

# North Carolina Pathways to Excellence for Teaching Professionals

Every student deserves a great teacher, but North Carolina is facing a shortage of educators. If we update our complex teacher licensure process, we can expand the pool of qualified candidates, help them grow into great teachers and give them incentives to stay in our classrooms helping our students succeed.

## Recruitment

Changes remove barriers to entry for new teachers, opening the door to a more diverse workforce.

Candidates can enter the profession with any entry license based on their eligibility.

COLLEGE/  
UNIVERSITY

INDUSTRY  
EXPERIENCE/  
CERTIFICATION

## Entry-Level Certifications

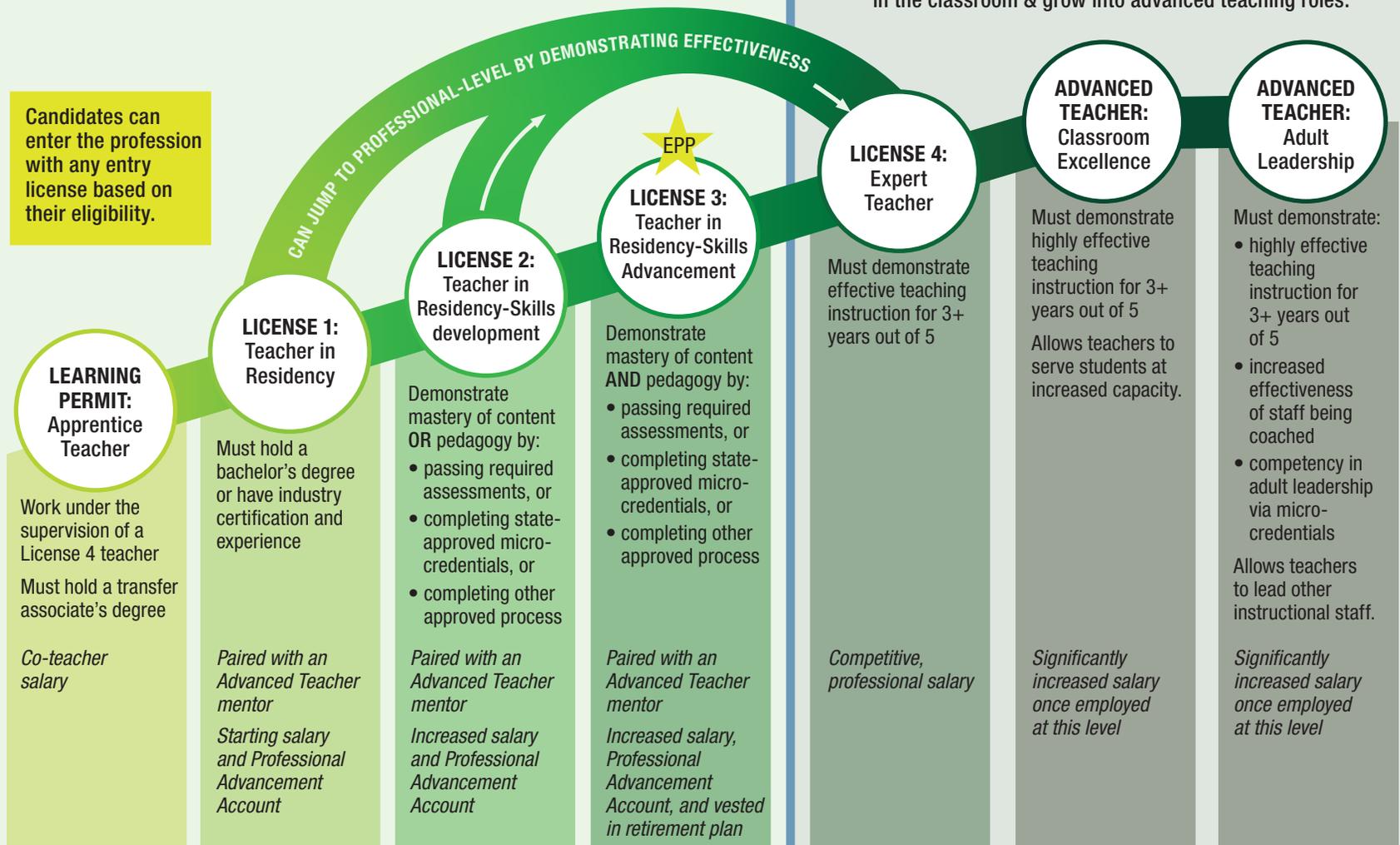
Learning Permit is valid for up to two years while earning a bachelor's degree. Licenses 1-3 are valid for a combined total of five years.

Changes support the growth of new teachers & give them multiple ways to demonstrate skills.

## Professional-Level Certification & Advanced Credentials

Must be renewed every five years.

Changes provide incentives for excellent teachers to stay in the classroom & grow into advanced teaching roles.



As with the current state salary structure, districts have the option to supplement the state minimum salaries or give additional bonuses.  
★ Successful EPP graduates who pass content and pedagogy requirements at the time of licensure can enter with License 3 at a higher salary.