



SREB Webinar Series: Rethinking
Teacher Workforce Solutions

Part II: Redesigning Teacher Licensure

January 19, 2021

SREB



SREB Teacher Workforce Policy Team



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Panelist: Andrew Lakis



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(PEPSC) Member

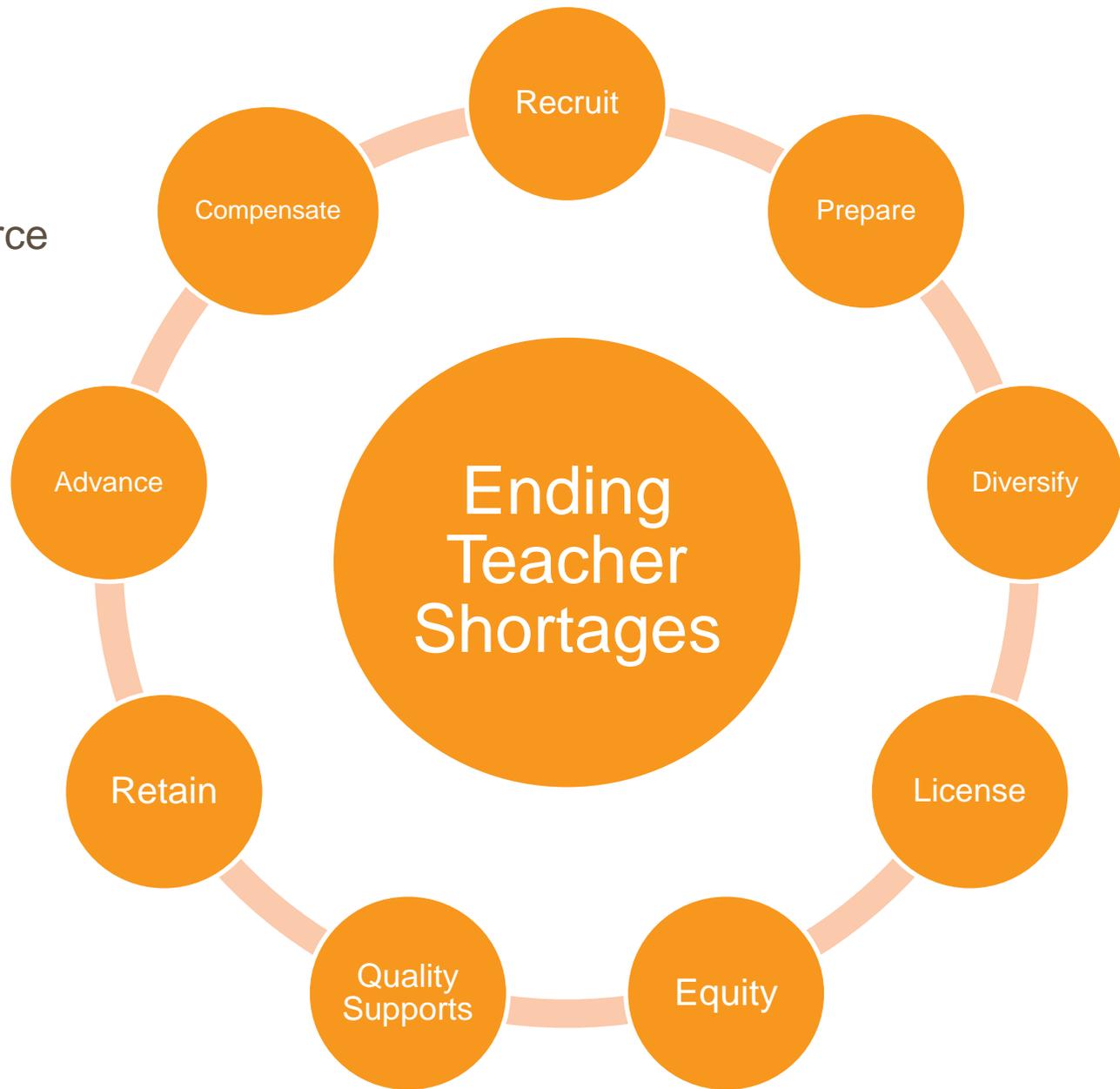
Panelist: Mark Dixon



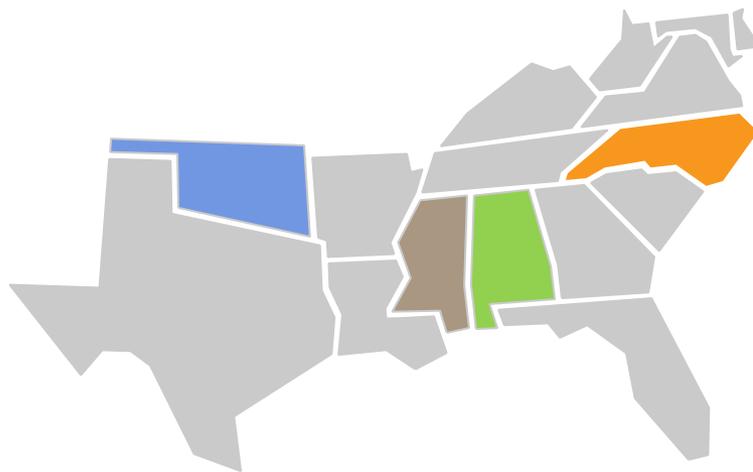
President
A+ Education Partnership

SREB Teacher Workforce
Policy Focus

Improving the Teacher Pipeline through Holistic Systems Change



Participating States



North Carolina, 2018-2021
Alabama, 2019-2020
Oklahoma, 2019-2020
Mississippi, 2020-2021

“Why are teachers leaving at such alarming rates?”

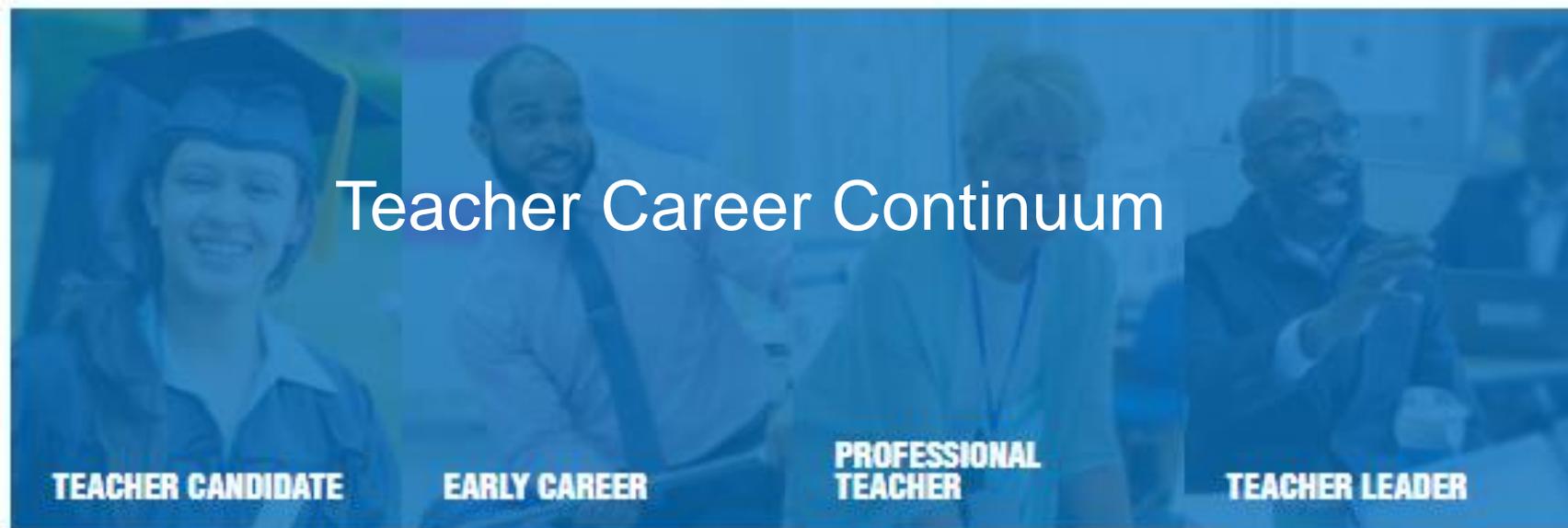
“How do we creatively recruit and retain new teachers?”

“What is the data telling us about preparation, turnover, and shortages?”

“How can we better train our teachers?”

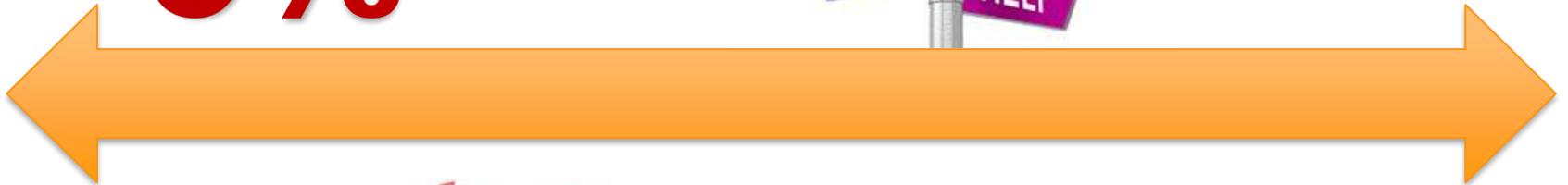
“What are the policy barriers to having enough quality teachers?”

State policies for a stronger teacher workforce



The Shortage Crisis: A Career Continuum Issue

5%



Teachers: Inexperienced, Uncertified, Turnover

12.7%

3.1%

7.9%

Teacher Shortage – It's More Than STEM

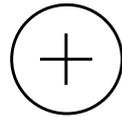
English Language Arts	10
Math	16
Science	15
Special Education	15
Career & Technical Education	11

Exploring Holistic Solutions



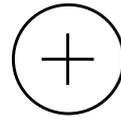
Re-envision

Pathways into
Teaching



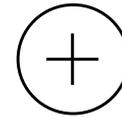
Redesign

Teacher Licensure



Reinforce

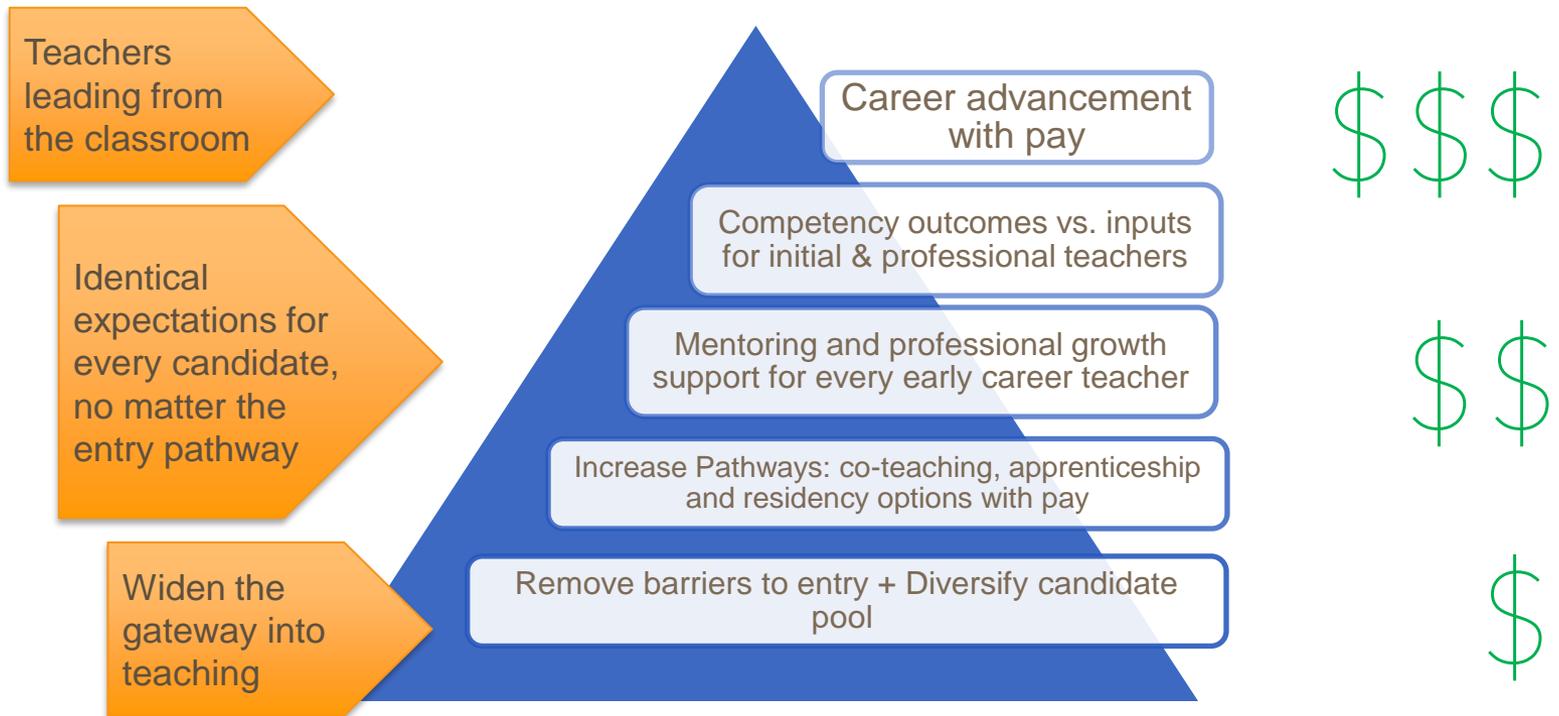
Teacher
Support



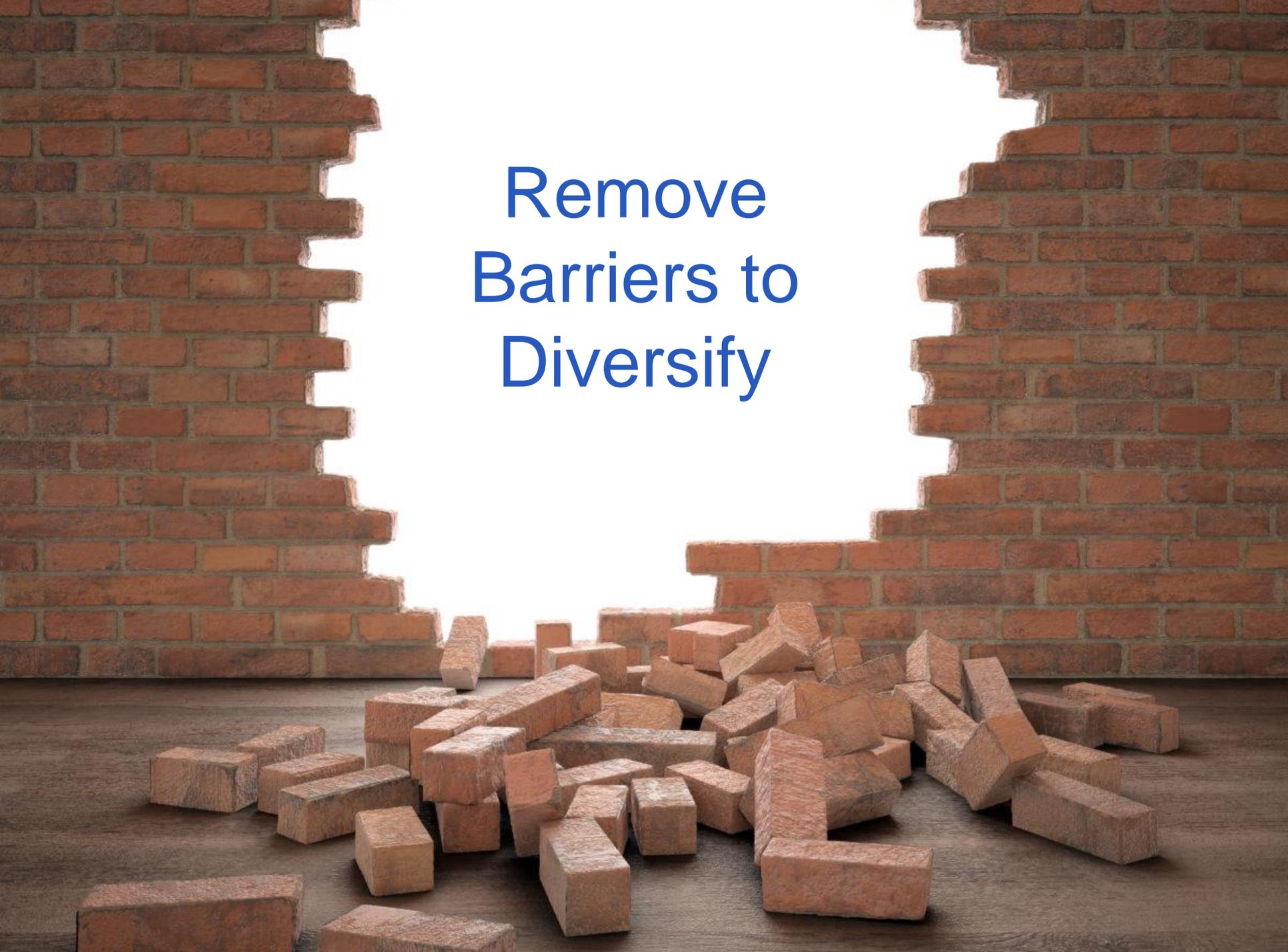
Revise

Teacher Salary
Schedules

An Improved Licensure, Support and Salary Structure



Remove Barriers to Diversify



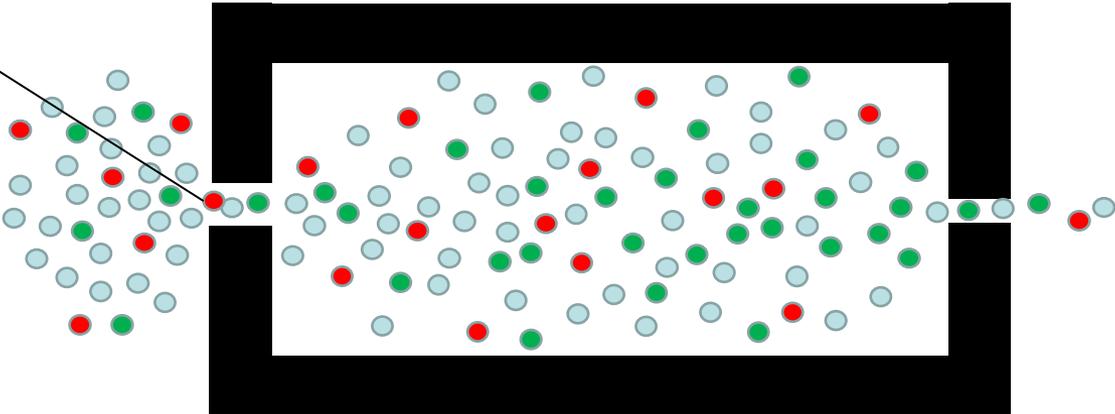
North Carolina Education Human Capital Roundtable

- ❖ Barrier Removal
- ❖ Outcomes Focused
- ❖ Equity
- ❖ Teacher Autonomy
- ❖ Career Pathways

Current Licensure Policy

Narrow entrance

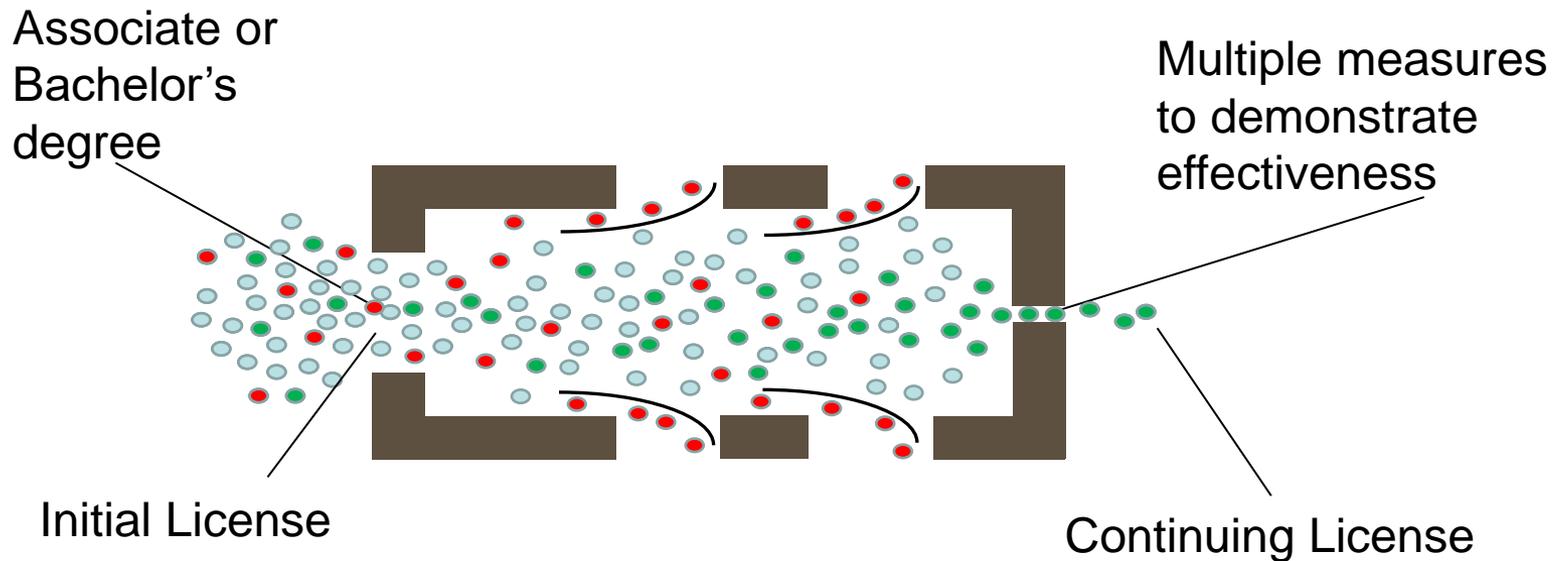
Effectiveness not considered



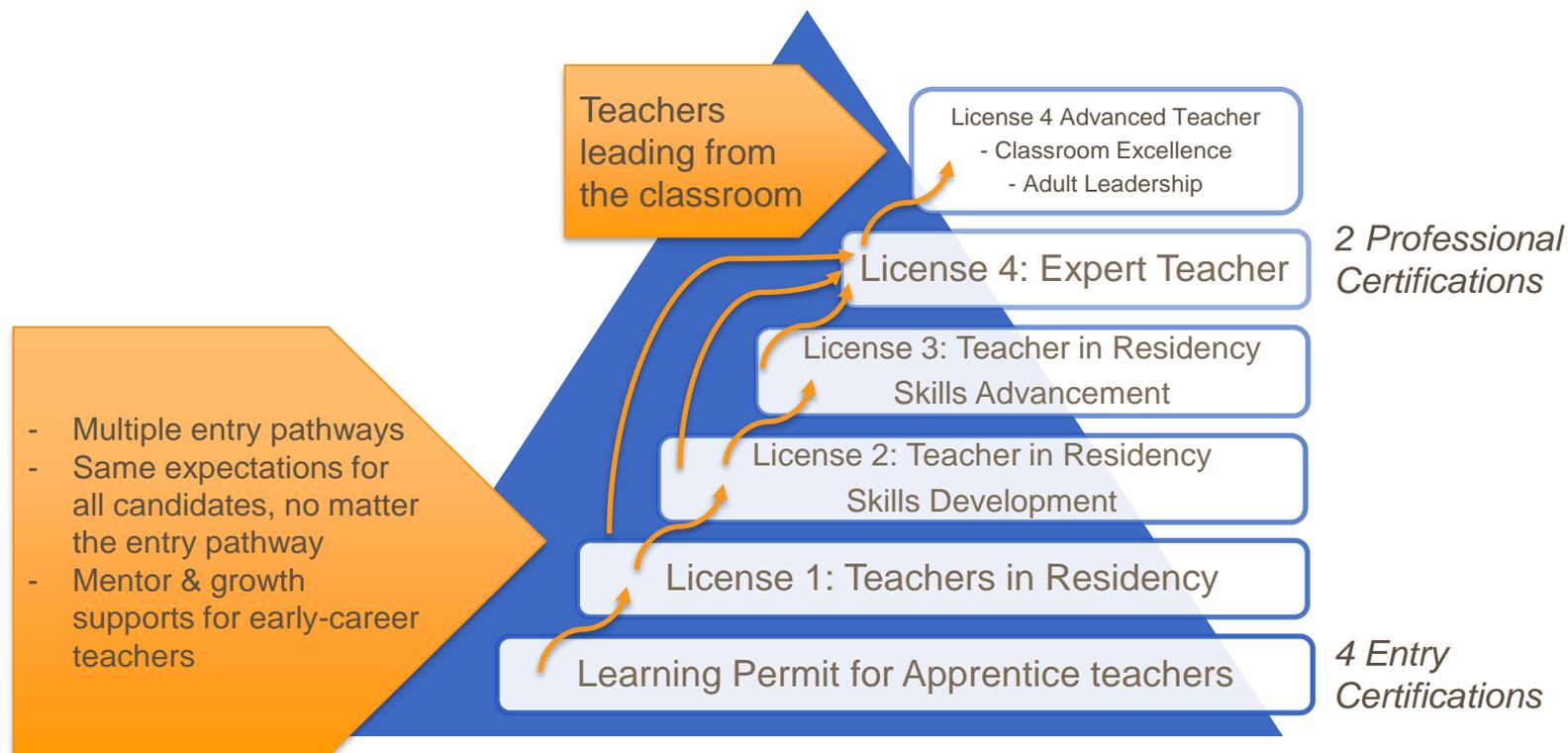
Unclear off ramps, extended opportunities to stay in system, complex process for stakeholders

Pathways to Excellence for Teaching Professionals

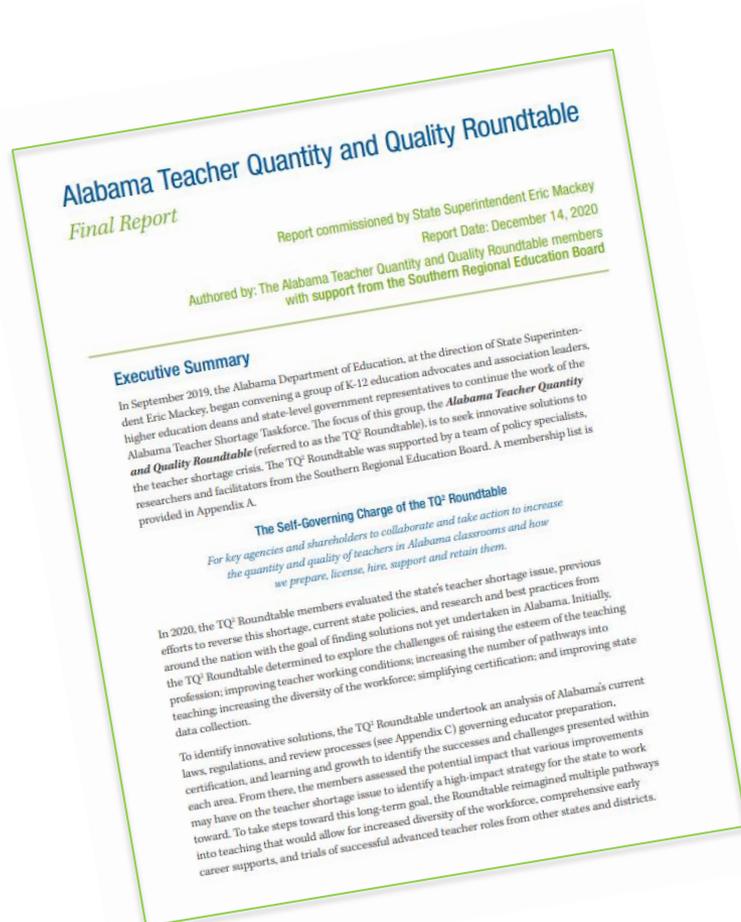
The Roundtable's vision offers early, inclusive, clear passageways into the profession, rewards excellence and advancement, and encourages retention.



NC Pathways to Excellence for Teaching Professionals



Alabama Teacher Quantity and Quality Roundtable



Pilot Program Proposal:

- 3-Year Pilot
- Diverse District Participation
- In-State and External Partnerships

Alabama Teacher Pathways, Support and Advancement Pilot



Teacher Residencies

- Full-Year and Multi-Year Teacher Residencies
- On-the-job Learning

Early-Career Supports

- Mentorship by teachers, for teachers
- Collective leadership and team teaching

Advanced Credentials

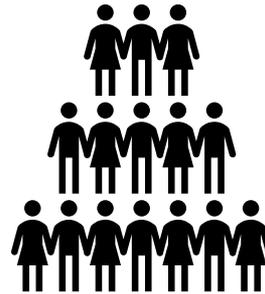
- Master Teachers
- Lead Teachers



Q&A



Upcoming Webinars



Better Teacher Supports and
Compensation
January 27, 2021
10:30 am – 12:00 pm

Contact Us



SREB Teacher Workforce Policies on the Web

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