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.

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.

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

LEARNING PERMIT: Apprentice Teacher
Work under the supervision of a License 4 teacher
Must hold a bachelor’s degree or have industry certification and experience
Co-teacher salary

LICENSE 1: Teacher in Residency
Must hold a bachelor’s degree or have industry certification and experience
Paired with an Advanced Teacher mentor
Starting salary and Professional Advancement Account

LICENSE 2: Teacher in Residency-Skills Development
Demonstrate mastery of content OR pedagogy by:
• passing required assessments, or
• completing state-approved micro-credentials, or
• completing other approved process
Paired with an Advanced Teacher mentor
Increased salary and Professional Advancement Account

LICENSE 3: Teacher in Residency-Skills Advancement
Demonstrate mastery of content AND pedagogy by:
• passing required assessments, or
• completing state-approved micro-credentials, or
• completing other approved process
Paired with an Advanced Teacher mentor
Increased salary, Professional Advancement Account, and vested in retirement plan

LICENSE 4: Classroom Excellence
Must demonstrate highly effective teaching instruction for 3+ years out of 5
Allows teachers to serve students at increased capacity.

ADVANCED TEACHER: Adult Leadership
Must demonstrate:
• highly effective teaching instruction for 3+ years out of 5
• increased effectiveness of staff being coached
• competency in adult leadership via micro-credentials
Allows teachers to lead other instructional staff.

ADVANCED TEACHER: Residency Excellence
Must demonstrate effective teaching instruction for 3+ years out of 5
Allows teachers to lead other instructional staff.

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.

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COLLEGE/UNIVERSITY
INDUSTRY EXPERIENCE/CERTIFICATION