
AN INTRODUCTION TO OUR WORK



OPPORTUNITY
thrive

Healthy Cultures; Resilient Educators.

Supporting and retaining educators through relevant,
flexible, and confidential training and support.



MEET OT:

Opportunity Thrive began as an idea in 2017—an idea that was inspired by years of teaching and instructional coaching, watching colleagues burn out and struggle to shift teaching practices to meet the needs of students. The question that Rebekah Schipper, founder and now Executive Director, kept asking was, “What about the adults in our schools?”

The search for the answer and the desire to be part of the solution led to the launching of Opportunity Thrive as a nonprofit. Our mission is to help schools retain and support healthy educators by focusing on developing healthier staff cultures and more resilient educators.

OUR APPROACH

We believe in embracing best practice and research from all sectors—business, psychology, education, medicine. We believe that when we take the best of what we have learned about creating healthy, sustainable systems and apply them to our schools, both the adults and the children thrive. We invest in adaptive, transformative, and human-centered approaches helping educators reignite their passion and purpose in education and create collaborative, creative, and nimble systems in our schools.

OUR TEAM

Rebekah Schipper, M.Ed.
Executive Director

Betty Rosen-Leacher, M.Ed.
Educator Wellness Coaching Program Manager

OUR BOARD

Dr. Debbie McFalone
Board President

Dr. Becky Roy
Board Secretary

Tara Colvin
Board Treasurer, President-elect

Cody Mott, JD

Dr. Deb VanDuinen

Rukshana Ilahi, MSW, M.Ed.

HOW WE INVEST?

1

Whole Staff Support.

We help schools and educators build common skills to navigate stress, common language to navigate interpersonal relationships, and common vision for what it means to be a healthy, whole team.

2

Systemic Change.

Utilizing timely, relevant data, we help schools and districts identify the parts of the staff culture that are not working for everyone. We help teams use the data to ask the right questions and to discover the ways they can systematically create healthier places for their team to work.

3

Individualized Support.

Because the work we do as educators is intensely emotional, we support educators with confidential, relevant, flexible 1-1 coaching that helps any educator who needs to feel seen, heard, and supported.

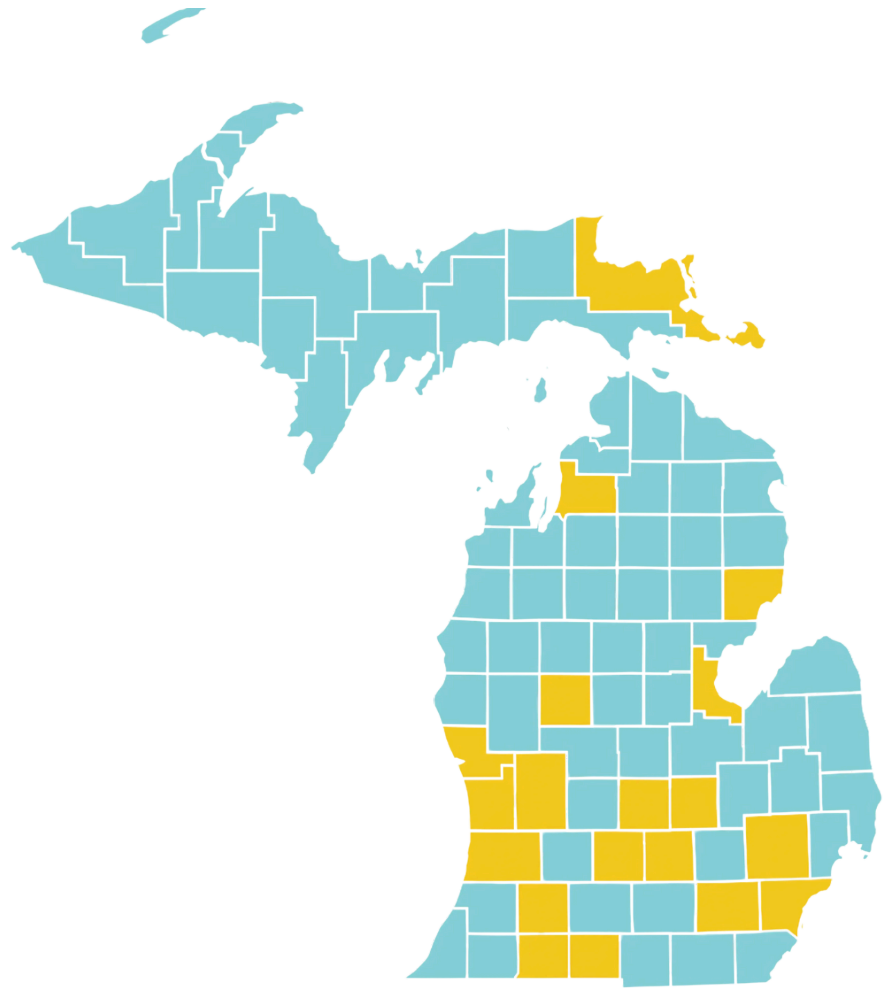


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OUR IMPACT

Who we have served and impacted since September 2017...

- Allegan Public Schools
- Bronson Community Schools
- Chandler Woods Charter Academy
- Colon High School
- Communities in Schools of Northwest Michigan
- Coopersville Public Schools
- Dansville Schools
- DeWitt Schools
- Eagle Crest Charter Academy
- Essexville-Hampton Public Schools
- Fennville Public Schools
- Grand Haven Area Public Schools
- Grand Rapids Child Discovery Center
- Grand Rapids Public Schools
- Gull Lake Community Schools
- GVSU Ed Department
- Hamilton Community Schools
- Haslett Public Schools
- Holland Public Schools
- Hudsonville Public
- JKL Bahweting Anishnabe PSA
- Kent Intermediate School District
- Knowles Teachers Initiative
- Lincoln Developmental Center
- Manchester Community Schools
- Michigan Association of Public School Academies
- Michigan Association of Special Educators
- Mecosta-Osceola ISD
- Michigan Pupil Accounting and Attendance Association
- Muskegon ISD
- Northview
- Ottawa Area ISD
- Ovid Elsie Community Schools
- Oxford Community
- Saugatuck Public
- Spring Lake Public Schools
- Tawas Area Schools
- W.C. Abney Academy
- Waverly Community Schools
- Wayne RESA



- West Ottawa Public Schools
- White Pigeon Community Schools
- Zeeland Christian Schools

400+

Number of educators we have supported across the state with our 1-1 coaching support since 2021.

OUR TIERS OF SUPPORT

Tier One

Opportunity Thrive provides whole staff or small group training that builds common language and common practice to address the barriers to processing and mitigating stress in the system.

Tier Two

Utilizing data and strategic-planning, Opportunity Thrive supports staff as they seek to identify and eliminate barriers to a healthy culture and build healthier practices and patterns.

Tier Three

Utilizing a confidential inventory, Opportunity Thrive seeks to support all educators who need or desire the support with personalized, confidential Wellness Coaching support.

Resilient Schools Presentations Pricing:

- 1hr presentation = \$600 *(plus round trip mileage)*
- 1/2 day presentation = \$1250 *(plus round trip mileage)*
- Full day presentation = \$2500 *(plus round trip mileage)*

Staff Culture Assessment Pricing:

- 1 Building: \$1,500 / building
- 2 - 3 Buildings: \$1250 / building
- 4 - 5 Buildings: \$1100 / building
- 6 + Buildings: \$1000 / building

Staff Culture Development: *(includes Staff Culture Assessment)*

- 1 Building: \$2,000 / building
- 2 - 3 Buildings: \$1800 / building
- 4 - 5 Buildings: \$1500 / building
- 6 + Buildings: \$1250 / building

Additional Trainings on Skills or Knowledge Gaps: \$600/hr *(plus round trip mileage)*

Personal Wellness Inventories Pricing:

- Up to 50 employees: \$300
- 51 to 150 employees: \$600
- 151 to 499 employees: \$1000
- 499+ employees: \$2500

Price of Educator Wellness Coaching:

Dependent on the number of educators who are coached through the process

- Onboarding Costs: \$250/educator
- Coaching: \$100/hr

EDUCATOR WELLNESS COACHING

Sometimes all we need is someone else to offer a confidential ear, an affirming response, or an explorative question in order to feel stronger, healthier. Our Educator Wellness Coaching Program utilizes the expertise of trained Educator Wellness Coaches, our Personal Wellness Inventory, and our Transformational Coaching Journey to support educators on their journey towards reclaiming their passion and purpose in education.



PERSONAL WELLNESS INVENTORY

While not mandatory, we encourage every staff member to take the PWI. All personal data is kept confidential and will not be shared with the district or school. This data will be used to identify those who might benefit from the support of a coach. These individuals will be invited to participate in a coaching relationship and will have the choice to say "Yes!" or "No."



CONFIDENTIAL COACHING

If an educator says, "Yes!" to coaching, they are paired with one of our coaches. This is a confidential relationship—no one in a district will know that this individual is being coached. The coaching relationship is primarily virtual and can take place in the margins of an educator's time. Together, the coach and educator will explore the barriers preventing them from enjoying their jobs and identifying how to reclaim their purpose and passion in education. Also, because our coaches are educators, they speak the same language, making this even more powerful.



COACHING COMMUNITY

Our coaches are all supported in our coaching cohort communities. Each coach has a mentor coach and a community in which to explore new practices and to share some of the more challenging stories we hear. This model of continuous learning and support ensures that our coaches can show up for educators in powerful ways.

THE IMPACT OF COACHING

98%
Retention

Of those educators we coached during the 2023-24 school year, 98% committed to returning to their school for the 2024-25 school year. The other 2% left due to retirement. While our goal isn't necessarily to keep every educator in our classrooms, our coaching helped our districts beat the state average for retention.

(Opportunity Thrive 2024)

14.3%
Growth

Educators who participated in coaching showed a 14.3% improvement on their Personal Wellness Inventory scores between their initial scores and their final scores of the year. This growth moved most from a "concerning" score to a "not concerning" score.

(Opportunity Thrive 2021-2022)

\$21,000

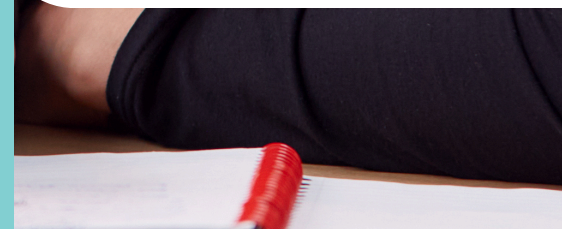
The most recent estimates for the cost of replacing an educator is \$21,000, including HR and retraining costs. As an organization, over the course of the last two years of our coaching program, we have coached well over 275 educators. In working to support the retention of these educators, we saved the state close to \$5.775 million.

(Carver-Thomas and Darling-Hammond (2017))



"Loved that my coach really got to know me and could diagnose some areas where work might feel more draining than fun. Together, we got to the root of my issues and developed some strategies for making sure that I was taking time to focus on the rewarding part of teaching."

High School Teacher





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Our passion is educators.

Healthy cultures;
Resilient educators.

We believe that healthy staff cultures and resilient educators are the keys to dynamic, innovative, and successful schools—where all children can grow and flourish.

**LET'S BUILD SCHOOLS WHERE OUR
EDUCATORS WANT TO WORK.**

CONNECT WITH US:



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