



Oregon CLASS™ Project: *Creative Leadership Achieves Student Success*

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The CLASS Project is a new and expanded career architecture created locally by teachers with the aim of enhancing their students' achievement. Staff and administrators worked together to create this new career structure as a path to assure an engaging and vibrant learning environment for every student. The expanded career opportunities created by the CLASS Project include new roles for teachers as leaders and mentors, which offer the promise of more pay for teachers, and ultimately greater success for children. The entire school community is involved, including teachers, administrators, classified staff and school board members.

CLASS Project districts: Forest Grove, Sherwood and Tillamook.

These districts are receiving Chalkboard funding to create new and expanded teaching career paths. Some of these educators might choose the option of becoming a master teacher. Some might become reading coaches. Others will find new paths. No one is telling these districts how to define these career steps. They're doing it themselves in their own way.

Each CLASS Project is unique. But they all have four elements in common.

- New career architecture, with opportunities for advancement
- Comprehensive and fair performance evaluations
- Expanded professional development opportunities
- Promise of more pay for new leadership roles

CLASS Project funding

On April 22, 2008 the Chalkboard Project announced funding for the first year of the CLASS Project in Sherwood and Tillamook. As the districts continue their CLASS Projects, they can expect funding for three years. Sherwood would receive up to \$1.3 million dollars and Tillamook would receive up to \$900,000. On May 21, the Chalkboard Project announced a grant of \$76,200 to the Forest Grove School District to continue work on the CLASS Project. Forest Grove School District teachers and administrators expect to complete work on the compensation blueprint of their CLASS Project in Fall 2008, after separate contract negotiations are complete.

The Meyer Memorial Trust launched the CLASS Project with a generous \$1.5 million grant. The Ford Family Foundation and the James F. and Marion L. Miller Foundation have made generous gifts to CLASS of \$500,000 each.

The CLASS Project is new...in Oregon

About 20 states are exploring new career enhancement and compensation options for teachers and other school staff. In developing the CLASS Project, Chalkboard looked in particular to Minnesota. The state program there called Q Comp offers extra per-student funding to local school districts that create new career paths and salary options for teachers through a collaborative process of teachers, administrators and school board members.

The research is clear

The best way to improve achievement among all K-12 students is to make sure there is an excellent teacher in every classroom and strong staff in every school. Teachers need more support and time to collaborate so that they can more actively engage students in powerful teaching and learning. Keeping great teachers in the profession requires better career and compensation options. In short, we need to elevate the teaching profession by encouraging and rewarding excellence.