classroom Support Team, the teacher is supported with resources, staff, and data. With this new help, teachers focus on high-needs students and have room to get back to the most important parts of their jobs: helping kids.



## Student Teacher

Student teachers are valuable partners for teachers and schools. While helping to engage more students in the classroom, the host school has an opportunity to preview what the student might be like as a potential full-time employee. The student teacher assists with lesson planning, classroom management and curriculum implementation.



## Volunteers/Interns

Having an eager, willing set of extra hands in the classroom can shift work away from the teacher. Teaching Assistants/Interns gain insight into classroom management/instruction and experience while enabling the teacher to engage in activities that require a certified educator. The assistant works with students 1-on-1 and in strategic groups. The assistant also keeps parents updated and works to strategically engage them in the teacher's work in the classroom.



# Classroom Support Team Members and Partners Hurley Ranch Elementary School

Fourth grade teachers: Arizona Nguyen, Martha Rodriguez-Hampton, Emily Slick and Vanessa Velasco

Sixth grade teachers: Stan Goldwasser and Emily Graham

Principal: Randy Watkins

CST Members: Song Wang (ST), Izzy Okunlola (TA/Intern), Makayla Calvert (TA/Intern), Madison Monoscalo (TA/Intern), Hannah O'Hara (TA/Intern) and Margaret Villa (TA/Intern)

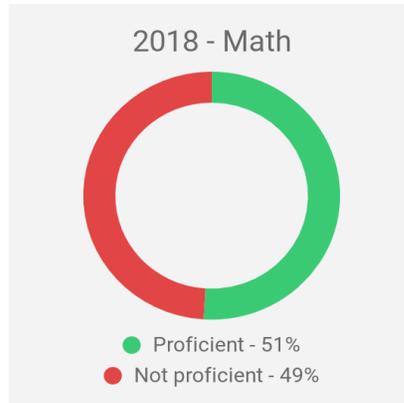


# About the School District

## United Elementary School District

	United Elementary	AZ Average	National Average
# of Students	1867	1369	N/A
# of Teachers	78	72	N/A
Student:Teacher Ratio	24:1	19:1	16:1

**76%** of students are Hispanic  
**13%** of students are Black  
**6%** of students are White  
**1%** of students are Asian  
**2%** of students are Native American  
**2%** of students are 2 or more races



# Pandemic Year

Million Dollar Teacher Project's Classroom Support Team at Hurley Ranch Elementary School District for the 2020–2021 school year went from September 1, 2020 through May 15, 2021. The normal end date of March 31 was extended to make up for the interruptions caused by the pandemic.

Our team included a student teacher and 5 teaching assistants/interns, 4 fourth grade classes and teachers and 2 sixth grade classes and teachers. With the exception of one teaching assistant/intern, all intern participation was virtual. Each grade had a lead CST teacher and virtual weekly meetings with teachers and interns were scheduled for each grade.

The overriding theme for this school year was the need to adjust to rapidly changing landscapes on an almost daily basis. Teachers, parents, students, and teaching assistants/interns faced daily challenges which consumed their days and energy. The already difficult task of teaching in an environment where teachers are under appreciated and not supported was made even more onerous by the restrictions caused by the pandemic. Normal curriculum had to be adjusted for the virtual format and students became squares on a screen. Normal classroom management techniques were no longer effective where the students were sitting in their own homes distracted by other events and often not showing up at all.

Teachers were strained beyond their limit and it was impossible to always meet the added demands for reporting necessary to quantify the impact of the CST program on teachers, parents, interns and students. There was little time for scheduled meetings, weekly journals and data compilation. The teachers struggled to meet the daily rigors brought on by the pandemic. As a result, the data we were able to gather for this report is limited.

## Key Findings and Accomplishments

- **Thanks to additional support** from the Classroom Support Team. 1327 hours of free time were given back to teachers at Hurley Ranch Elementary School.
- **Teachers who participated reported** more personal and free time because of the assistance provided by the interns. Happier teachers mean better retention rates.
- **Participating CST members** were able to explore the profession and make evaluations of their career choices with the experience they received.
- **Student teacher** said he became a better teacher because of participation in the Million Dollar Teacher Project.
- **Cost Effectiveness:** We provided 1327 hours of Teaching Assistant/Intern time. The average salary for a Teaching Assistant is \$26,513. Million Dollar Teacher Project saved the district a total of \$33,746 through our CST model. We also provided additional value of \$6959 through administrative services and resources for a combined total of \$40,705.

## **Overview/ Highlights**

### **Teacher Oriented**

- Participating teachers reported that CST involvement helped make them a better teacher.
- Based on teacher responses, 100% reported getting more free time due to the CST program with 69% reporting 1-5 hours of additional free time each week and 31% reporting 6-10 hours of additional free time each week.
- 100% of Participating teachers found the CST helpful.
- 100% of Participating teachers were satisfied with their assigned CST intern.

### **Intern Oriented**

- 92.9% of the student teacher/interns reported that their involvement in the CST helped them learn more about the teaching profession.
- 96.4% of the student teacher/interns reported they felt their work in the classroom positively impacted the teachers they supported.
- 100% of the student teacher/interns reported they were excited to come to work and contribute to the mission of the Million Dollar teacher Project

# Testimonials/Successes

## CST Team members:

- "I became a better teacher because of my participation in the Million Dollar Teacher Project. I gained solid knowledge on educational theories, practices and instructional strategies from the various opportunities given here. There were countless opportunities to teach a variety of students in different settings, and learn from mentors and other professionals at the same time."
- "As an intern, I felt extremely supported. The MDTP is amazing and there are always people willing to support in anything I needed."
- "There is a student who does not always finish his work because he gets distracted or chooses not to finish but this past week, I was able to have him finish an assignment and understand what he did and how he got those answers."
- "I helped a student learn more about Anne Frank and were able to build a relationship so now he is more comfortable coming to me if he has questions or needs assistance."
- "At the beginning of the week, there were 10 parents who hadn't signed up for parent teacher conferences and by the end of the week I was able to sign up 8 of those parents."
- "There was a student who was having a hard time understanding what a fraction was so I helped her by visually showing her what a fraction represented. She was able to understand it and was so happy that I was able to help her."
- What I liked best was "being able to work next to a teacher and see exactly what the teaching career looks like day to day."
- What I liked best was "being in the classroom environment and building relationships with the students and the teachers."

# Teachers' Reflections

- My intern is always ready to help on tasks I assign to her and tasks that she thinks could help me! It is such a BLESSING to have her be part of our team.
- My intern supported with my lesson plans, weekly newsletters, grading, and small groups. She is very involved and such a helping hand! Great listener too.
- I was able to have more time outside of school instead of grading after hours.
- I received support with lesson planning, small groups, and weekly newsletter.
- My intern does an awesome job with my grading and makes my life so much easier!
- My intern was able to call the parents who had not signed up for parent-teacher conferences. She signed them up and left messages for the parents who did not answer. I was able to prepare for parent-teacher conferences in advance by completing parent folders with student information and printing those materials as well.
- Grateful for everything that the interns do and the program offers.
- It helped me get through parent teacher conferences.
- It is extremely helpful to have an extra hand as a teacher.

# References

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