

SREB

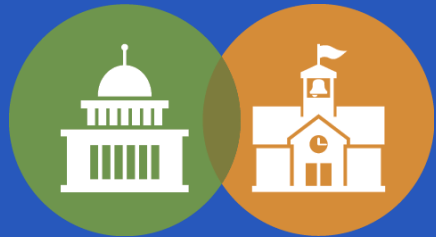
Transforming the Teaching Profession in North Carolina

Dr. Stephen Pruitt

Megan Boren

SREB Presentation to the North Carolina State Board of Education

January 7, 2021



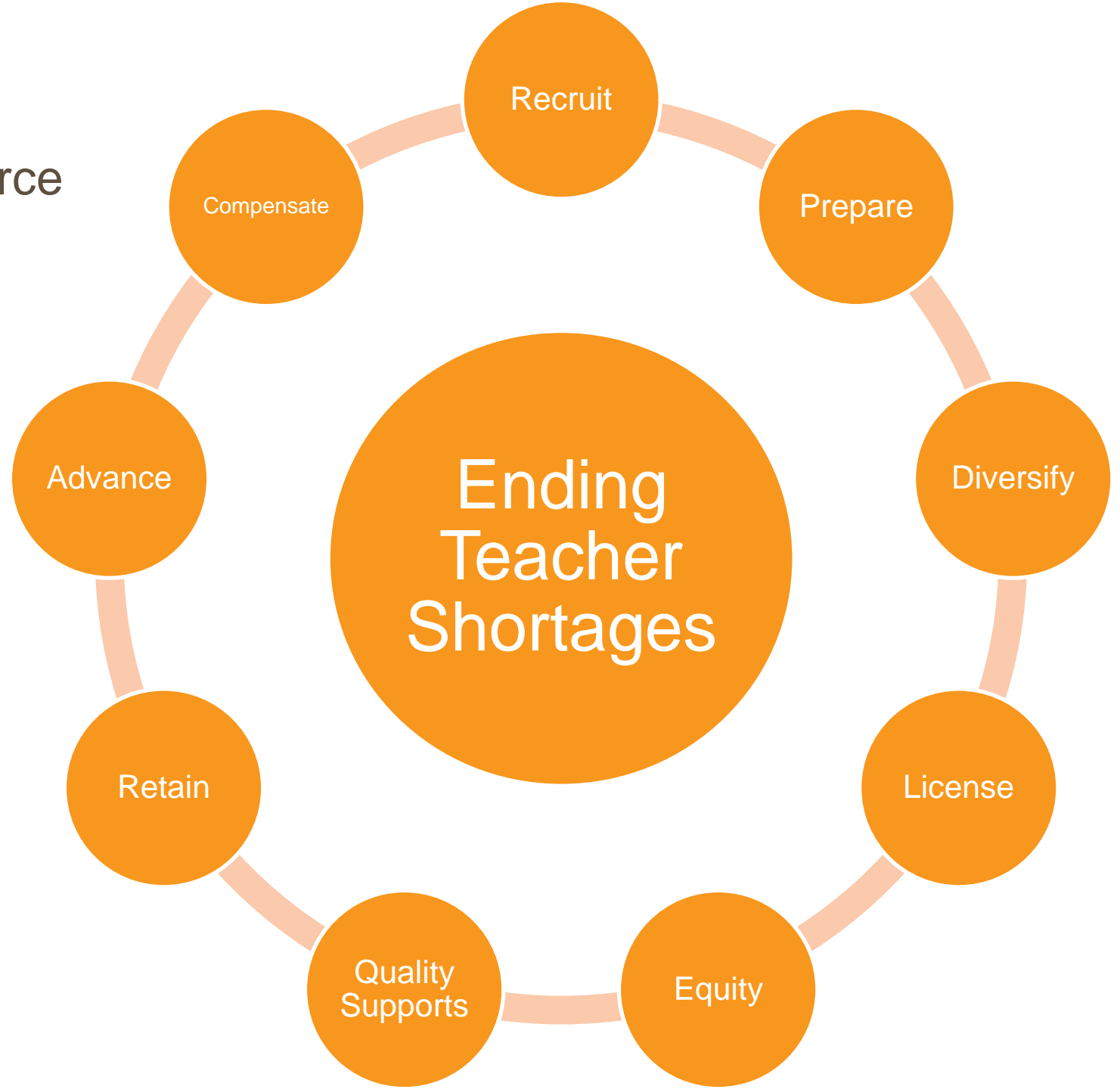
Where Policy Meets Practice

SREB



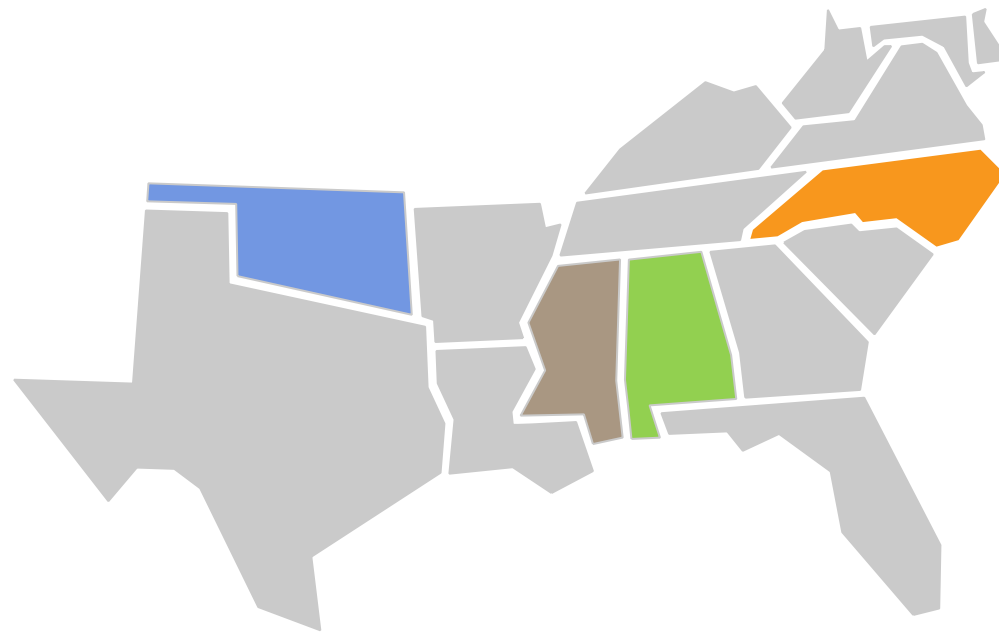
SREB Teacher Workforce
Policy Focus

Improving the Teacher Pipeline through Holistic Systems Change



SREB Education Human Capital Roundtables

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?”

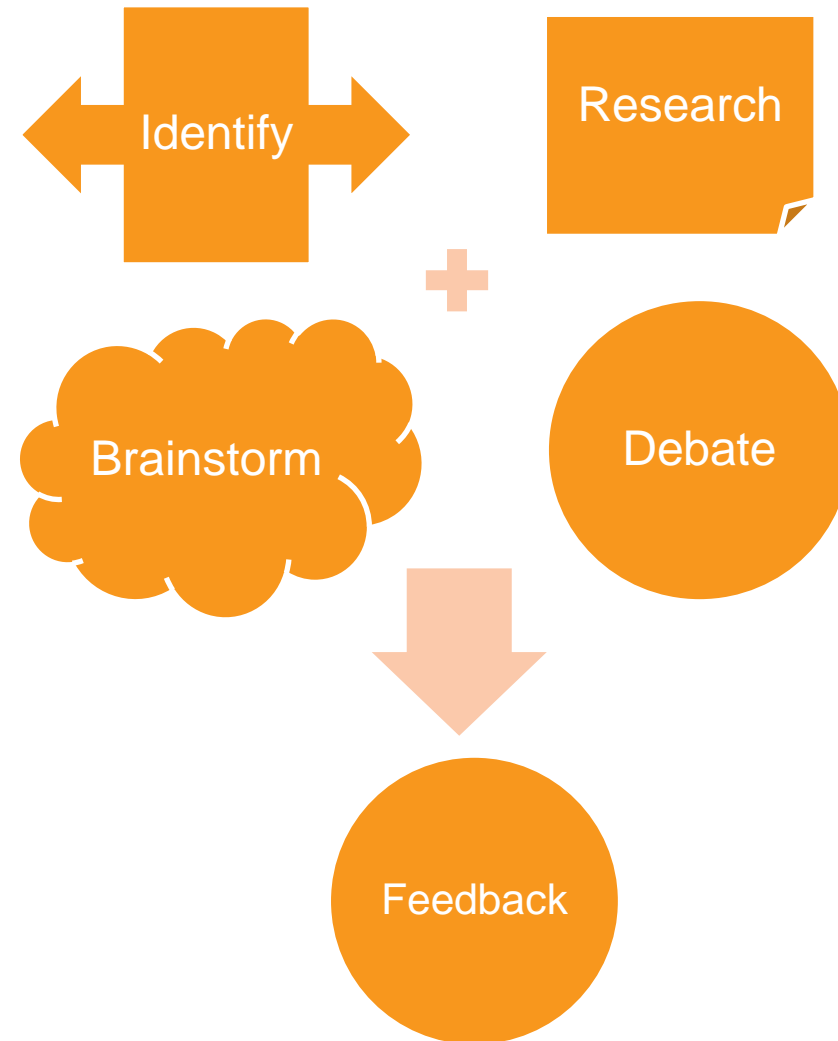
“How can we better train our teachers?”

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

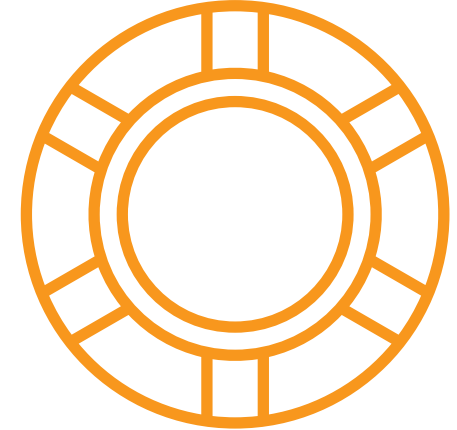
Why an Education Human Capital Roundtable?

To facilitate a small group of stakeholders:

- for high productivity
- for maximum creativity
- for open, honest dialogue



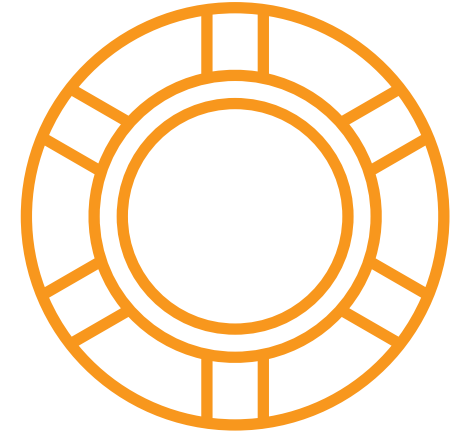
Roundtable Members



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

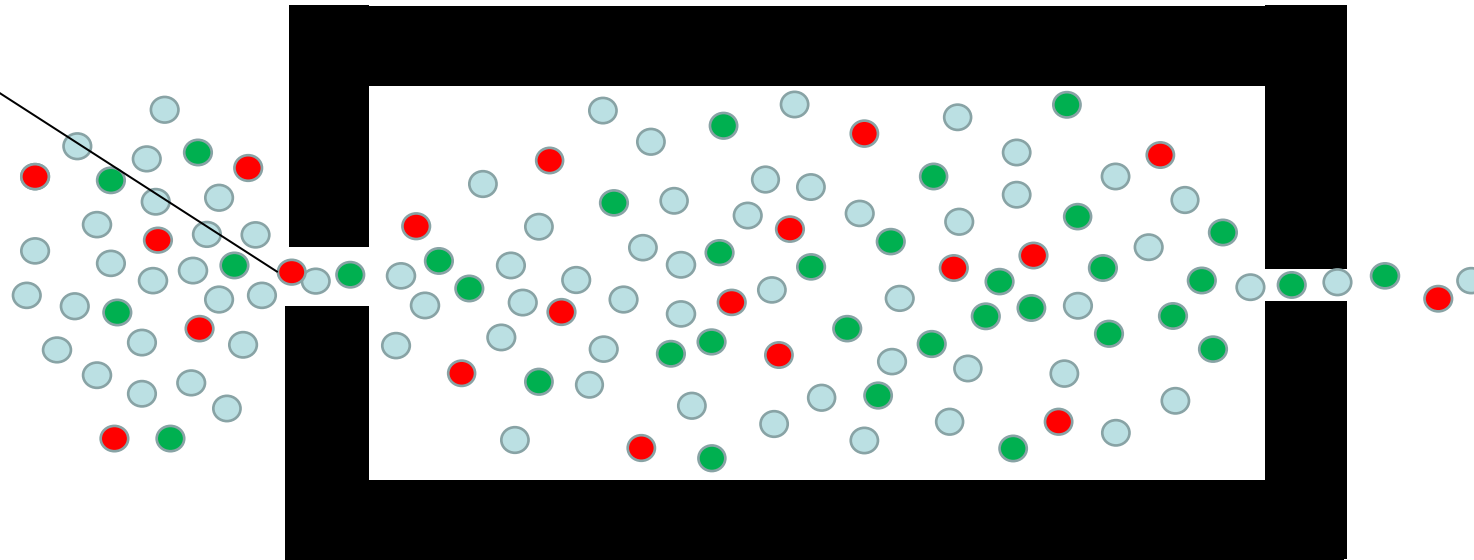


For key agency representatives and shareholders to collaborate and take action to increase the quality, quantity and diversity of teacher candidates and prepare them to be licensed, hired, supported and retained as highly effective educators in North Carolina schools.

Current Licensure Policy

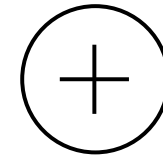
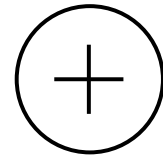
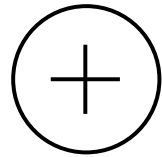
Narrow
entrance

Effectiveness
not considered



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

Exploring Holistic Solutions



Re-envision

Pathways into Teaching

Redesign

Teacher Licensure

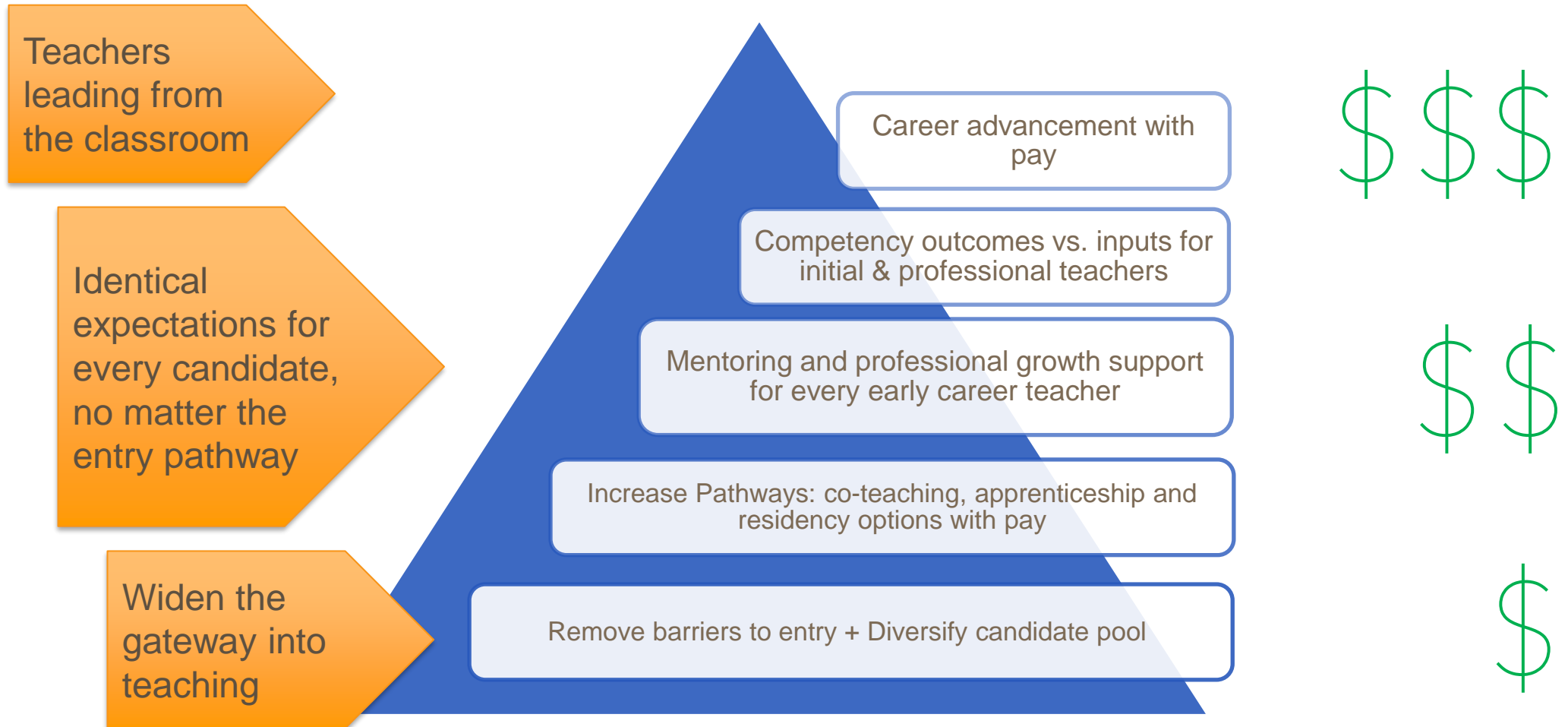
Reinforce

Teacher Support

Revise

Teacher Salary Schedules

An Improved Tiered Licensure System



Pathways to Excellence for Teaching Professionals

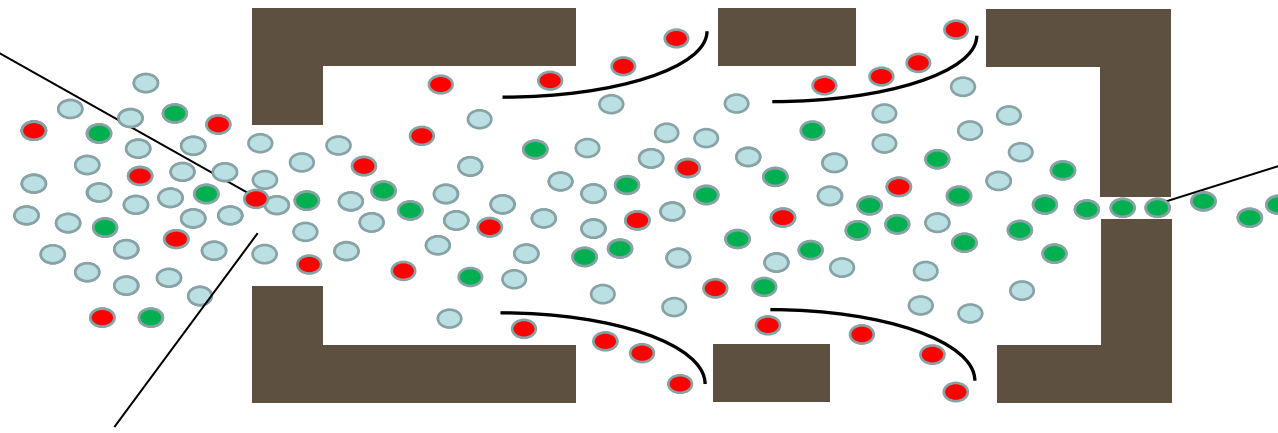
The Roundtable's vision offers early, inclusive, clear passageways into the profession, rewards excellence and advancement, and encourages retention.

Associate or
Bachelor's
degree

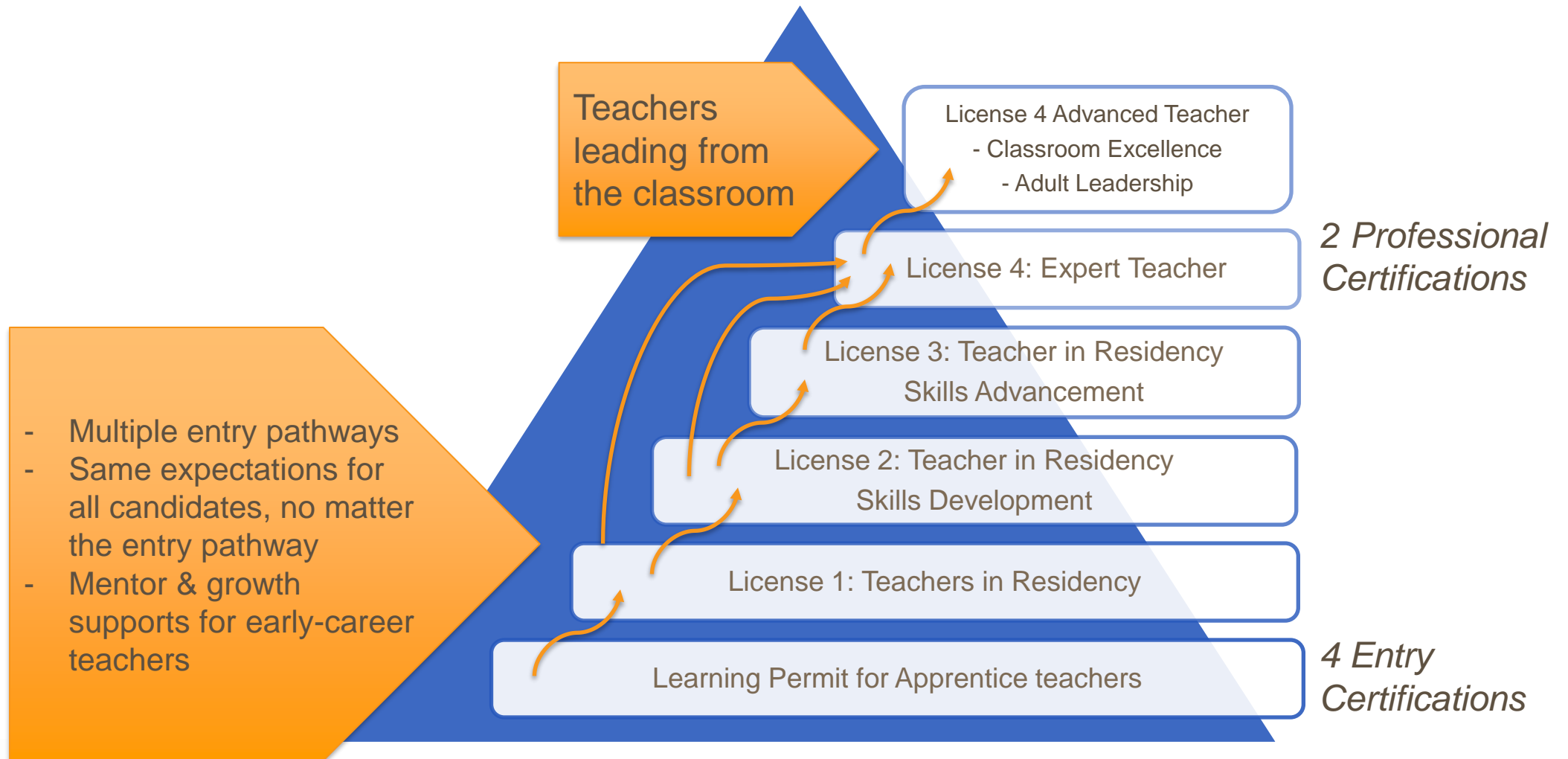
Multiple measures
to demonstrate
effectiveness

Initial License

Continuing License



Pathways to Excellence for Teaching Professionals



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



SREB

For More Information

[SREB.org/TeacherWorkforce](https://www.sreb.org/TeacherWorkforce)

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

Southern
Regional
Education
Board

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