

February 4, 2021

North Carolina State Board of Education
Chair Eric Davis,
Vice Chair Alan Duncan, and
All Board Members

Dear Chair Davis,

Thank you for the invitation to address the State Board of Education today.

Like the rest of the nation, North Carolina is facing a significant teacher shortage that threatens to deprive students of access to a quality education. We fear North Carolina's dwindling pipeline of qualified teachers is unable to meet the educational and economic demands of our growing state.

In December 2018, the Southern Regional Education Board invited leaders of the state's education sectors or their designees, to meet as the North Carolina Education Human Capital Roundtable. The Roundtable worked diligently for over two years to identify and study barriers that have contributed to the state's teacher shortage and shrinking teacher pipeline. Our goal is to help the state innovate and collaboratively 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.

Teaching is the most important role in our society, making all other vocations possible and bettering the livelihoods of every citizen. To maintain and build the teaching profession, North Carolina must focus on keeping good teachers in the classroom and recruiting more into the profession. The Roundtable has developed a vision for how North Carolina can reimagine policies that shape the teaching profession in a way that:

- Promotes equitable access to the profession, inviting a more diverse population to become excellent teachers
- Supports and values teachers' growth in instructional skills and competencies
- Encourages the best teachers to lead from the classroom, providing embedded support for their colleagues
- Offers advancement with fair compensation that grows as teacher expand their professional impact, encouraging retention

Our vision is a framework for new pathways for teachers to enter the profession, a redesigned licensure system based on multiple instructional outcomes, robust support for teachers' professional growth, codified teacher advancement opportunities for excellent educators, and a revised teacher salary schedule that values our teachers.

The purpose of this framework is to:

- Lead to more licensed teachers demonstrating increased mastery in skills, knowledge, and instructional capabilities than ever before.
- Entice people who wish to leave an existing career to become a teacher and those interested in coming to our state because this model is the first of its kind in the nation.
- Clear the way for a better, more diverse teacher workforce.
- Restore the respect the profession deserves.

- Be an investment in our teachers and our students—but also an investment in North Carolina’s workforce and economy.

The Roundtable hopes the Board will initiate a process whereby educators, school and district leaders, researchers and advocates engage in a discussion of the ideas presented today to continue to strengthen this new vision for the teaching profession. The Roundtable has already worked to engage dozens of educators in K-12 and higher education during this process, yet we know this is only a start.

Just as our Roundtable has worked collaboratively, let us now come together for the good of our students to fill critical vacancies with highly effective teachers, attract the next generation of diverse teachers, and enhance the lives of every North Carolinian.

Sincerely,

Members of the North Carolina Education Human Capital Roundtable:



Jill Camnitz
Member, State Board of Education



Thomas Tomberlin & *Andrew Sioberg*
North Carolina Department of Public Instruction




Patrick Miller
Chairman, Professional Educator
Preparation Standards Commission (PEPSC)



Andrew Lakis
Former member, PEPSC



Laura Bilbro-Berry
The University of North Carolina System



Lisa Eads
North Carolina Community College System



Thomas West &
North Carolina Independent Colleges and Universities



Phil Kirk



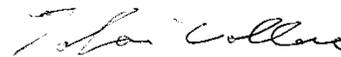
Geoff Coltrane
Education Cabinet/Governor’s Office



LaTanya Pattillo
Governor's Teacher Advisor



Freebird McKinney
2018 State Teacher of the Year, SBE Director of
Legislative Affairs and Community Outreach



Tabari Wallace
2018 State Principal of the Year



Brenda Berg
BEST NC