Part II: Redesigning Teacher Licensure
SREB

Support Action
in states and schools, policy and practice

Convene & Engage
decision-makers in education, government, business

Analyze & Publish
data, research, promising practices
SREB Teacher Workforce Policy Team

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Panelist: Andrew Lakis

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Panelist: Mark Dixon

President
A+ Education Partnership
Ending Teacher Shortages

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

Teacher Career Continuum
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 entry + Diversify candidate pool
- Increase Pathways: co-teaching, apprenticeship and residency options with pay
- Mentoring and professional growth support for every early career teacher
- Competency outcomes vs. inputs for initial & professional teachers
- Career advancement with pay

Identical expectations for every candidate, no matter the entry pathway

Widen the gateway into teaching

Teachers leading from the classroom

Teachers leading from the classroom

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Remove Barriers to Diversify
North Carolina Education Human Capital Roundtable

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

Andrew Lakis, NC Roundtable and PEPSC member
Current Licensure Policy

Narrow entrance

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

Effectiveness not considered
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

- Multiple entry pathways
- Same expectations for all candidates, no matter the entry pathway
- Mentor & growth supports for early-career teachers

Teachers leading from the classroom

License 1: Teachers in Residency
License 2: Teacher in Residency
License 3: Teacher in Residency
License 4: Advanced Teacher
License 4: Expert Teacher

2 Professional Certifications

4 Entry Certifications
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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