Transforming the Teaching Profession in North Carolina

Dr. Stephen Pruitt
Megan Boren
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SREB Teacher Workforce Policy Focus

Ending Teacher Shortages

Improving the Teacher Pipeline through Holistic Systems Change

Recruit
Prepare
Diversify
License
Equity
Quality Supports
Retain
Advance
Compensate
Participating States

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

SREB Education Human Capital Roundtables

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

“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?”

“Why are teachers leaving at such alarming rates?”

“What are the policy barriers to having enough quality teachers?”
Why an Education Human Capital Roundtable?

To facilitate a small group of stakeholders:

• for high productivity
• for maximum creativity
• for open, honest dialogue
Roundtable Members

In order of when they joined:
- NC State Board of Education, Designee of Chair Davis
- Professional Educator Preparation Standards Commission (PEPSC)
- NC Department of Public Instruction (DPI), Designee of State Superintendent
- University of North Carolina, Designee of System President
- NC Community College System, Designee of System President
- NC Independent Colleges and Universities (NCICU), Designee of President
- Education Cabinet, Governor’s Office
- Governor's Teacher Advisor
- 2018 State Teacher of the Year
- 2018 State Principal of the Year
- BEST NC CEO
Roundtable Goal

For key agency representatives and shareholders to collaborate and take action to increase the quality, quantity and diversity of teacher candidates and prepare them to be licensed, hired, supported and retained as highly effective educators in North Carolina schools.
Current Licensure Policy

Narrow entrance

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

Effectiveness not considered
Exploring Holistic Solutions

Re-envision
Pathways into Teaching

Redesign
Teacher Licensure

Reinforce
Teacher Support

Revise
Teacher Salary Schedules
An Improved Tiered Licensure System

- 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

Identical expectations for every candidate, no matter the entry pathway

Widen the gateway into teaching

Competency outcomes vs. inputs for initial & professional teachers

Mentoring and professional growth support for every early career teacher

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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.

- Associate or Bachelor’s degree
- Multiple measures to demonstrate effectiveness
- Initial License
- Continuing License
Multiple entry pathways
- Same expectations for all candidates, no matter the entry pathway
- Mentor & growth supports for early-career teachers

Learning Permit for Apprentice teachers

License 1: Teachers in Residency
- Skills Development
License 2: Teacher in Residency
- Skills Advancement
License 3: Teacher in Residency
- Advanced Teacher
License 4: Expert Teacher
- Classroom Excellence
- Adult Leadership

Teachers leading from the classroom

4 Entry Certifications

2 Professional Certifications
North Carolina Wins

Restore the respect the profession deserves

Build a more diverse, quality teaching force

Increase instructional capabilities

Entice more young professionals and career switchers to teaching

First in the nation to innovate this way

Invest in your teachers and students + invest in NC’s economy and workforce as a whole
The Path Forward

Engage
Discuss
Take Action
For More Information

SREB.org/TeacherWorkforce

Stephen.Pruitt@SREB.org
Megan.Boren@SREB.org