



MILLION DOLLAR  
**TEACHER**  
PROJECT

# 2024 - 2025

## Classroom Support Team Overview


*Madrid Neighborhood School*  
*Wilson Primary School*





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# About Million Dollar Teacher Project

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're 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:** Create a world where every student receives outstanding instruction from a teacher every day.

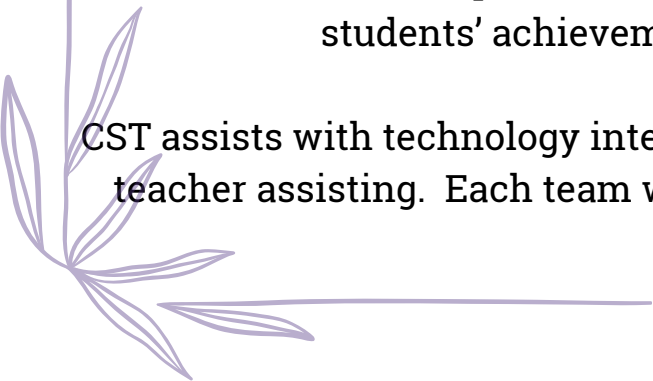
## What is the problem?

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 impact the support system surrounding teachers directly.

In traditional classrooms, teachers work far beyond their job descriptions, juggling content delivery, technology support, relationships with parents, emotional and behavioral issues, and unique 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.

CST assists with technology integration, student teaching, parent engagement, and teacher assisting. Each team works with a grade level for maximum efficiency.



## Overview of Program

The **Classroom Support Team (CST)** is a team of interns and community volunteers supporting a grade level of teachers. The program ran from September 3rd, 2024 - March 28th, 2025. CST Interns impacted the learning outcomes to approximately 400+ students this year by supporting the teachers.

### Data Collection

In an effort to better evaluate how the program impacts everyone involved surveys were given out before and after the program.

- CST Interns had Monthly Check-Ins during both Fall and Spring semesters.
- Spring CST Interns filled out Weekly Check-Ins via Google Forms.

The CST Teacher data was collected from the CST teachers at our focus schools- **Madrid Neighborhood School** and **Wilson Primary School**.

The data was collected in a series of Pre-Program and Post-Program surveys. Answers were then collected and compared from the start of the year to the end. This data will be reviewed in later pages.

#### *Students Impacted (Total)*

**Madrid Neighborhood School:** 210

**Wilson Primary School:** 191

#### *Student Totals for Pre-Program Survey*

**Madrid Neighborhood School:** 19

**Wilson Primary School:** 117

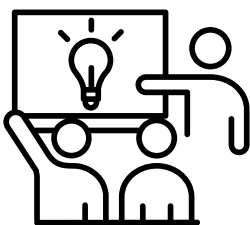
#### *Student Totals for Post-Program Survey*

**Madrid Neighborhood School:** 36

**Wilson Primary School:** 133

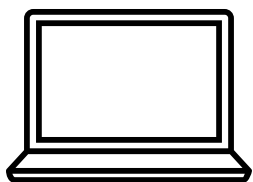
# Classroom Support Team Intern

## Areas of Focus



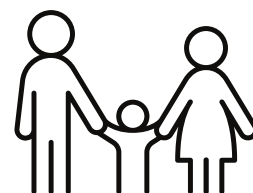
### **The Teacher**

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



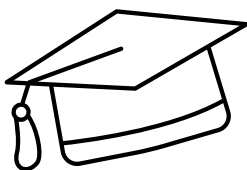
### **Technology Integration**

The intern or volunteer collaborates with the teachers to bring impactful technology practices into the classroom. With this technology, the intern/volunteer analyze data on student performance and behavior to communicate to the teacher where special attention is needed.



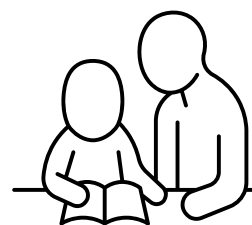
### **Parent Engagement**

Community involvement in the classroom and investing in teachers create a healthy, collaborative space for their students. The intern or volunteer keeps parents updated and works to strategically engage them in the teacher's work in the classroom.



### **Student Teaching**

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 intern/volunteer assists with lesson planning, classroom management, and curriculum implementation.



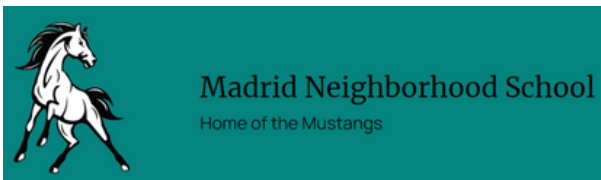
### **Teaching Assistance**

Having an eager, willing set of extra hands in the classroom can shift busy work time away from the teacher. Teaching Assistants/Interns/Volunteers gain insight into the classroom management/instruction and experience while enabling the teacher to engage in activities that require a certified educator. The intern/volunteer works with students 1-on-1 and or in strategic groups.

### **4-in-1**

In previous years there would be 4 interns each specializing in one of these roles. Based on teacher feedback we have combined all 4 roles into 1!

## ***CST Members***



**Principal:** Stacy O'Rourke

**Teachers:**

Nicole Marrs - 4th Grade

Maria Maeda - 4th Grade

Wendy Fish - Special Education

**Interns/Volunteers:**



Betty Walsh  
"Ms. Betty"



Mary Wright  
"Ms. Mary"



Ashley Walsh  
"Ms. Ashley"

# CST Members



**Principal:** Maki Wojcicki

## Teachers:

Bonnie Gonen - 1st Grade

Isabel Joyce - 3rd Grade

Cinthia Curtin - 3rd Grade

Benjamin Cantley - 3rd Grade

Maxie Patel - 4th Grade

Michael Cunningham - 4th Grade

Isabella Colon - 4th Grade

Anna Fox - 4th Grade

## Interns/Volunteers:



Dalia Acevedo  
"Miss Dahlia"



Sydney Klauba  
"Ms. Klauba"



Fabiola Aleman  
"Miss Fabiola"



Jasmin Rojas  
"Ms. Rojas"



Katelyn Ehlich  
"Miss Kate/Ms. K"

## Community Partners



**MARICOPA**  
COMMUNITY COLLEGES



## CST Advisory Committee



Annie Burnett,  
Teacher Support  
Coordinator



Alexandra Fallon,  
Program Manager



Ildi Laczko-Kerr,  
Co-Founder/CEO  
RibbitLearning



Rhonda Bowman, MDTP  
Board Member/Teacher



Shalmeka Sweet,  
Counselor Faculty  
South Mountain C.C.

### Not Pictured

Tiffany Nieto, Office Coordinator Phoenix C.C.

Kat Valdiva, Program Director Phoenix C.C.

# Key Findings and Accomplishments

68.6% of students answered 5 when asked if they enjoyed having another person help them.

Did you enjoy having another person, besides your teacher, help you this year? \*

Mark only one oval.

	1	2	3	4	5	6	7	8	9	10
No	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Yes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

1,118 hours  
given back to  
teachers



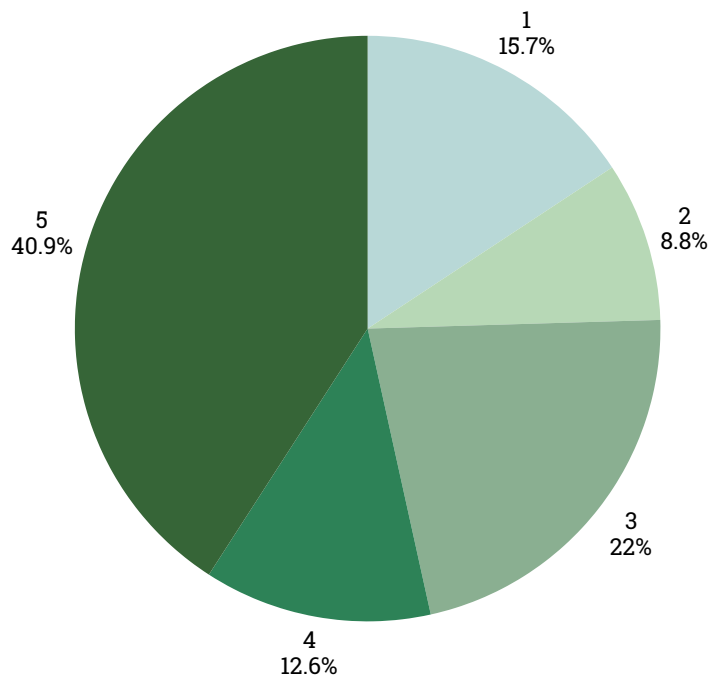
Common Intern Tasks



# Student Centered Data

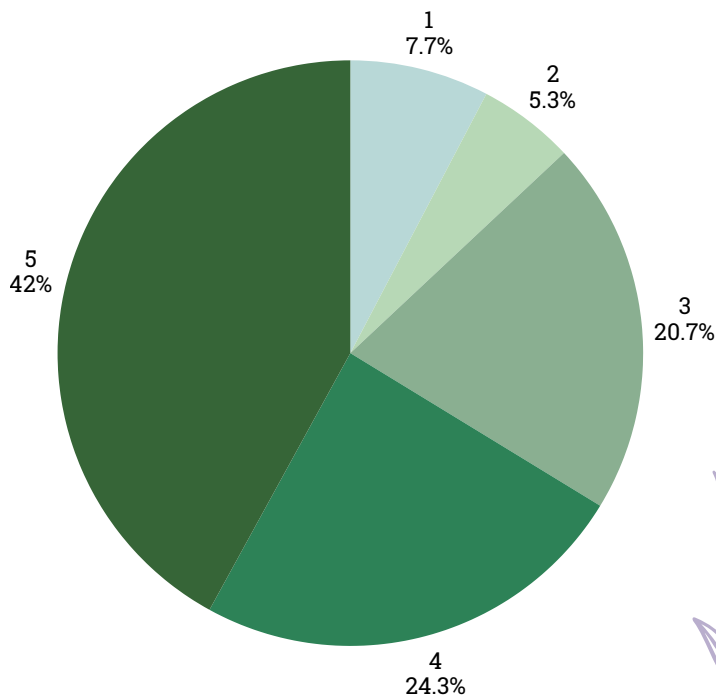
The following graphs are based on a scale of 1 to 5, 1 being low/bad and 5 being high/amazing.

*How do you feel starting school this year?*



Before

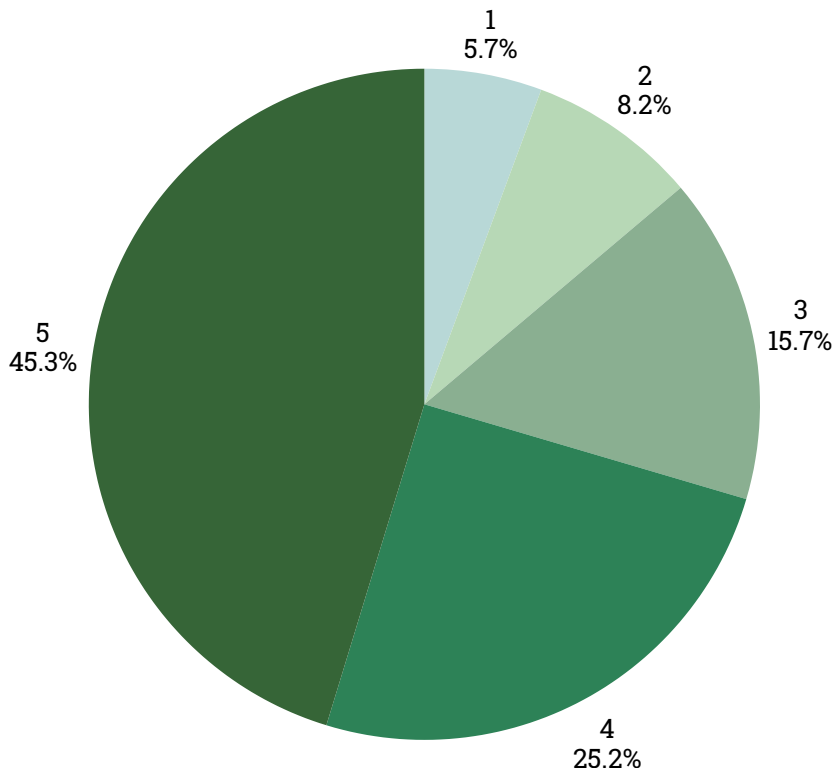
After



***\*It should be noted that 136 students filled out the pre-program survey while only 169 students filled out the post program***

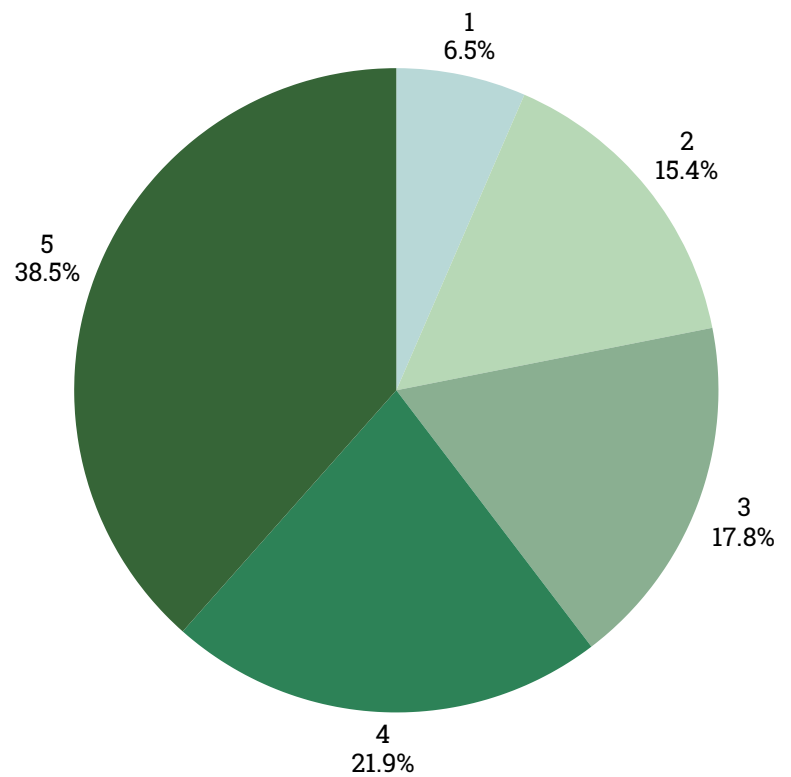


*Do you think you'll enjoy learning this year?*

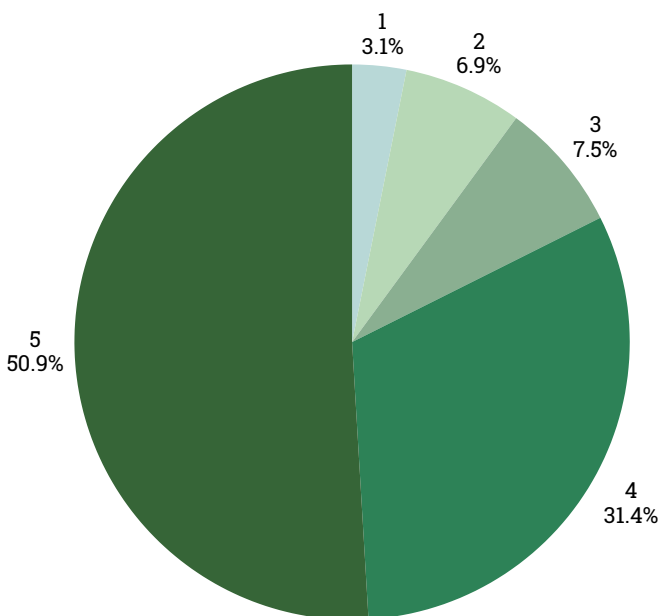


Before

After

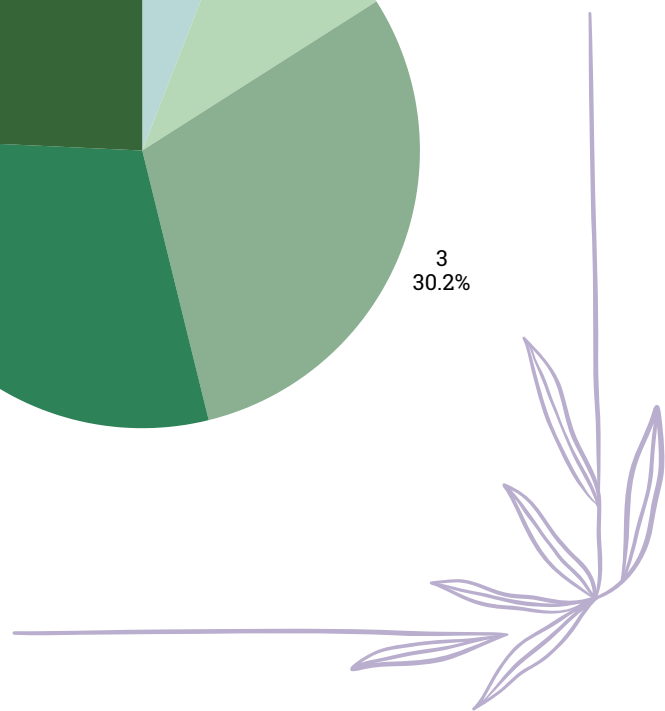
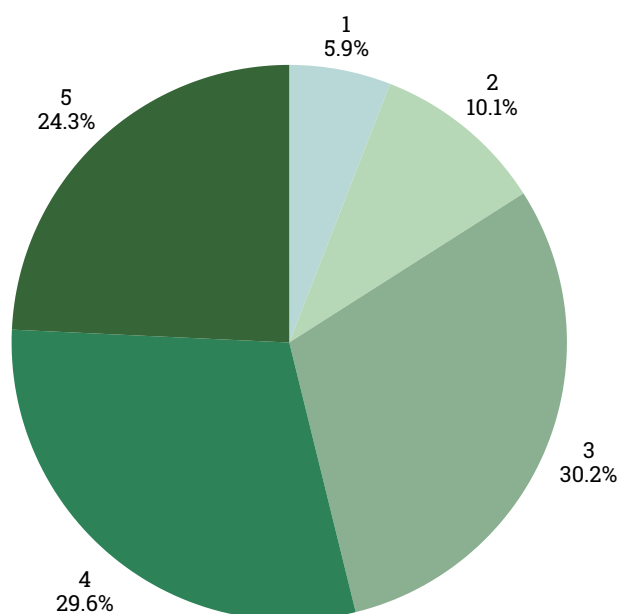


*How do you think your behavior will be like  
in the classroom this year?*

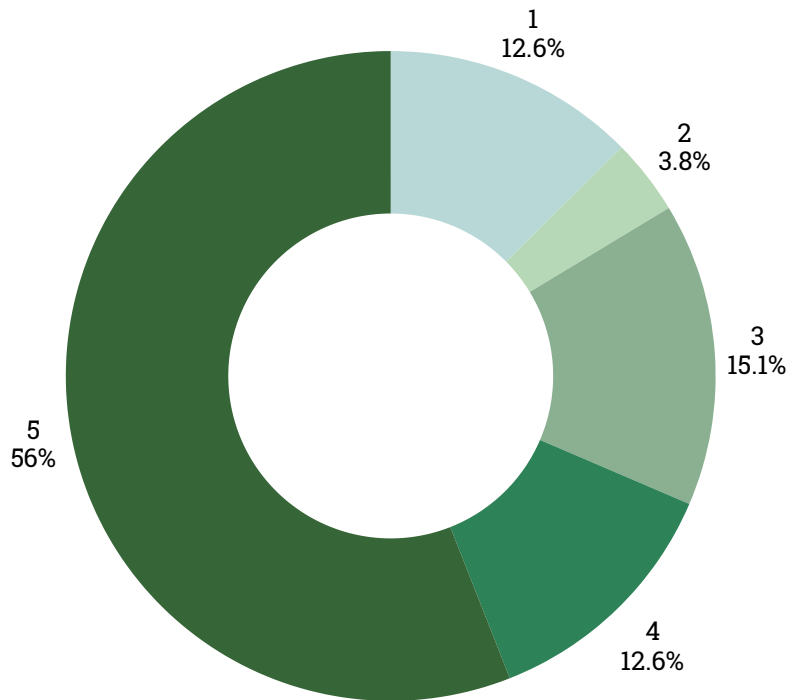


Before

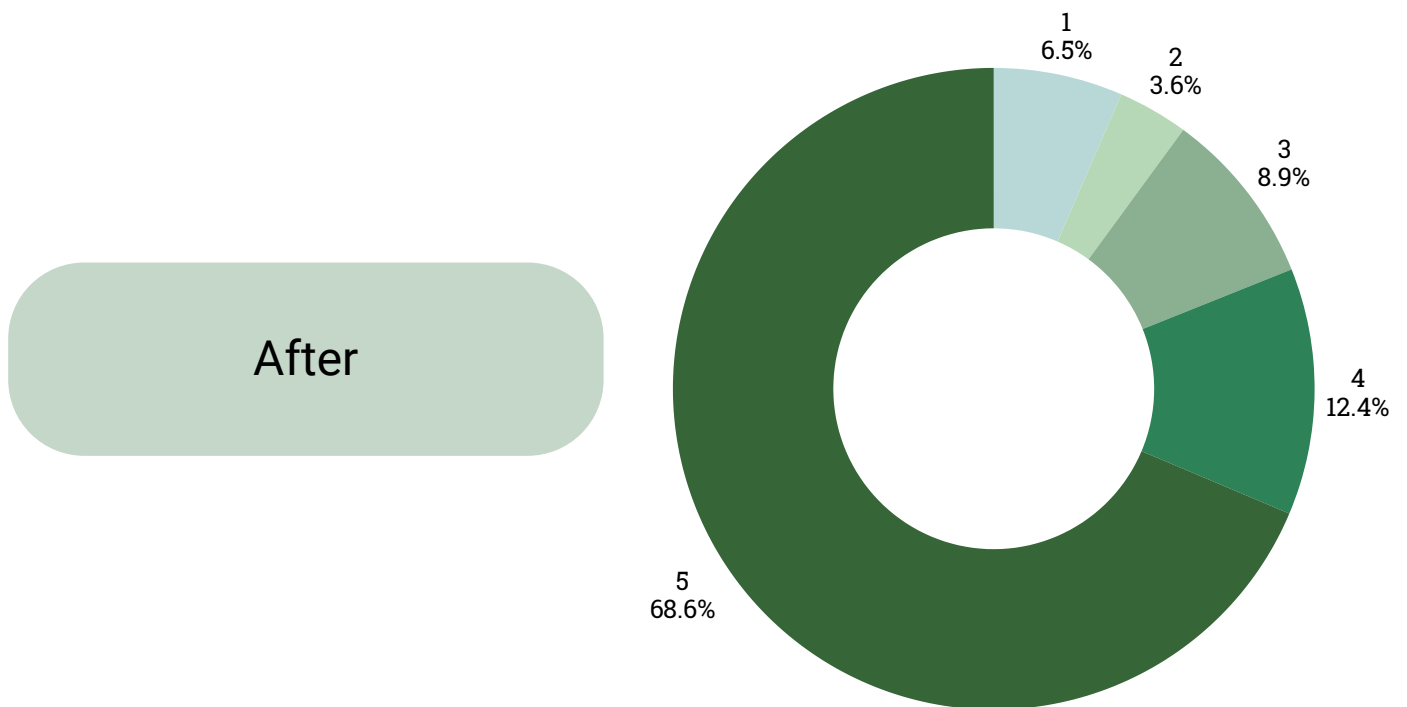
After



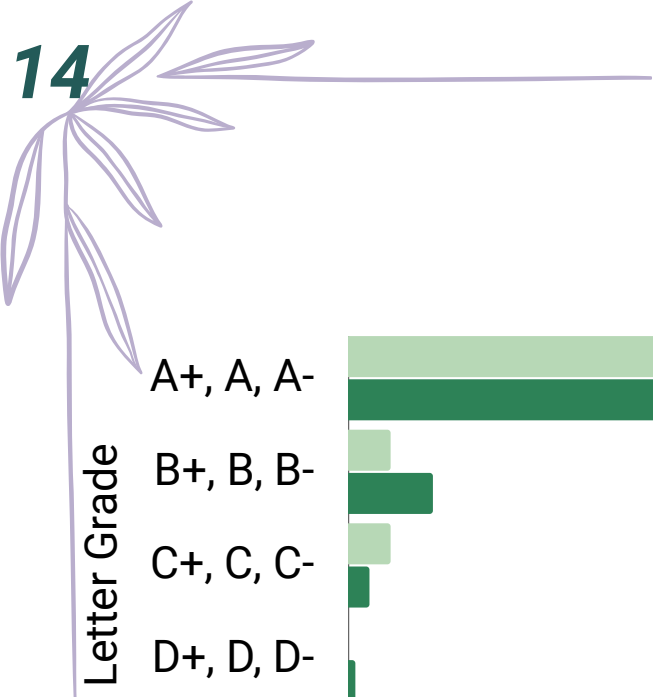
*Will having another person, besides your teacher, help you this year?*



Before

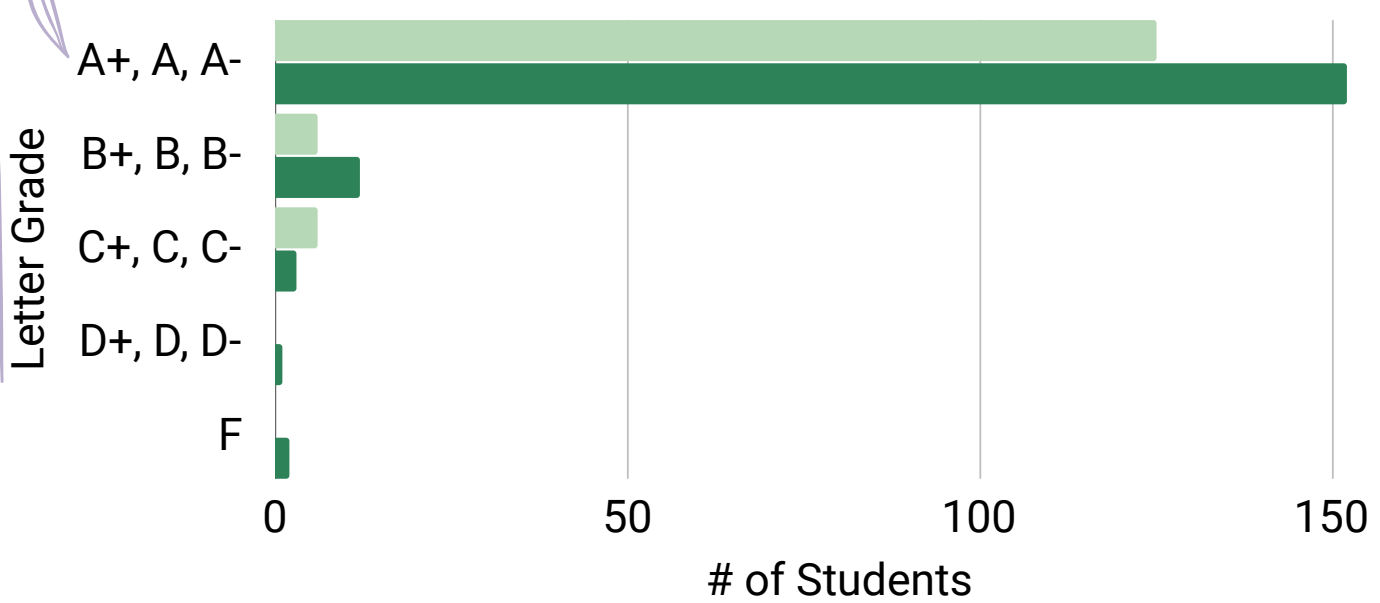


After



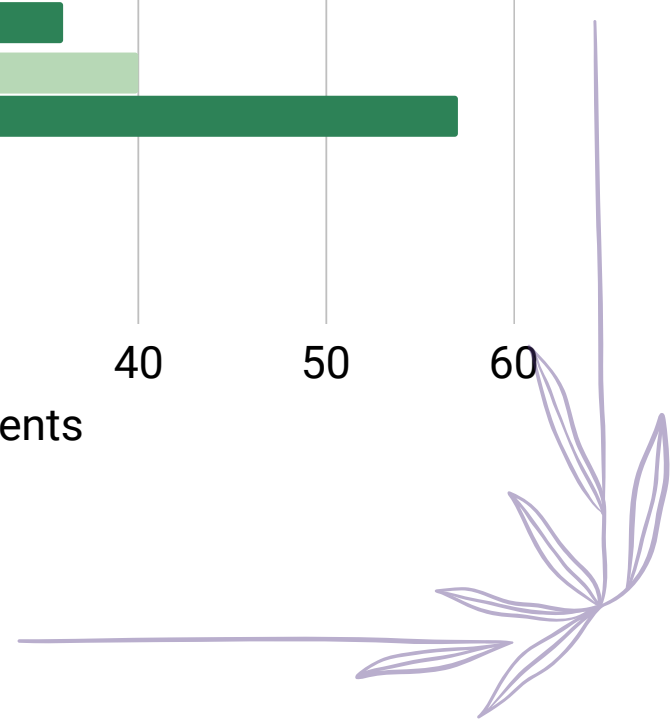
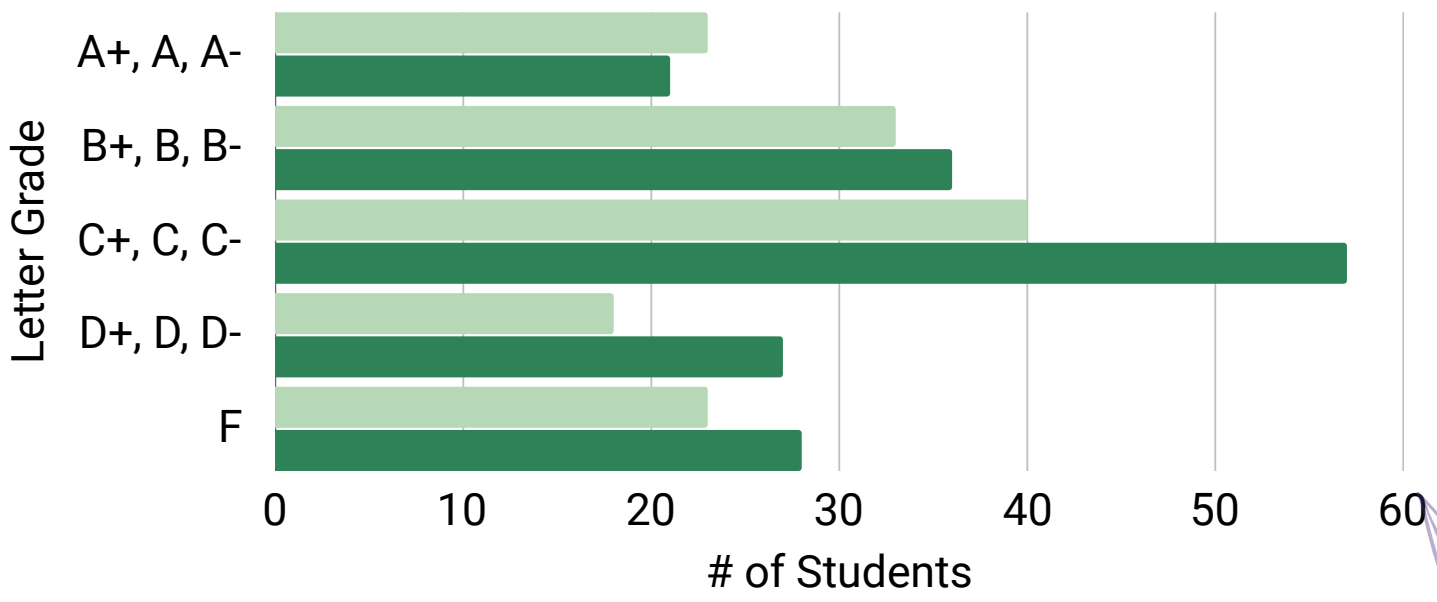
*Highest grade*

● Pre    ● Post



*Lowest Grade*

● Pre    ● Post



# Student Testimonials

"Ms. Katelyn helped me one on one. She helped me learn. She was fun."

-Student A

"I would feel so happy because my teacher is the best but she can't help everyone at the same time, so another person would help her and her class."

-Student B

"I happy to learn this year. I think someone helping my teacher will be good because of the amount of students in class."

-Student C

"I felt good having another person help me this year like Miss Kate she would help every student in this class so it felt good having another teacher besides Mr Cunningham."

-Student D

"Ms. Dahlia is the best im going to miss her being in my class she makes me smile and laugh and giggle."

-Student E

"I feel good because it is more faster because what if the teacher is busy helping a kid they could just help us."

-Student F



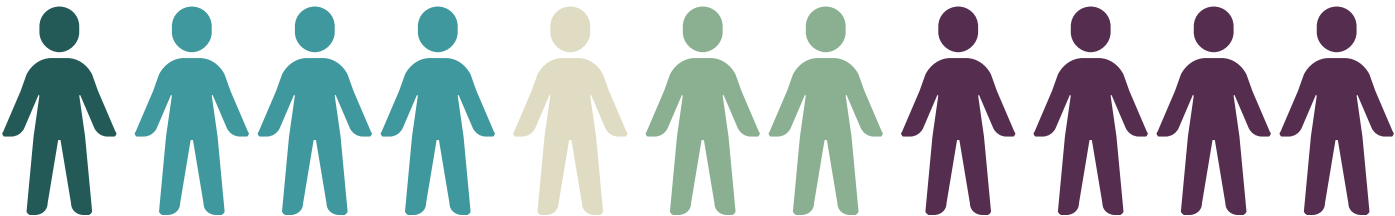


# Teacher Centered Data

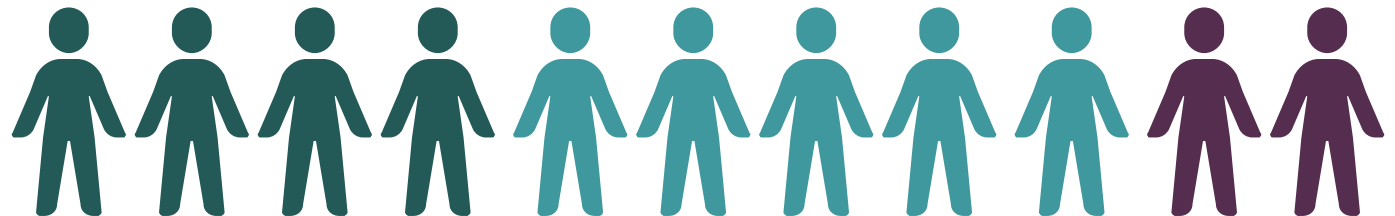
## Teacher Demographics



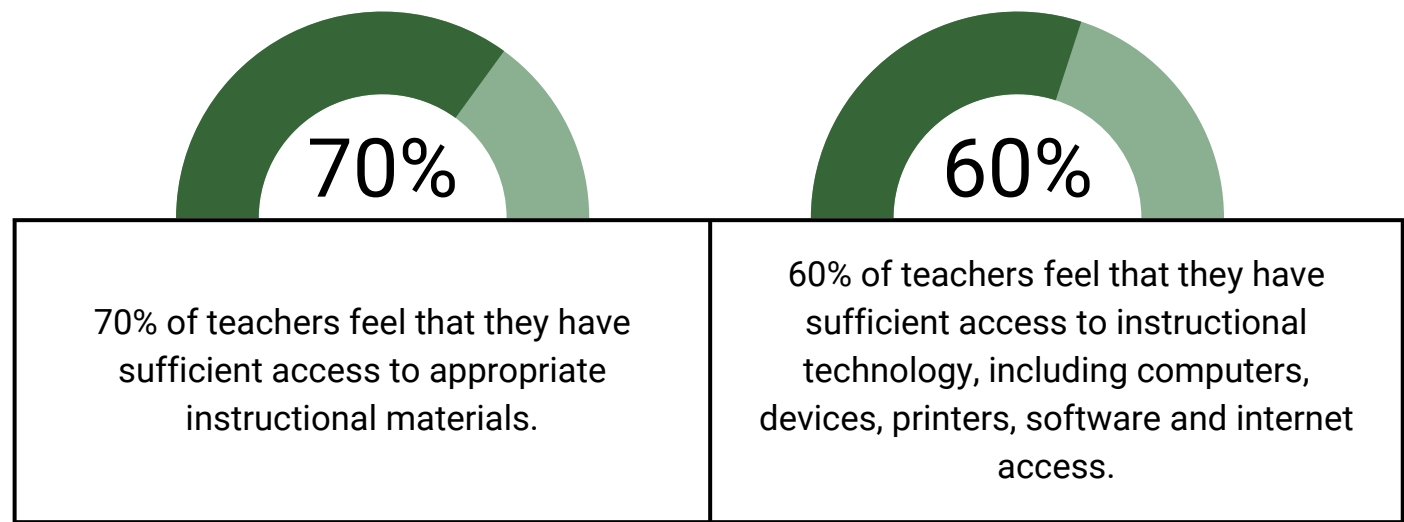
How many total years have you been employed as an educator?



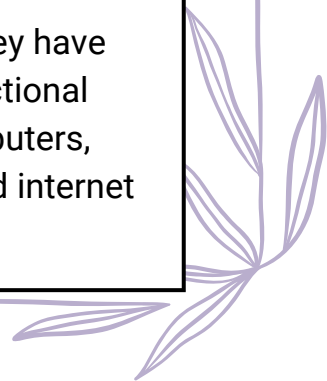
How many total years have you been employed in the school you currently work for?



## Facilities & Resources



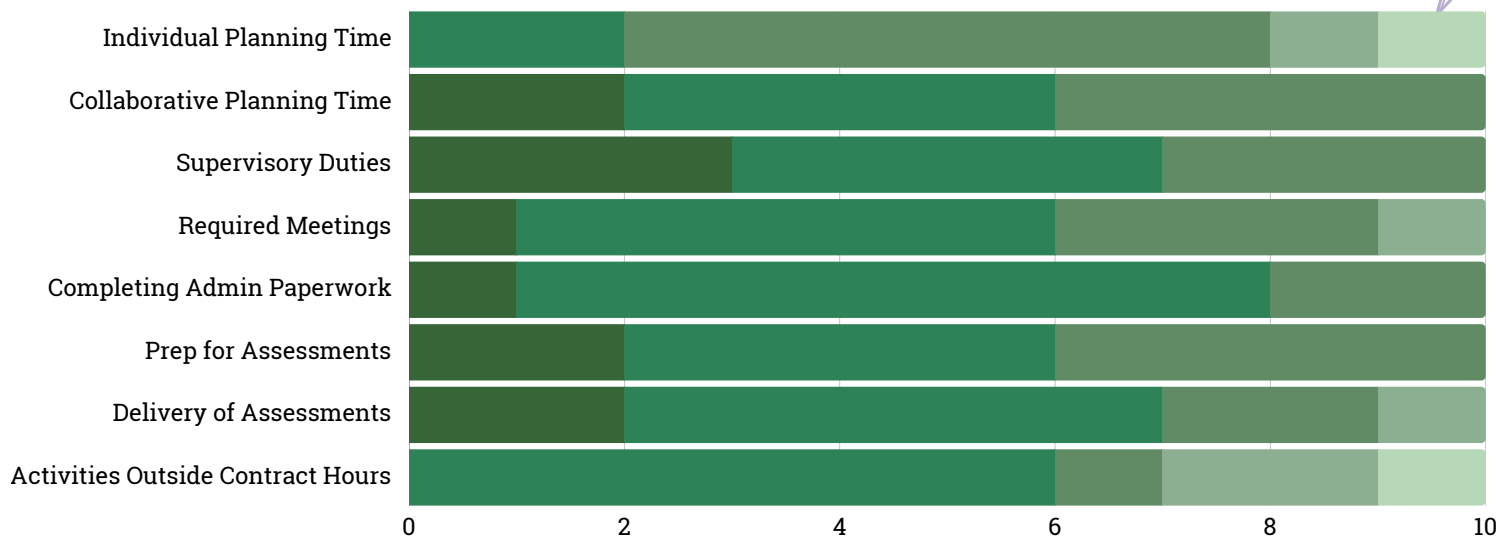
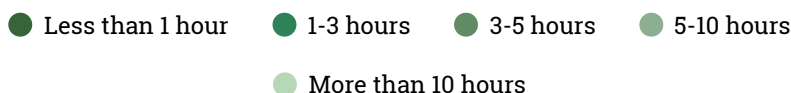
Pre-Program and Post Program



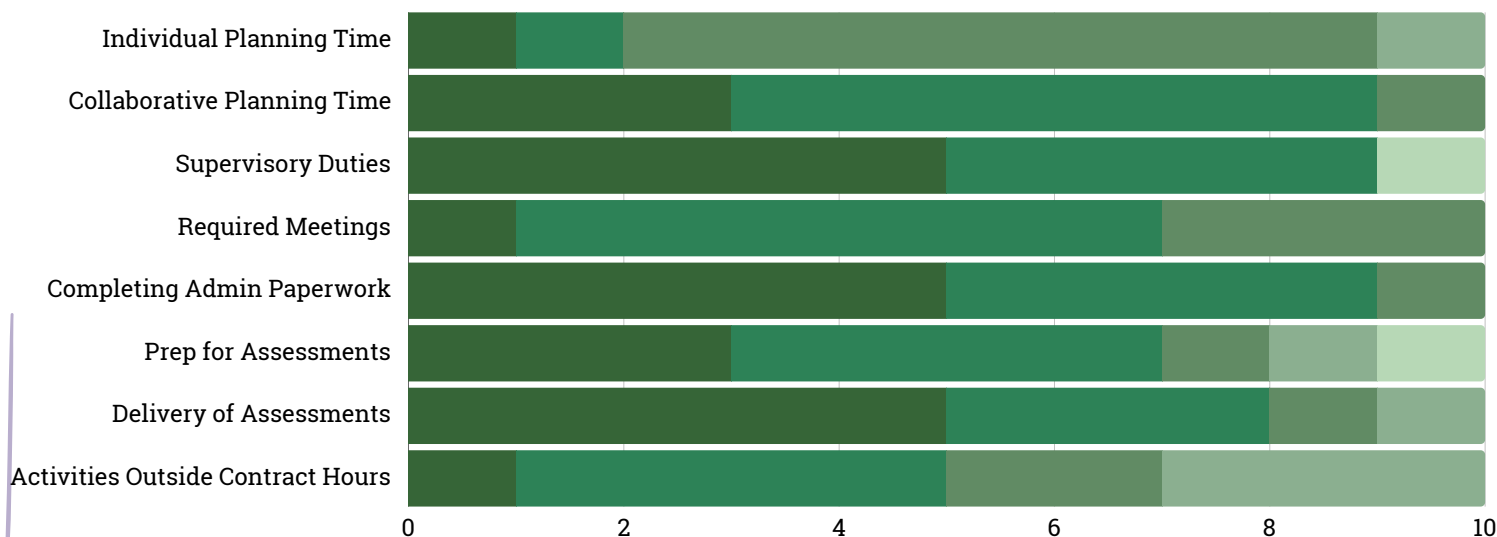
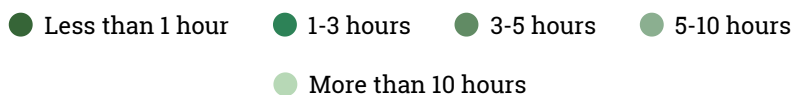
# On average, how much time do you spend on these tasks each week?

17

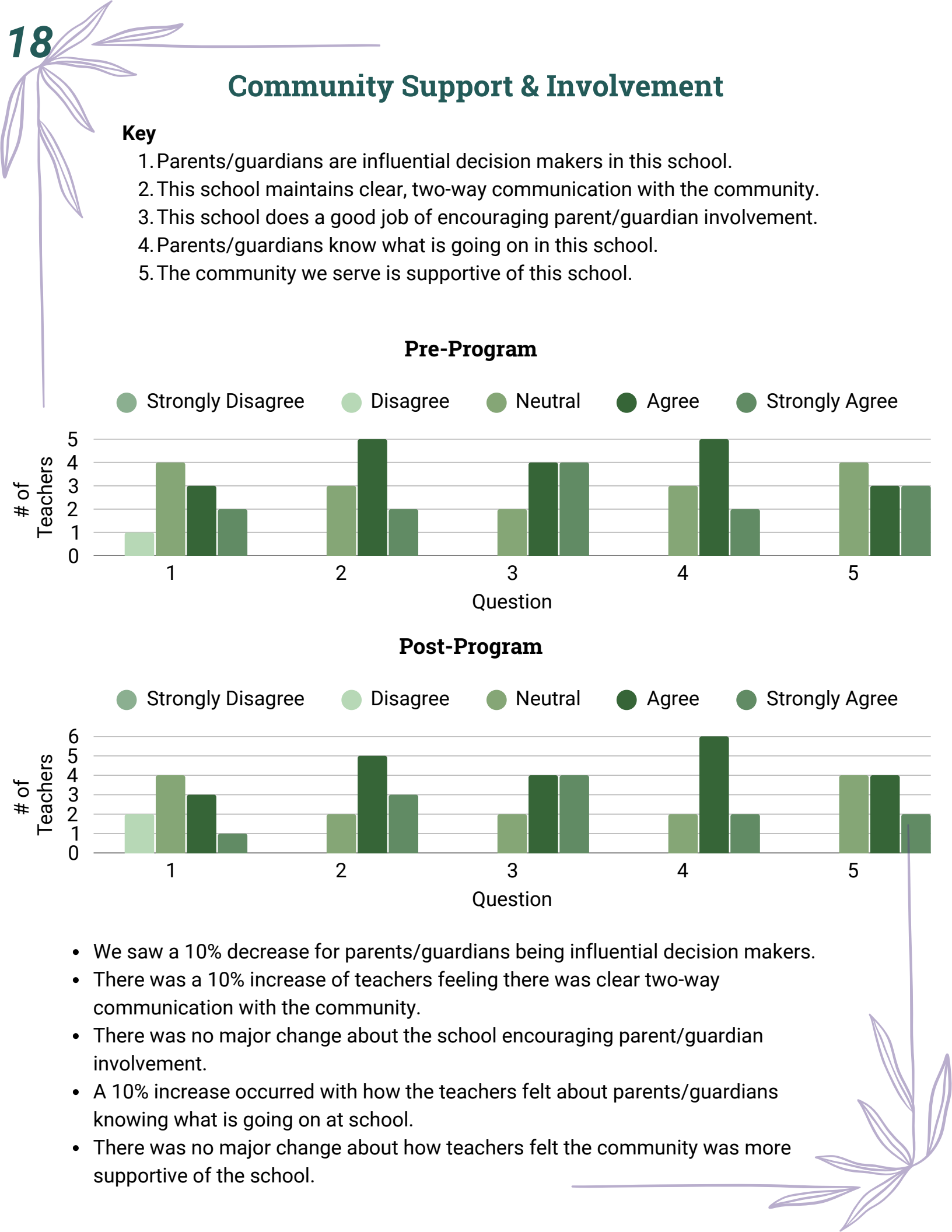
## Pre-Program



## Post-Program



- 60% of teachers gained 2+ hours back a week for individual planning time
- 50% gained 1-2 hours back a week for collaborative planning time
- 50% gained time back from supervisory duties
- 70% reported no change with required meetings
- 50% gained 2 hours back a week for administrative paperwork
- 30% lost time in prepping for assessments; survey was given in March with mandatory state testing occurring in April.
- 60% gained 2-3 hours back a week on when delivering assessments
- 40% said they gained 2-5 hours back from activities outside the classroom.



*Responses were collected and compared from the start of the year to the end.*

Increases = improvement throughout the year.

Decreases = decline throughout the year.

Stayed the same = no change occurred.

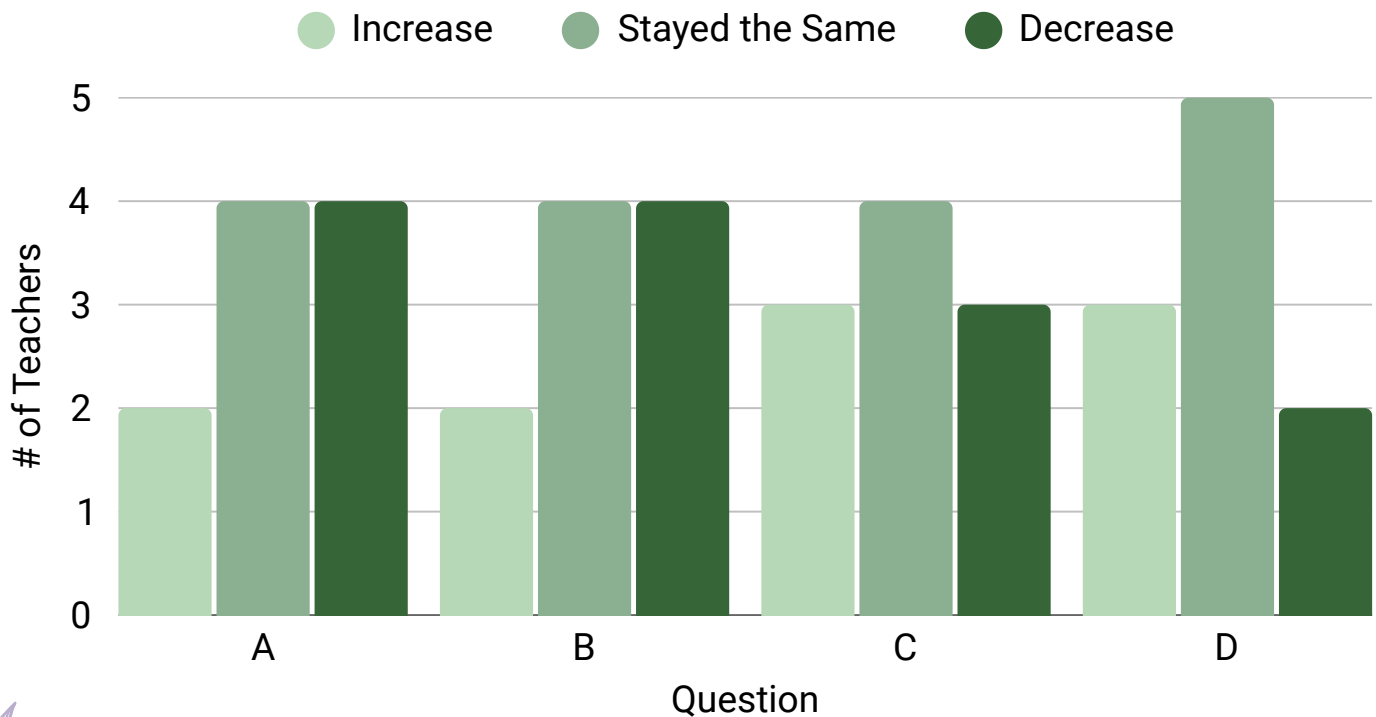
**Key:**

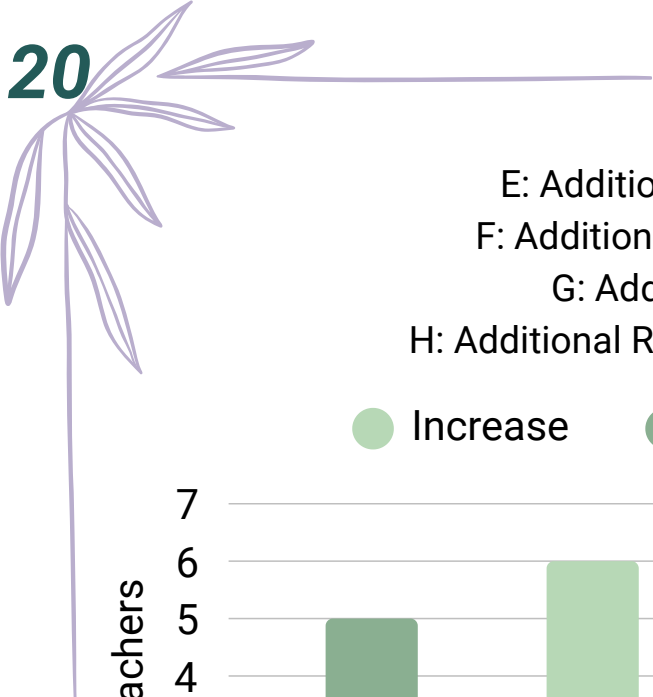
A: Classes are reasonable size such that teachers have the time available to meet all the needs of students.

B: Teachers have time to collaborate with other colleagues.

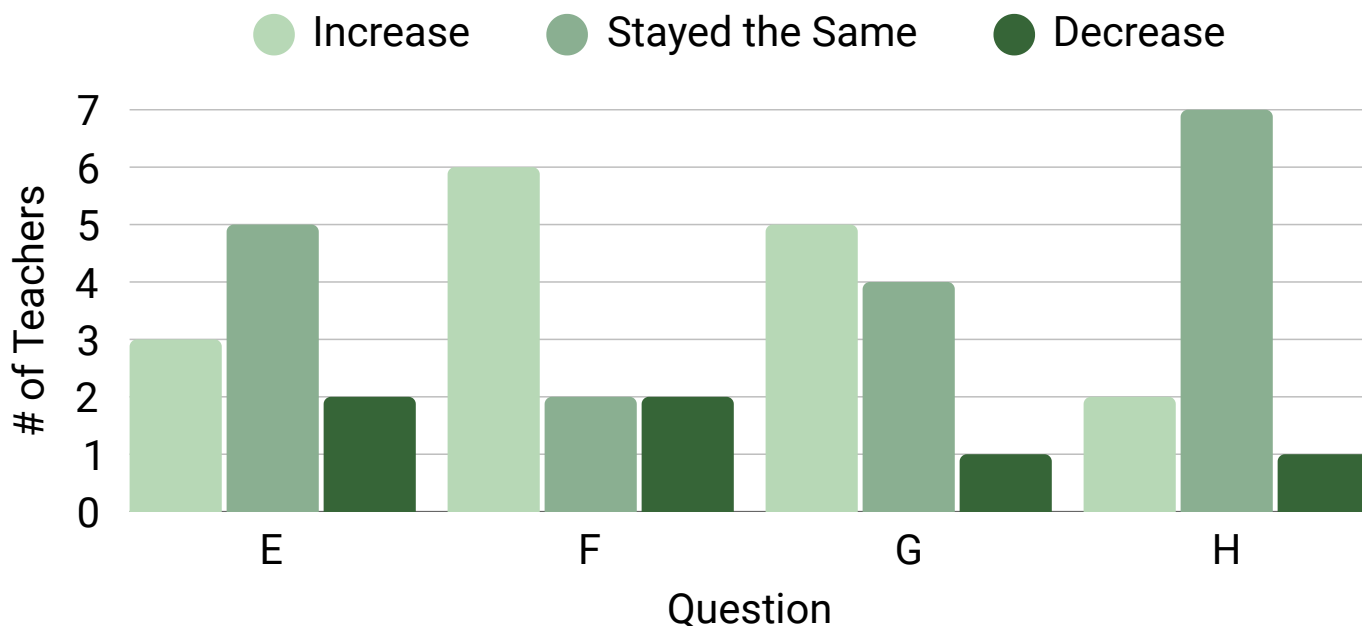
C: Efforts are made to minimize the amount of routine paperwork teachers are required to do.

D: Teachers are protected from duties that interfere with their essential role of educating students.

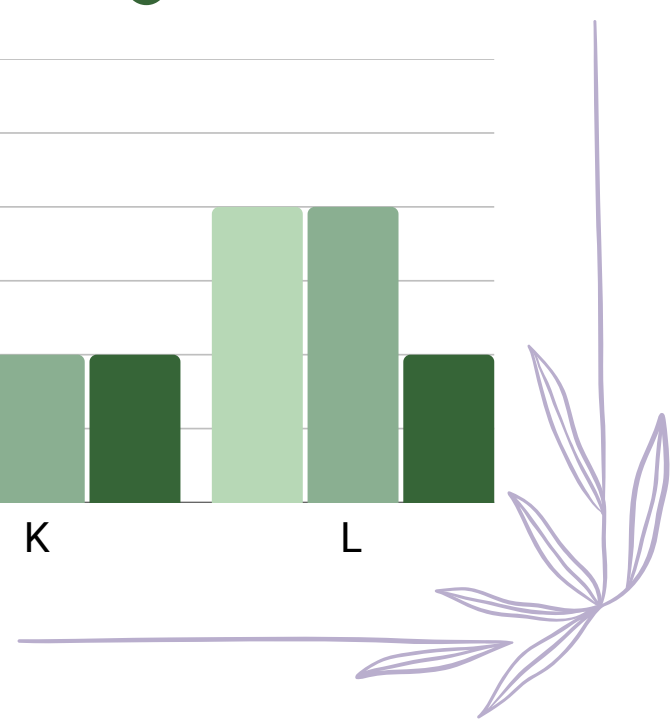
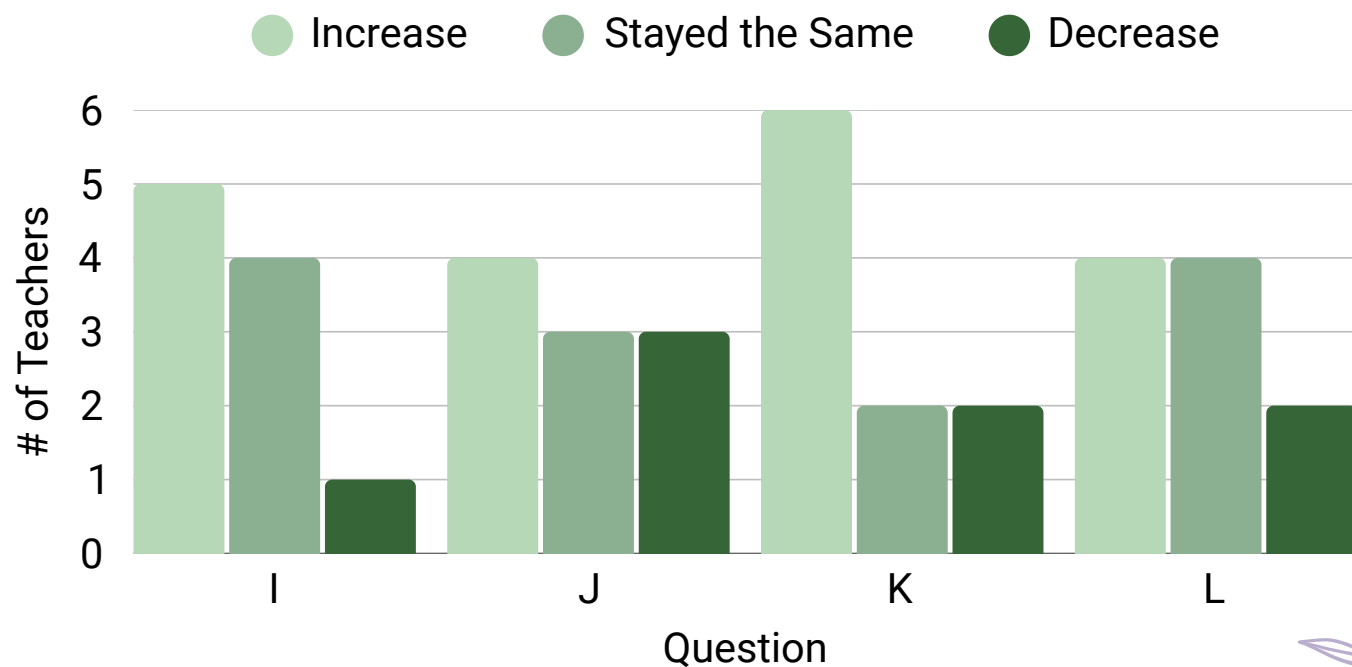




E: Additional Individual Planning Time  
F: Additional Collaborative Planning Time  
G: Additional Supervisory Duties  
H: Additional Required committee/staff meetings



I: Additional Completing required admin paperwork  
J: Additional Prep for federal, state, and local assessments  
K: Additional Delivery of assessments  
L: In an average week of teaching, how many hours do you spend activities outside of the regular school work day.



# Teacher Testimonials

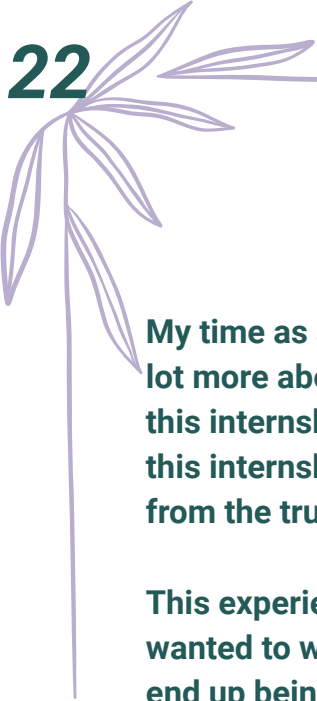
Another supportive adult figure for our students! More instructional time for me because of assistance w/grading and admin tasks.

Having the CST's allowed me to focus more on teaching while they handled clerical tasks like grading and organizing materials. Their support also gave students extra attention, especially during small group activities, which helped reinforce learning. Overall, it improved classroom efficiency and created opportunities for mentorship and professional growth.

I wish the internship went through the end of the school year. My students and I will miss her support.

My intern helped me grade and print papers, which save me time. More importantly, she made my students feel safe and helped them with classwork in small groups. I loved having her!

Some of our students just need extra love and attention. Sometimes it can be hard honoring that while also staying aligned w/ curriculum needs. Dahlia helped by giving so much emotional support and bringing more love into our room!



## CST Intern Spotlight

My time as a CST Intern for MDTP has been one of the greatest experiences. I've learned a lot more about myself, about the teaching profession, and about working with kids from this internship. I am planning on pursuing a teaching career, and at first, I was hesitant that this internship would not be the best fit for me. However, I quickly learned that this was far from the truth.

This experience confirmed my passion for working with children. I always knew that I wanted to work with children, but I always had the fear in the back of my mind that it would end up being too difficult for me or that it wouldn't be for me.

During this internship, I quickly bonded with the students and learned how to effectively communicate with them. I learned how and when to give students space, how to motivate students to complete assignments, and how to exhibit a great deal of patience. Another important skill I picked up was learning how to be a liaison and advocate for students. This was especially important with students who felt afraid or nervous to voice their need for help to a teacher. Additionally, I was able to give the students support and be a person in their life who they know cares about them and their success. As simple as it may sound, I also learned how to grade assignments and create copies of homework packets.

I am currently an undergraduate student studying Social Work and Forensic Psychology. After going through this experience, I know that I want to be a School Social Worker in the future or, at the very least, work with children in some capacity. I want to be able to provide support on a larger scale. I want to be a part of implementing solutions and resources that the students need. I feel like I can really make an impact in kids' lives, and I think this internship helped me realize that I can.

Through this experience, I have gained confidence in my ability to be a meaningful contribution to a child's life. I am so grateful to the teachers and to those at MDTP who helped me throughout this process. I enjoyed every minute of it.

- Dalia Acevedo, Wilson Primary School



## *Intern Centered Data*

Majors:

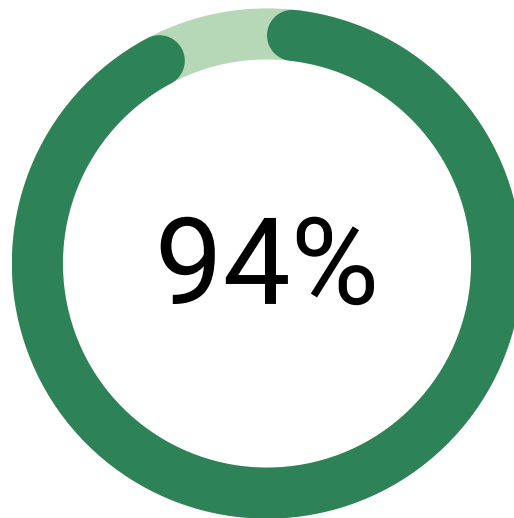
2 Early Childhood Education

1 Elementary Education

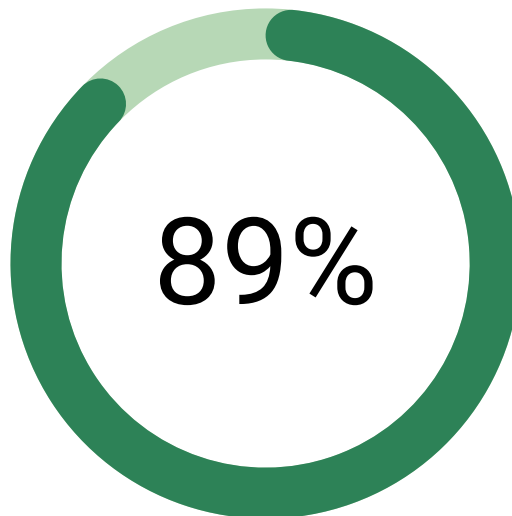
1 Theatre

1 Social Work and Forensic Psychology

1 Community Health/Pre-Nursing



94% of the time Interns were able to complete tasks



89% of the time interns felt their work was impacting the teachers



## *Why do you feel your work in the classroom has been positively impacting the teachers you are supporting?*

"I think it has helped because my teacher has been having a hard time getting kids to stay quiet, in their seats, and on task. I have been able to help a lot with this so that the teacher can focus on teaching instead of reprimanding the kids every minute."

I have been able to help the teachers with printing important material. I have been there as support when they need help rallying the kids. I have also been there to grab things for them or when they cannot leave their classroom.

I worked with students who struggled with math so I helped the teacher reinforce instructions the teacher provided. I helped the teacher by helping with instructions.

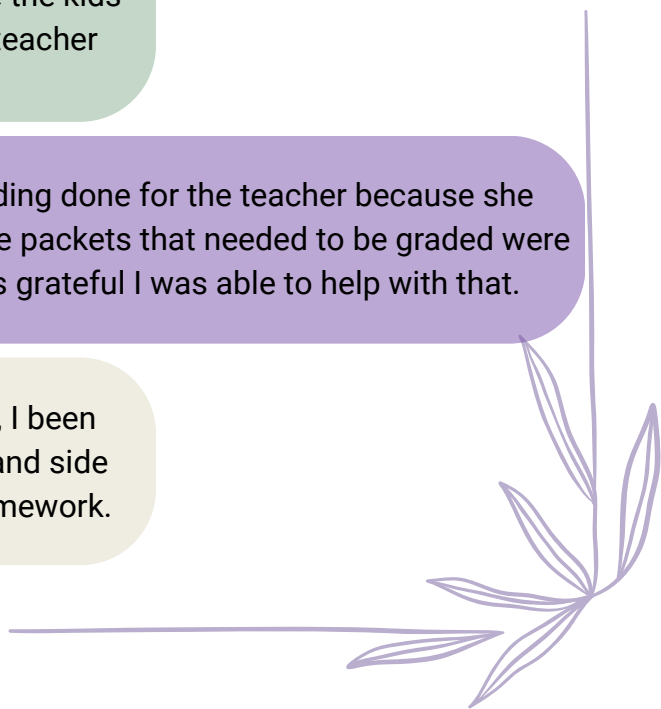
I have helped with grading some assignments so that the teacher can focus on helping the kids instead of grading. I also helped answer a lot of students' questions about their assignment so that we could help all of them.

I think this week I helped a lot with managing children who were acting up and talking back to the teacher. Having two people tell them to stop can be a bit more helpful rather than just one. I also helped clean up some mess and spills in the classroom.

I helped the teachers print some worksheets out so that they didn't have to walk all the way to the printer themselves to do it and leave the kids alone. I also helped work with students in groups since the teacher couldn't get to all of the kids.

I was able to get a lot of grading done for the teacher because she mentioned she was behind. The packets that needed to be graded were a daunting task and she was grateful I was able to help with that.

I feel my work in the classroom it's been positively because, I been helping the kids with a second language to learn the letters and side words and also learning how to do copies and grade their homework.



*Where do you see your role as a CST Intern playing the success of students this week?*

I helped students be successful by making sure they were on task with the sub and staying focused on their assignments.

I helped with a behavior issue reinforcing that violence is never the answer. There has been a lot less behavior issues.

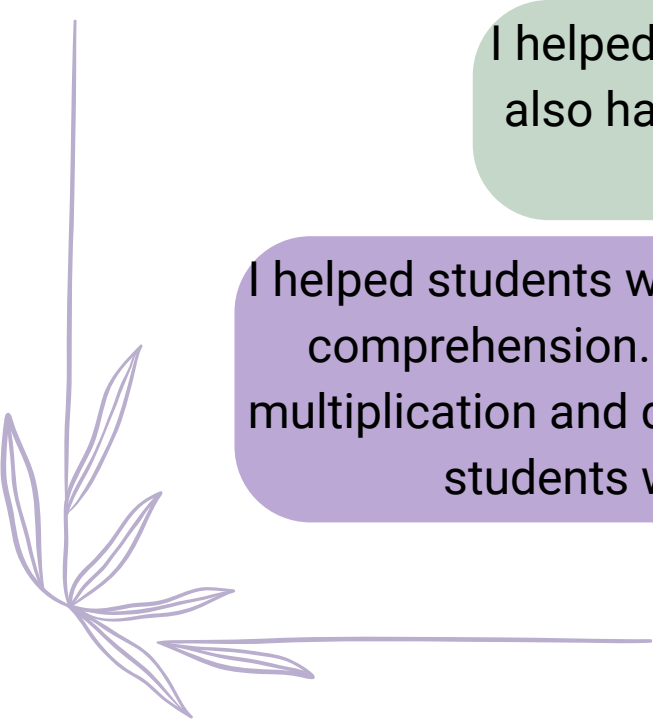
I helped students with their math. I also helped students who were feeling discouraged and didn't know how to do their writing assignments.

I spend time with them at their Christmas party it was so precious to see them opening presents.

I helped students by giving them extra math help as well as helping them throughout their BizTown field trip experience.

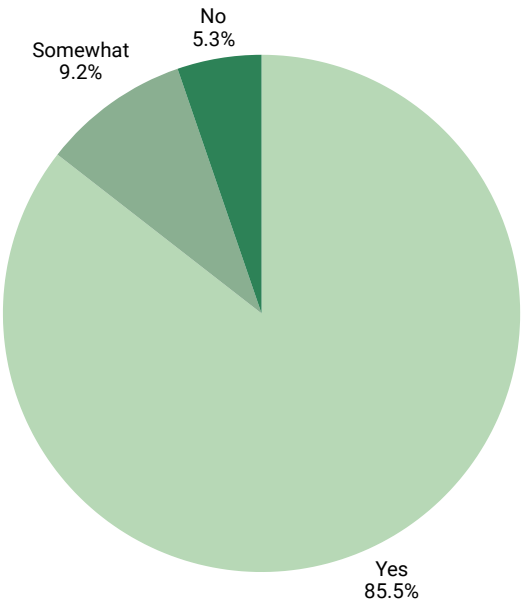
I helped students work on voicing their feelings. I also have helped students with reading, reading comprehension, and math.

I helped students with reading words and reading comprehension. I also helped students with multiplication and division problems. I made sure students were on task as well.

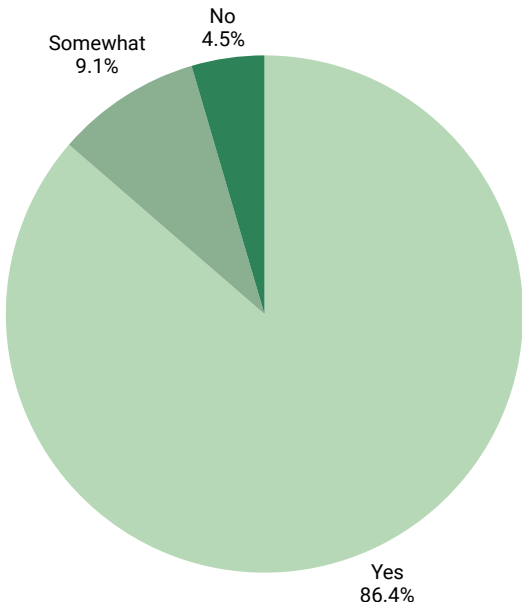


# Parent Centered Data

Are you feeling a greater connection to your students' classroom?

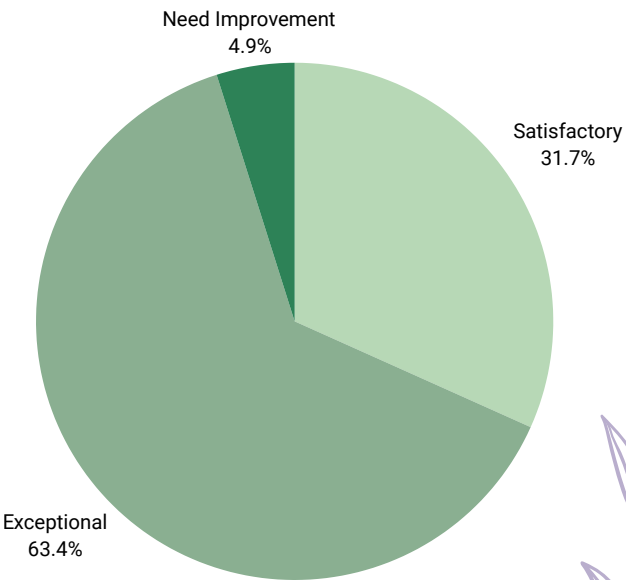
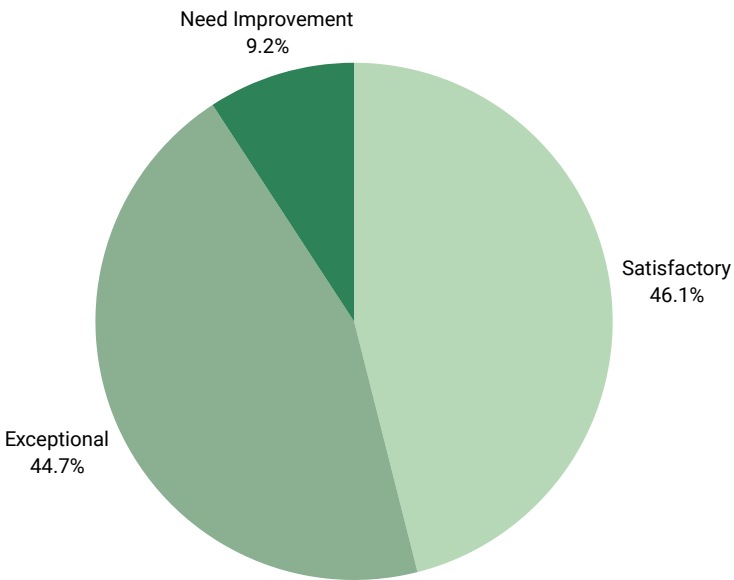


Before



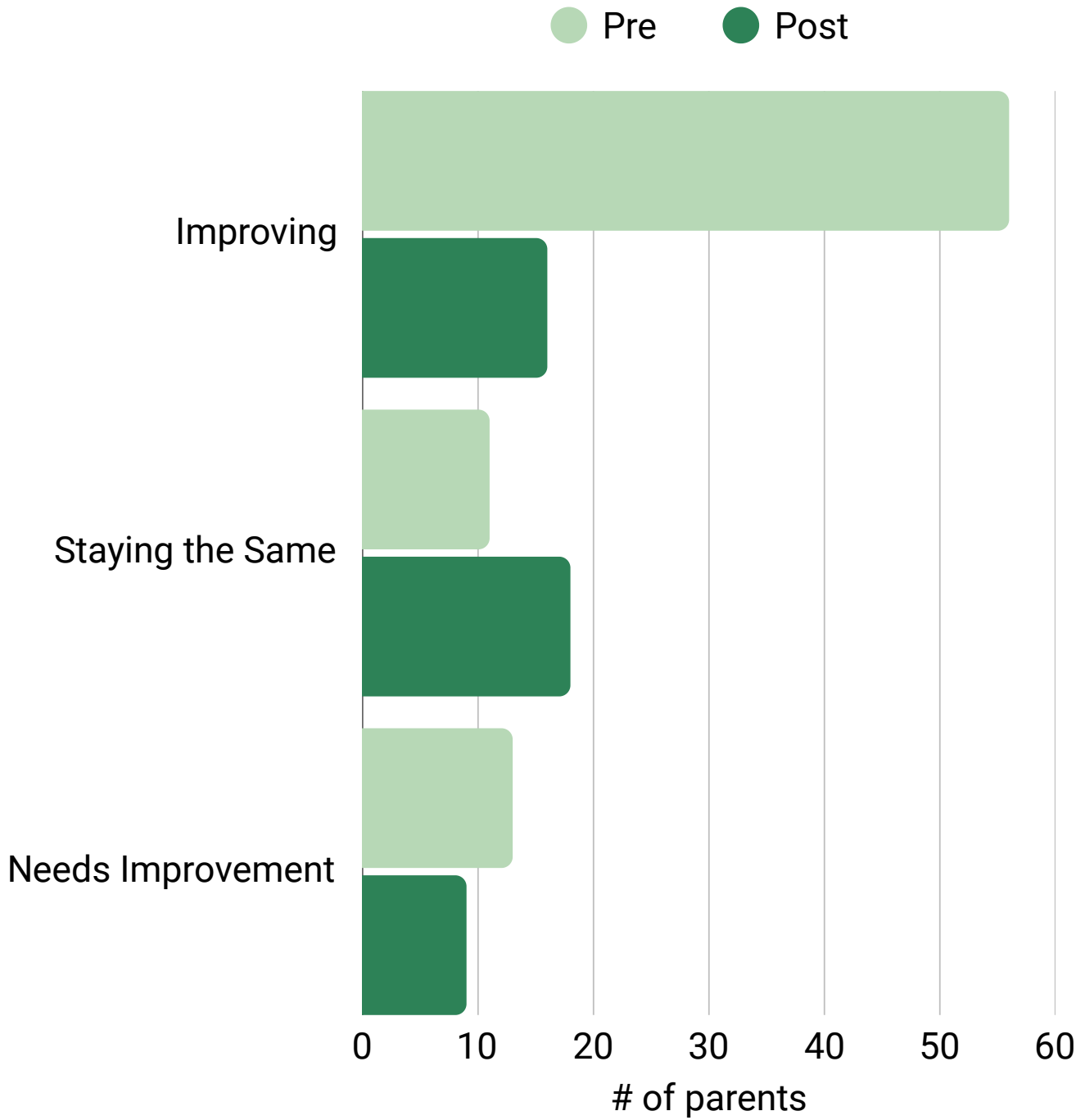
After

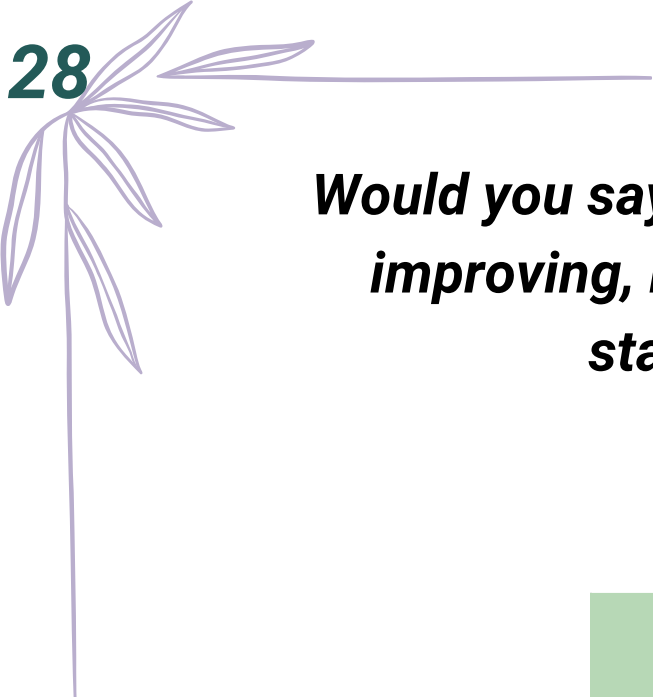
How would you rate your teachers' communication with you?



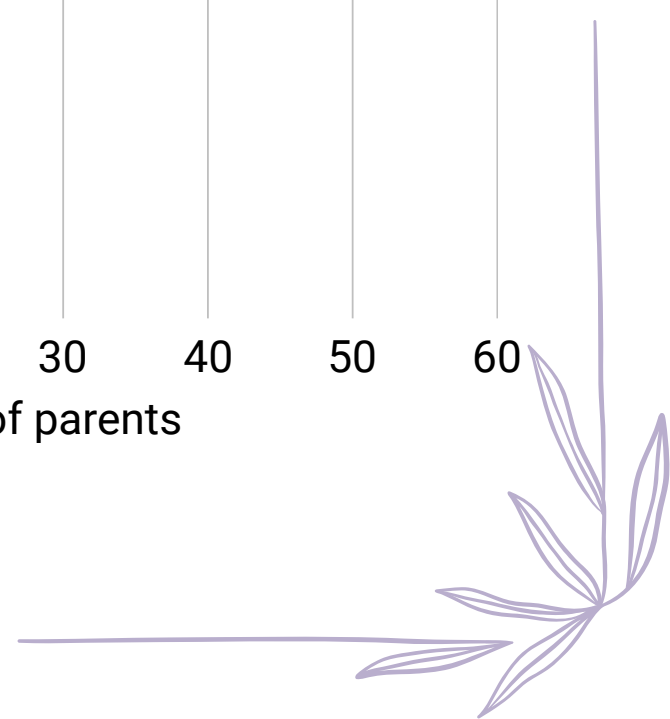
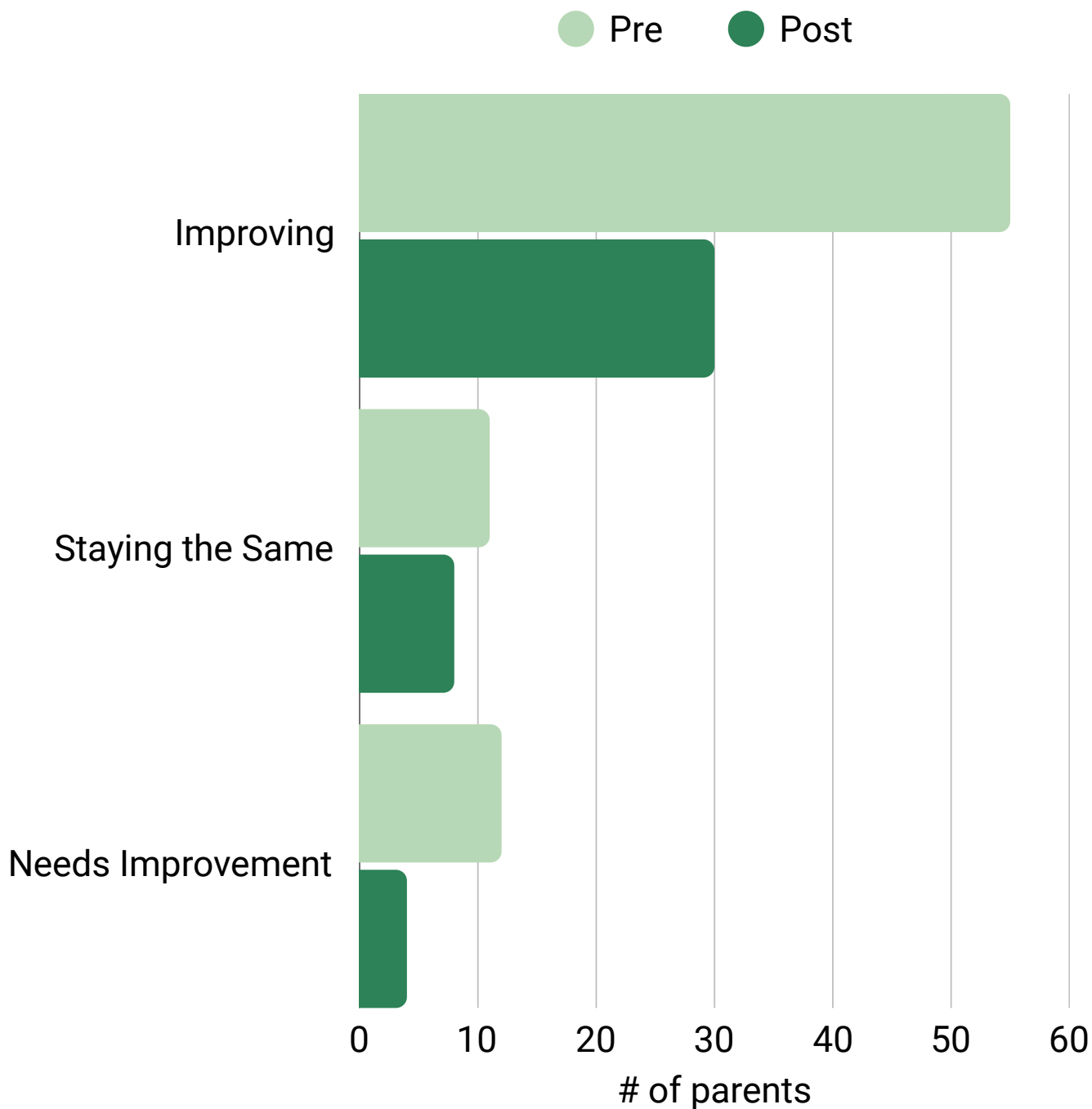
\*It should be noted that 80 parents filled out the pre-program survey while only 43 parents filled out the post program

***Have you seen a change in your child's behavior at home?***



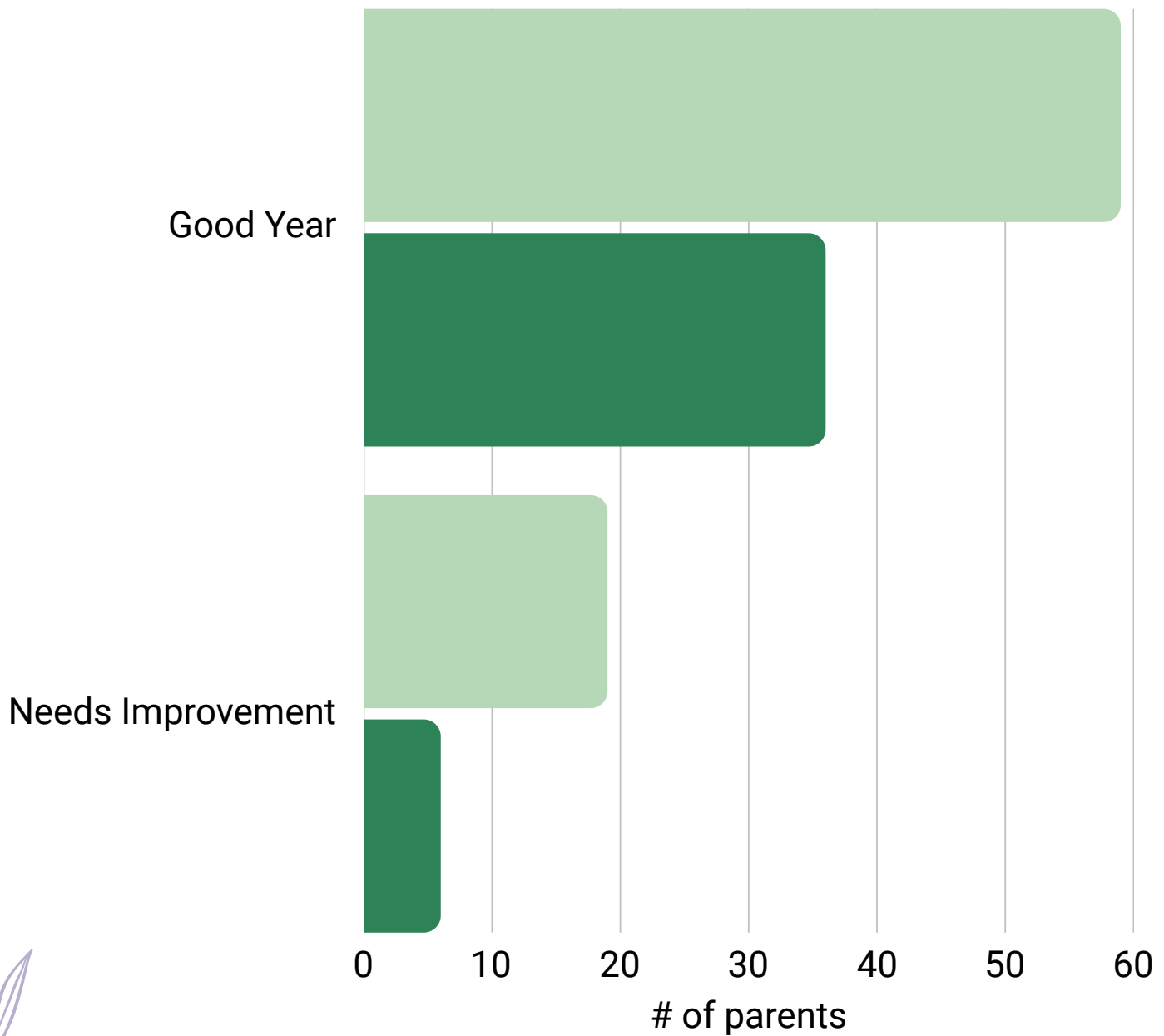


***Would you say your students' grades are improving, needing improvement or staying the same?***



***Would you say this was a good year or a year that your student needs to improve?***

● Pre ● Post





## Parent Testimonials

Gracias por su apoyo  
atendio mucha  
mejoria mi hija.

This program is  
helpful as it gives kids  
the extra help they  
might need. The  
teacher is amazing as  
well as she is always  
their for the kids and  
listens to the kid  
needs. Behavior has  
defenitley decrease  
and learning has  
gotten so much  
better.

The program is  
very helpful for  
my student.

I think it's a great  
idea. It gives the  
individuals who's  
interested in  
becoming a teacher  
hands on experience  
and helps the teacher  
when there are  
students who need  
additional support but  
doesn't interrupt/stop  
the classroom  
learning.

no comentarios, todo  
esta perfecto

