

**TEACH
+PLUS**

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IMPACT HIGHLIGHTS

Our Mission and Student Opportunity Mandate

The mission of Teach Plus is to empower excellent, experienced, and diverse teachers to take leadership over key policy and practice issues that advance equity, opportunity, and student success. In pursuing our mission, Teach Plus is guided by our Student Opportunity Mandate: All students should have the opportunity to achieve their potential in an education system defined by its commitment to equity, its responsiveness to individual needs, and its ability to prepare students for postsecondary success. Since 2009, Teach Plus has developed thousands of teacher leaders across the country to exercise their leadership in shaping education policy and improving teaching and learning for students.

Teach Plus Teacher Leaders

+38

cohorts
nationwide

+809

teachers focused on improving the
education system for students

+4,300

Teach Plus
network members

Our influence in the field



79

bills championed by Teach Plus
teacher leaders

177

op-eds

232

pieces of testimony delivered
before state legislatures

471

media engagements

9,450

subscribers to the Teach Plus
newsblast

64,331

social media followers

Our Programs

Through our Policy Fellowship and instructional leadership programs, we develop and support excellent teachers in their leadership and empower them to take action to improve opportunities and outcomes for students.

The **TEACH PLUS POLICY FELLOWSHIP** is a highly selective, rigorous program for excellent teachers who want to deepen their knowledge, expand their influence, and lead in shaping education policy. In the fellowship, teacher leaders build policy, advocacy, and communications skills to elevate their voice and transform laws at every level—district, state, and federal—for the benefit of students.

The **TEACH PLUS INSTRUCTIONAL LEADERSHIP PROGRAMS** grow excellent teachers' skills to use and analyze data, make evidence-based decisions, and lead effective collaboration with their peers—all to accelerate student learning. These teacher leaders spark the change schools need to transform instruction and outcomes.

Teach Plus elevates teacher voice and shapes the public narrative around teacher-led solutions by conducting and publishing research; amplifying stories of Teach Plus teacher leaders, their work with students, and their expertise in the classroom; and publishing op-eds in the commentary pages of regional and national media.

2024-2025 Policy Impact Highlights

+ Arkansas



Stacey McAdoo

Teach Plus Arkansas Executive Director

Teach Plus Arkansas teacher leaders published 14 op-eds on literacy, student mental health, and chronic absenteeism, bringing classroom realities into public conversation. Teacher leaders presented research on chronic absenteeism to the Arkansas Legislative Black Caucus and partnered with the University of Arkansas Office for Education Policy to design student surveys that will inform state-level solutions. This work earned Teach Plus Arkansas a seat on the Arkansas Absenteeism Task Force, positioning teachers to shape policy recommendations as they're developed. Through publication of briefs on issues like [student mental health](#), more than 20 meetings with state legislators, and presentations to local school boards, Teach Plus teacher leaders are ensuring that educators have a direct line to the policymakers who can address them.

“As both a Fellow and Senior Fellow, I've learned to advocate beyond my classroom—working to shape education policy conversations that directly impact my students and community in Little Rock. When teachers have a seat at the table, the solutions we develop actually reflect what kids need.” —Teach Plus Arkansas teacher leader **Tiffany Lewis**

» Learn more about [Teach Plus Arkansas](#).

+ California

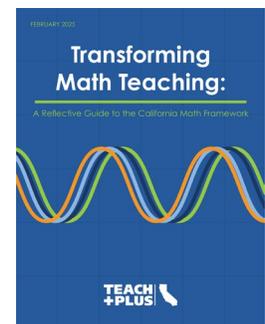


Sarah Lillis

Teach Plus California Executive Director

Teach Plus California focused on helping educators effectively implement three major state policy shifts: California Math Framework, English Learner Roadmap, and evidence-based literacy instruction. On math instruction, teacher leaders interviewed educators statewide about implementing the California Math Framework and developed a [practical guide](#) to help school communities put the framework into action and an [op-ed](#) making the case for expanding access to advanced mathematics. Teach Plus teacher leaders engaged in the materials adoption process, providing feedback to the Instructional Quality Commission and State Board of Education.

To strengthen support for multilingual learners, Teach Plus teacher leaders analyzed successful district projects and published [recommendations](#) for implementing the English Learner Roadmap—work that helped push the Legislature to require the state to develop an implementation plan. Teach Plus teacher leaders presented these findings at multiple conferences and advised Assembly Education Committee staff on possible revisions to the reclassification process. On literacy, Teach Plus teacher leaders co-wrote a [screening guide for multilingual learners](#) with Californians Together and partnered with the California Reading Coalition to advocate for updated instructional materials and coaching support. Across all three efforts, Teach Plus



teacher leaders ensured that major policy changes actually translate into better instruction for California's students.

"My students, many who live below the poverty line and are multilingual learners, are bright, resilient, and full of potential, but the educational system isn't always designed to support them. Every student in California deserves to have a solid foundation in reading and writing and we—educators, policymakers, and community members—have a responsibility to make that happen."—Teach Plus California teacher leader **Annette Freeman**

» Learn more about [Teach Plus California](#).

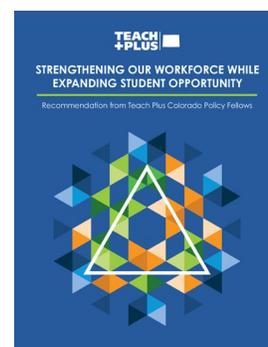
+ Colorado



Jamita Horton

Teach Plus Colorado Executive Director

Teach Plus Colorado played a critical role in advancing Postsecondary and Workforce Readiness Programs legislation ([SB25-315](#)), ensuring that lawmakers understood the importance of expanding student access to industry-recognized credentials, college credit, and high-quality work-based learning. Teach Plus teacher leaders delivered compelling testimony and published a [policy brief](#) that highlighted urgent workforce needs and barriers to concurrent enrollment instruction in Colorado schools. The bill passed with strong bipartisan support, and now Teach Plus teacher leaders are helping shape the next phase by offering recommendations during the rulemaking process and analyzing educator credentialing pathways to increase the number of teachers eligible to provide college-level coursework. Through this work, Teach Plus is strengthening pathways that ensure more Colorado students graduate prepared to succeed in high-demand careers and postsecondary education.



"When my students work on actual, ongoing industry projects alongside practicing scientists, something powerful happens. Their confidence in their own abilities shoots up, and they become genuinely excited about pursuing careers in science, technology, engineering and math (STEM)."—Teach Plus Colorado teacher leader **Colin Haverkamp**

» Learn more about [Teach Plus Colorado](#).

+ Illinois



Joshua Kaufmann

Teach Plus Illinois Executive Director

Over 200 Teach Plus Illinois teacher leaders shaped state policy, strengthened retention for educators of color, and improved student outcomes. Teach Plus Illinois secured passage of [legislation creating paid student teaching](#) and a bill establishing the [first statewide guidance for AI in schools](#). The statewide Affinity Group network supported 38 groups reaching over 400 educators from districts across Illinois. Retention results were [striking](#): 97 percent of affinity group participants remained educators in Illinois, compared to the statewide rate of 89.6 percent. Based on these outcomes, the Illinois Legislature allocated \$1 million to continue the initiative into the 2025-26 school year, ensuring more students of color see themselves reflected in their teachers. In instructional practice work, Teach Plus Illinois supported

150 teacher leaders across over 100 Chicago Public Schools. In the eleven CPS schools concluding a four-year Network for School Improvement (NSI) partnership, English Language Arts (ELA) proficiency rose from 18 percent to 48.7 percent, and the percentage of students with an ELA GPA of 3.5 or higher grew from 24.3 percent to 45.3 percent.

“Artificial intelligence is here to stay, so let’s start learning. Training should center on how AI works and why privacy and safety are top priorities. It also should provide educators best practices with how to integrate it appropriately into our teaching and leverage it to streamline our administrative tasks.”—Teach Plus Illinois teacher leader **Maria Solis**

» Learn more about [Teach Plus Illinois](#).

+ Indiana



Rachel Hathaway

Teach Plus Indiana Executive Director

Teach Plus Indiana teacher leaders shaped legislation to redirect the Teacher Appreciation Grant toward high-quality teacher mentorship and leadership roles in districts. Fellows testified in support of the proposal and produced an [informational one-pager](#) that helped educate stakeholders statewide—and the bill passed. On literacy, Fellows pushed for legislation requiring administrators to receive the same science-of-reading training as teachers—a critical step toward systemwide coherence. Though the bill failed due to budget shortfalls, Fellows succeeded in making it a priority for decision makers. Recognizing the ongoing need for implementation support, Fellows are developing a Science of Reading Implementation Guide to help school communities integrate evidence-based literacy practices, set to release soon. Fellows also remained engaged in developing the state’s new accountability framework, providing input during drafting, creating structured opportunities for educators to weigh in, and publishing [Measuring What Matters: Recommendations from Teach Plus Indiana Policy Fellows for a More Comprehensive and Equitable Accountability Framework](#) for Indiana’s Schools. The current cohort is continuing to advance this work.

“My administrators have helped create a culture of learning in which we all support each other, ensuring literacy teaching and learning is feedback-driven and ever-evolving. If the science of reading approach can make a difference for even one student today, we owe it to them to give it our best shot.”—Teach Plus Indiana teacher leader **Lauren Anderson**

» Learn more about [Teach Plus Indiana](#).

+ Massachusetts



Chris Marino

Teach Plus Massachusetts Executive Director

Teach Plus Massachusetts advanced a statewide teacher-led movement to [improve literacy outcomes](#) and strengthen evidence-based instructional practice. Teach Plus teacher leaders helped elevate the [Right to Read Act](#) as a top legislative priority, engaging current fellows and alumni in developing testimony, writing [op-eds](#), and conducting direct advocacy, all of which contributed to [unanimous support](#) of the Act among House leadership. Teach Plus also played a significant role in the passage of the [Educator Diversity Act](#) in November 2024, a major policy win that advances efforts to build and sustain a diverse, prepared educator workforce across the Commonwealth. In addition, Teach Plus teacher leaders provided formal feedback to the Governor’s Council on the state’s

graduation competency determinations, ensuring that educator perspectives inform key policy decisions impacting students' academic success. Together, these efforts continue to build a diverse and influential network of teacher leaders driving measurable progress in literacy and educational equity across Massachusetts.

"The Right to Read Act, reintroduced this session, is a must to begin putting out the five-alarm fire literacy crisis Massachusetts is facing. While the House of Representatives' passage of the early literacy bill at the end of October is a wonderful step in the right direction, the momentum must continue. Students like mine cannot go through middle school not being able to read."—Teach Plus Massachusetts teacher leader **Jennifer Amento**

» Learn more about [Teach Plus Massachusetts](#).

+ Michigan



Ben Locke

Teach Plus Michigan Executive Director

Teach Plus Michigan teacher leaders led a campaign to prioritize student mental health in the state's most recent School Aid Budget. Lawmakers agreed to restore funding for student mental health and school safety to \$321 million, marking a significant increase from the previous year's budget. Teach Plus teacher leaders advocated tirelessly for increased funding for student mental health, authoring op-eds [here](#) and [here](#) highlighting the importance of adequate student mental health funding and securing verbal commitments from lawmakers to prioritize this line item during budget deliberations. Additionally, Teach Plus Michigan worked in coalition to secure a significant increase to the Opportunity Index in this year's budget, which will drive additional investment to students living in concentrated poverty, and a 25% increase in funding for multilingual learners, another [priority](#) of Teach Plus teacher leaders.

"This funding also opens the door to hire more school counselors and mental health professionals, as well as to implement programs that help students develop coping skills. Ultimately, this funding helps ensure that all students can thrive academically and socially, while fostering a healthier school community where every student feels valued and secure."—Teach Plus Michigan teacher leader **LaShonda Marble**

» Learn more about [Teach Plus Michigan](#).

+ Mississippi



Sanford Johnson

Teach Plus Mississippi Executive Director

Teach Plus Mississippi led a multi-faceted campaign for the policymakers and the public-at-large to understand how a weighted student funding formula could help students, writing [op-eds](#) and creating a striking [infographic](#) that got the public's attention. The weighted student funding formula [became law in 2024](#) and the work, which Teach Plus did in partnership with Mississippi First, earned the PIE Network's Eddie for Gamechanging Campaign of the Year. Now, Teach Plus is focused on obtaining access to school funding data transparency and developing a program in which fellowship alumni engage in the district budgeting process to ensure that weighted student funds are invested in ways that will improve student outcomes.

“Weighted distribution of funds in all districts will ensure that our attention is trained on the growing diversity of Mississippi students. It will reflect a new and fairer approach to education, one that mirrors the lived experiences of teachers across the state, who teach students from all backgrounds and skill levels and who are gathered within the same four walls and sit in the same metal desks scattered about the classroom. All with one common goal: to learn.”—Teach Plus Mississippi teacher leader **Jack Fredericks**

» Learn more about [Teach Plus Mississippi](#).

+ New Mexico



Hope Morales

Teach Plus New Mexico Executive Director

Teach Plus New Mexico successfully advocated for improvements to NM Vistas, the state's education dashboard, making it more accessible so parents can actually see how their children's schools are doing. During a multi-year advocacy campaign, Teach Plus teacher leaders published [op-eds](#) and met with education leaders to highlight the need for a robust education data collection system that is accurate, timely, and easy to use. Teach Plus teacher leaders specifically pushed for including literacy and math scores of students in the early foundational grades as part of a school's report card. When introducing the new NM Vistas, Amanda DeBell, New Mexico Public Education Department (NMPED) Deputy Secretary of Teaching, Learning and Innovation, shouted out Teach Plus for advocating for these much-needed improvements to the system.

“Using data to drive my decisions for student learning is the kindest gift I can give my students as it is honest and fair. Having access to that data early in the summer, rather than November, would allow me to plan and prepare for the coming school year in a way that truly does answer that all-important question in education, ‘Is this what's best for kids?’”—Teach Plus New Mexico teacher leader **Dawn Bilbrey**

» Learn more about [Teach Plus New Mexico](#).

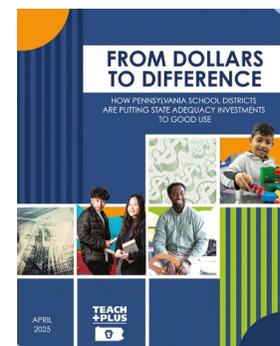
+ Pennsylvania



Laura Boyce

Teach Plus Pennsylvania Executive Director

Teach Plus Pennsylvania helped secure major wins in the FY24-25 state budget. The final budget includes over \$560 million in adequacy funding—the second installment toward closing the state's \$4.5 billion adequacy gap identified in a court ruling that found Pennsylvania's funding system unconstitutional. Teach Plus played a leading role in the PA Schools Work coalition that made adequacy funding a top priority for the governor and House leaders. Teach Plus teacher leaders authored [From Dollars to Difference: How Pennsylvania School Districts Are Putting State Adequacy Investments to Good Use](#), shaping lawmakers' understanding of how the first funding installment was used and building support for continued investment.



The budget also includes \$10 million for early literacy, with legislative language requiring teacher training, curriculum, and universal screening aligned with the science of reading. Teach Plus launched the [Pennsylvania Literacy Coalition](#) in January 2024, which led the charge to pass this landmark legislation. Teach Plus teacher leaders contributed through [op-eds](#), press conferences, and securing legislative co-sponsors. The budget includes \$30 million to continue the student teacher stipend program—a 50 percent increase over last year. The program, which Teach Plus and the #PANEedsTeachers coalition conceived in 2022, was established in 2023 and has seen funding increase by \$10 million per year over three budgets.

“Every child deserves to learn to read, and every teacher deserves to be trained to teach reading the right way. We applaud our legislative champions and the House leaders from both parties who ensured this down payment was included—along with our preferred legislative language—and look forward to working with the Pennsylvania Department of Education to ensure strong implementation.”—Teach Plus Pennsylvania teacher leader

Michelle Sherman

» Learn more about [Teach Plus Pennsylvania](#).

+ Texas



Kevin Malonson

Teach Plus Texas Executive Director

Teach Plus Texas worked with coalition partners to secure passage of HB2, an \$8.5 billion investment in public education—the largest in Texas history. The bill includes \$4 billion dedicated to teacher raises, along with funding for staff raises, educator preparation and certification, operational costs, special education reforms, early literacy and numeracy, and school safety. The funding creates new opportunities for districts to invest in strategic compensation, high-quality instructional materials, and improved working conditions that support student achievement, all priorities for Teach Plus and Teach Plus teacher leaders.

“Math proficiency is vital for all our students to be successful. The learning of math is a fair predictor of overall academic achievement, along with college readiness and even future earnings. Math teachers must step up to the challenge and prove ourselves to be on the vanguard of innovating math instruction, teaching students in the ways that 21st-century students learn.”—Teach Plus Texas teacher leader **Lance Barasch**

» Learn more about [Teach Plus Texas](#).