

GOAL **87%** teacher retention

SchoolSmartKC Team-Based Staffing

Our Students. Our City. Our Future.

SchoolSmartKC believes that building capacity for educators in our public schools is essential to supporting teacher retention and job satisfaction - two critical factors in influence the accelerating of growth and proficiency in math and reading across all grades. We partnered with the schools in the Kansas City Public Education System (KCPES) and Arizona State University to implement team-based staffing (TBS) in our ecosystem.

The Kansas City Team-Based model provides students with access to personalized learning while receiving instruction from multiple educators within the same classroom environment. This ensures that every learner receives the supports they need in order to thrive. For educators, the model helps build deeper professional capacity, career progression, and community building through shared schedules, spaces, and responsibilities. This model is designed to be adaptive to each school, and support access to high-quality innovative programs for both students and teachers.

Our vision – every public school in Kansas City has the opportunity to explore how a deeply personalized approach to strategic staffing could transform their classrooms and improve outcomes for students. Whether you give, partner, or advocate, you can help expand the impact on students and teachers. Kansas City's children are 20% of the population today and 100% of our future - an investment worth making! Email **partnerships@schoolsmartkc.org**, to connect with us and learn more.

NEW CAUSAL EVIDENCE

Middle school students on educator teams gained

UP TO 3 EXTRA MONTHS

of math learning (+0.08 SD) over peers in one-teacher classrooms.

Source: Next Education Workforce, ASU, 2026.
Quasi-experimental study by CRPE and CALDER.

EDUCATORS ON TEAM

8% POINTS MORE LIKELY to return the next year.

10% POINTS MORE LIKELY to be rated "highly effective."

TEAM-BASED STAFFING AT WORK IN KC

4 SCHOOLS CURRENTLY UTILIZING TEAM-BASED STAFFING

32 CLASSROOMS FULLY IMPLEMENTED

8 SCHOOLS TARGETED FOR IMPLEMENTATION BY 2030

1 Benefits of the Next Education Workforce outlined in Hess, Frederick M., et al., editors. School Rethink 2.0: Putting Reinvention Into Practice. Harvard Education Press, 2025.
2 Next Education Workforce listed as a recommendation for teacher retention in the Missouri Department of Elementary and Secondary Education's 2023 Blue Ribbon Commission Report (https://dese.mo.gov/media/pdf/brc-phase-2-report)

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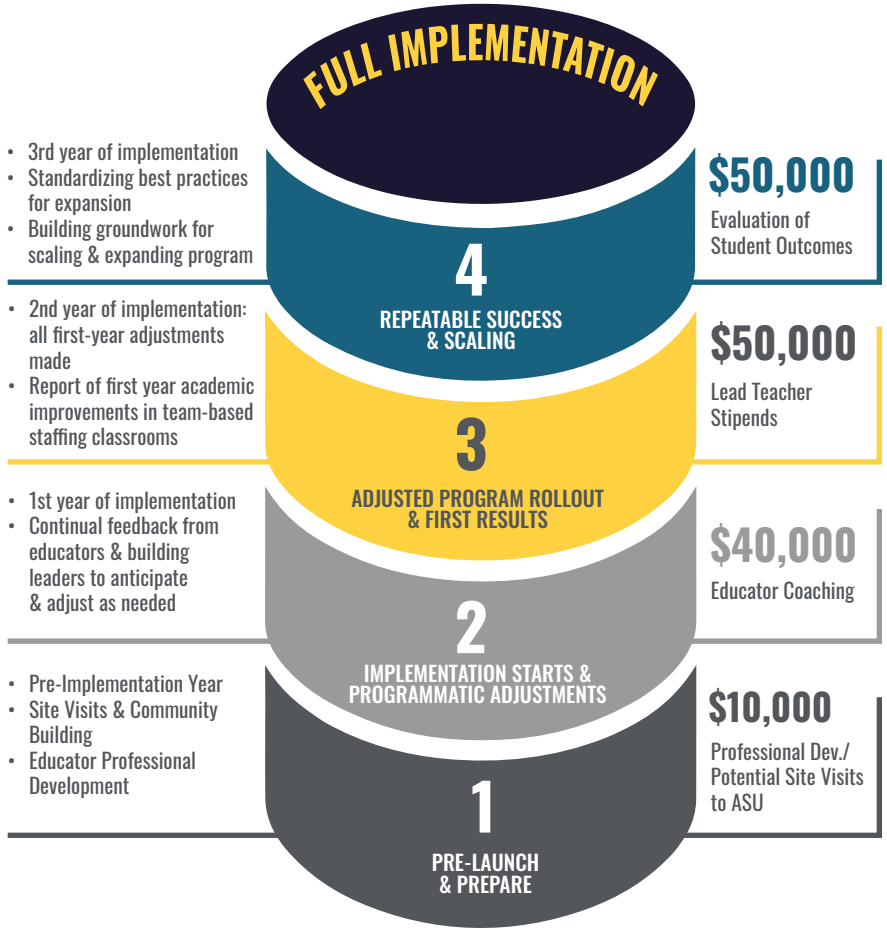
schoolsmartkc.org/tbs

SSKC's Four-Year Implementation Model



WHY TEAM-BASED STAFFING

- Higher Teacher Retention Rates in TBS Classrooms
- Greater Job Satisfaction
- Increase student Reading & Math Growth



4-YEAR INVESTMENT
1 SITE (SCHOOL) = $150K



"We've seen remarkable improvements not only in our student academics but also in how we support our staff. The program has played a pivotal role in retaining our current teachers and recruiting new ones, helping us build a stronger, more cohesive team. I've been able to establish deeper relationships with our staff, understanding their needs more clearly, and providing the support they require to thrive. This program has led to better student outcomes and a more positive, collaborative school culture."

– Kelsey Davis, Ed.S.
Principal, Pitcher Elementary

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Scan QR code to learn more about the ASU "Next Education Workforce."