



Business for Educational
Success and Transformation

2020 NORTH CAROLINA EDUCATION INNOVATION VIRTUAL LAB

TEACHER RECRUITMENT IN NORTH CAROLINA

NCSTRIDE

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GATES foundation

RTI
INTERNATIONAL

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#NCSTRIDE

#NCEDLAB2020

Welcome to the 2020 NORTH CAROLINA EDUCATION INNOVATION VIRTUAL LAB

Each year, BEST NC's North Carolina Education Innovation Lab brings together a wide-ranging group of stakeholders to explore emerging and transformative solutions to our state's greatest educational challenges. Building off the important and actionable work of previous Innovation Labs, this year's focus is on teacher recruitment in North Carolina.

Research has consistently found that of all in-school factors, teachers have, by far, the greatest impact on student success. For many years, North Carolina has had a number of robust teacher recruitment efforts underway but has lacked a comprehensive plan for next steps to ensure that we attract high-quality teaching candidates for our state's hardest-to-staff subject areas and schools. As a result, for decades we have struggled with persistent teaching vacancies in subject areas like math, science, and Special Education, and in our rural and higher poverty schools. These vacancies and students' inequitable access to effective teachers across the state led us to dedicate this year's Innovation Lab to the critical topic of teacher recruitment.

The 2020 Education Innovation Lab content has been developed in partnership with NC STRIDE, a 100+ member working group established this year to develop an action plan for teacher recruitment in North Carolina (more information on NC STRIDE can be found on pages 3-4).

This virtual edition of the Innovation Lab will take place over three days, with two evening encore sessions to provide opportunities to catch what you missed:

- | | |
|---|---|
| • Day 1: Innovation Lab Sessions | Monday, October 12 - 9:00 am - 12:30 pm |
| ◦ Day 1 Encore Sessions | 5:30 pm - 7:30 pm |
| • Day 2: Innovation Lab Sessions | Tuesday, October 13 - 9:00 am - 12:00 pm |
| ◦ Day 2 Encore Sessions | 5:30 pm - 7:30 pm |
| • Day 3: Action Teams Launch | Friday, October 16 - 9:00 am - 11:00 am |

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Need Help?

If you need help logging in, email Ashleigh.Wilder@bestnc.org

NC STRIDE

Strategic Teacher Recruitment with Intentionality, Diversity, and Excellence

Stride (n): A step or stage in progress toward an aim.

Throughout 2020, BEST NC has been convening the 100+ member NC STRIDE Working Group to explore the teacher recruitment landscape across the state with the goal of developing a North Carolina Teacher Recruitment Action Plan, to be launched in early 2021.

North Carolina

engages in

Strategic Teacher Recruitment with:

Intentionality:

Statewide systems that enable forecasting of employment needs and planning of teacher recruitment and preparation efforts to meet these needs.

Diversity:

A workforce of educators that aligns to the demographic makeup of our students.

Excellence:

High-performing educators who cultivate excellence in every student.

The objectives of **NC STRIDE** are to:

Define success in teacher recruitment in North Carolina (define the problem),

Map existing recruitment efforts and systems in order to identify opportunities for collaboration,

Identify barriers to existing efforts and evidence-based opportunities to improve teacher recruitment in North Carolina,

and

Create a statewide plan/vision for teacher recruitment in North Carolina.

The **NC STRIDE** working group members represent key organizations and perspectives including:

- **Current and future teachers and school leaders,**
- **The DRIVE Task Force,**
- **Educator preparation programs (public, private and community college),**
- **The Governor's Office,**
- **Local education agencies,**
- **The North Carolina Department of Public Instruction,**
- **The Professional Educator Preparation and Standards Commission,**
- **The State Board of Education, and**
- **TeachNC.**

www.BESTNC.org/NCedLab2020

NC STRIDE

Strategic Teacher Recruitment with Intentionality, Diversity, and Excellence

There are three phases to the NC STRIDE work:

Phase 1:

Work sessions and surveys conducted in order to identify known information about teacher recruitment and to identify gaps requiring further investigation

February - September 2020

Phase 2:

Innovation Lab held to examine less-understood aspects of teacher recruitment including existing data, leaks in the educator pipeline, and potential innovations

October 12 & 13, 2020

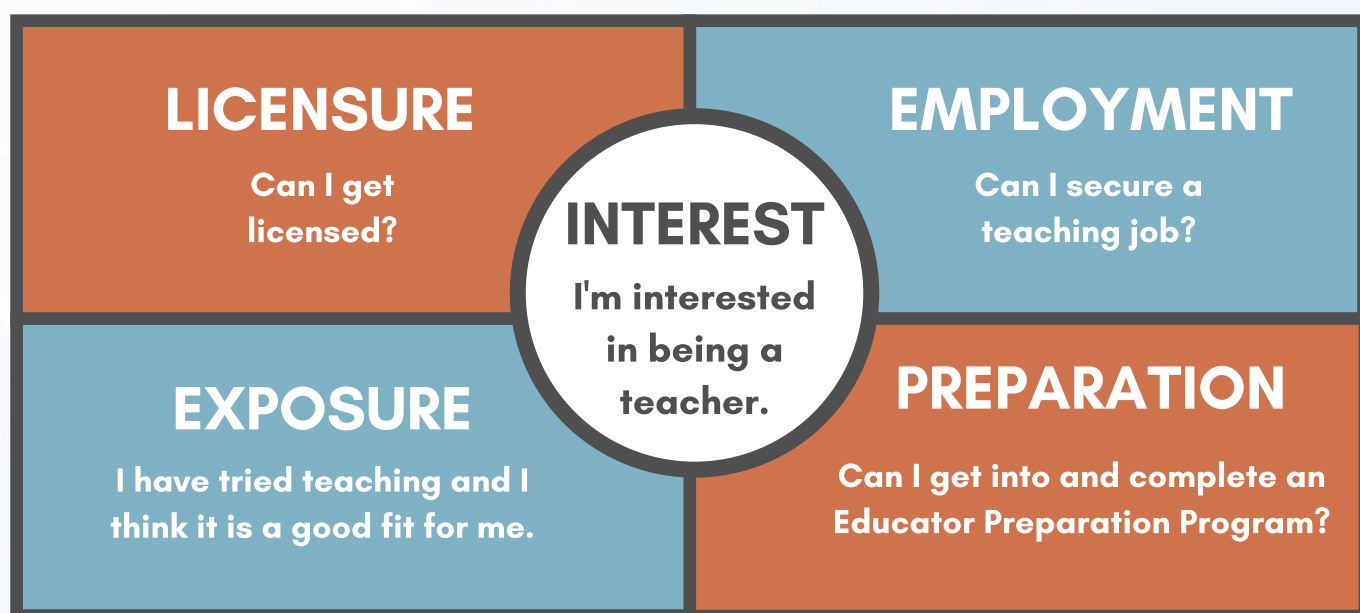
Phase 3:

Action Teams formed to develop a high-level Teacher Recruitment Action Plan recommending programs, policies, and practices to enhance teacher recruitment

October 16, 2020 - Early 2021

During Phase I, the NC STRIDE Working Group identified five key gateways to the teaching profession. The gateways (shown below) each represent a known step in an individual's journey into the classroom. We have found that these gateways provide helpful framing for our conversations around teacher recruitment. Each one can be used as a lens through which we can look for opportunities to improve access to the profession.

Gateways to the Teaching Profession



www.BESTNC.org/NCedLab2020

Monday, October 12, 2020

Click Here to Join Day 1

Password: 198475

The State of Teacher Recruitment in North Carolina

9:00 - 10:00 am

Opening Remarks

Walter McDowell, Board Chair, BEST NC

Brenda Berg, President & CEO, BEST NC

Recorded Presentation with Live Q&A

Dr. Thomas Tomberlin, Director, NCDPI Educator Recruitment and Support

Session Host: Leah Sutton, Director of Policy & Advocacy, BEST NC

Breakout Sessions

Break (10 Minutes)

Learning from Other "People-Driven" Industries

10:10 am - 11:10 am

Presentation

Mark Tully, Founding Partner, Being Better than Before

Carl Nordgren, Founding Partner, Being Better than Before

Session Host: Brenda Berg, President & CEO, BEST NC

Breakout Sessions

Break (10 Minutes)

Knowing and Capturing Your Candidate Audience

11:20 - 12:20 pm

Presentation

Zachary Levine, Executive Director, TEACH.org

Session Host: Dr. Anthony Graham, Provost and Vice Chancellor of Academic Affairs, Winston-Salem State University

Breakout Sessions

Closing Remarks and Day 2 Preview

12:20 - 12:30 pm

Brenda Berg, President & CEO, BEST NC

Click Here for Day 1 Encore Sessions

Password: 766766

Tuesday, October 13, 2020

Click Here to Join Day 2

Password: 852089

Framing Day 2

9:00 - 9:30 am

Opening Remarks

Brenda Berg, President & CEO, BEST NC

Olivia Rice, Education Research Analyst, RTI International

Breakout Sessions

Qualifiers that Matter (and Those that Don't)

9:30 - 10:30 am

Presentation

Chad Aldeman, Senior Associate Partner, Bellwether Education Partners

Session Host: Dr. Shun Robertson, Senior Associate Vice President for P20
Policy & Programs, UNC System

Breakout Sessions

Break (10 Minutes)

Recruiting Outside of the Box

10:40 - 11:40 am

Presentation

Dr. Lisa Eads, Associate Vice President of Academic Programs, NC Community
College System

Session Host: Dr. Valerie Bridges, Superintendent, Edgecombe County
Public Schools

Breakout Sessions

Closing Remarks & Action Teams Preview

11:40 am - 12:00 pm

Brenda Berg, President & CEO, BEST NC

Click Here for Day 2 Encore Sessions

Password: 266582

Friday, October 16, 2020

Click Here to Join Action Teams Launch
Password: 831314

Framing the Action Teams

9:00 - 9:15 am

Opening Remarks & NC STRIDE Overview

Brenda Berg, President & CEO, BEST NC

Olivia Rice, Education Research Analyst, RTI International

Activity: Defining Success in Teacher Recruitment

9:15 - 9:35 am

Breakout Discussions: Action Items by Gateway

9:35 - 10:50 am

Closing Remarks & Action Teams Sign-Up

10:50 am - 11:00 am

Brenda Berg, President & CEO, BEST NC

Olivia Rice, Education Research Analyst, RTI International

Collaborators for Teacher Recruitment

NC STRIDE

 North Carolina Department of
PUBLIC INSTRUCTION

TEACH
NC.ORG



THE
DRIVE
SUMMIT

www.BESTNC.org/NCedLab2020

Innovation Lab Speakers



Chad Aldeman

Chad Aldeman is a Senior Associate Partner at Bellwether Education Partners, where he has worked on the Policy and Evaluation team since 2012, advising clients and writing on teacher preparation and evaluation, as well as college and career readiness. He also serves as editor for TeacherPensions.org.



Brenda Berg

Brenda Berg is the President & CEO of BEST NC, a nonprofit, nonpartisan coalition of more than 100 business leaders from across North Carolina. With more than 25 years of experience as a business owner, public policy professional and education advocate, Brenda leads the overall BEST NC vision, strategy, and operations.



Dr. Valerie Bridges

Dr. Valerie Bridges is the Superintendent of Edgecombe County Public Schools. She has served as Assistant Superintendent in both Edgecombe and Washington County Schools. Before working in the Eastern region of North Carolina, Dr. Bridges worked in Guilford and Wake counties as a high school teacher, middle school assistant principal and elementary principal.



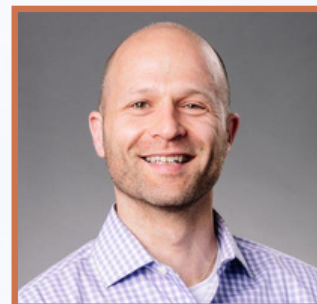
Dr. Lisa Eads

Dr. Lisa Eads is the Associate Vice President of Academic Programs at the North Carolina Community College System Office. Dr. Eads joined the community college system in 2000 as a psychology and early childhood education faculty member. She has 24 years of experience in the fields of higher education and early childhood education.



Dr. Anthony Graham

Dr. Anthony Graham is the Provost and Vice Chancellor for Academic Affairs at Winston-Salem State University. He also serves on several boards and commissions, including the North Carolina Professional Educator Preparation and Standards Commission. He also serves as the chairperson for Gov. Roy Cooper's DRIVE Task Force.



Zachary Levine

Zachary Levine is the Executive Director of TEACH.org and is a recognized expert on teacher recruitment issues, in which he's been immersed for the past five years. Prior to TEACH, Zachary led teacher recruitment and hiring for the largest charter school organization in Los Angeles: Green Dot Public Schools.

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Innovation Lab Speakers



Carl Nordgren

Carl Nordgren is a serial entrepreneur—he started six companies and assisted in the launch of over a dozen more, across a range of industries. He has taught more than 50 courses in entrepreneurship and creativity at Duke University over the last 14 years. He is also an award-winning and best-selling novelist.



Olivia Rice

Olivia Rice serves as an education research analyst and project manager for RTI International. She has more than 18 years of experience collecting and analyzing qualitative and quantitative data.



Dr. Shun Robertson

Dr. Shun Robertson serves as the Senior Associate Vice President for P20 Policy and Programs for the UNC System Office, engaging with leaders across the education pipeline to strengthen student achievement and improve college readiness and student success.



Leah Sutton

Leah Sutton is the Director of Policy & Advocacy for BEST NC, leading the development and implementation of the organization's Educator Innovation policy agenda. Previously, Leah served as a public school teacher in Wake and Pitt counties.



Dr. Thomas Tomberlin

Dr. Tom Tomberlin is the Director of Educator Recruitment and Support for the North Carolina Department of Public Instruction, where he collaborates with state, district and local leaders on developing measures of educator effectiveness. He previously taught Latin and Greek at Tulane University, and high school Latin in Guilford County Schools.



Mark Tully

Mark Tully, a North England native who dropped out of high school at the age of 16, achieved success in senior leadership positions in large-scale enterprises before building training and consulting ventures. He now applies a neuroscience-based approach through consulting in talent development, leadership, and entrepreneurship.

www.BESTNC.org/NCedLab2020

Why is the work of NC STRIDE important to the future of North Carolina?



Brenda Berg

President & CEO, BEST NC

"North Carolina has thousands of persistent teacher vacancies, leaving students with critical gaps in their education. NC STRIDE will create a much-needed Action Plan for teacher recruitment in North Carolina, lifting up effective strategies and looking for unnecessary barriers to remove."



Matthew Bristow-Smith

2019 NC Principal of the Year

"Developing and diversifying our teaching pipeline is critical for the health and vitality of all NC communities, especially the 56 counties for whom the local public school unit is the largest employer. NC STRIDE's commitment to broadening and deepening our talent pool of educators will pay incredible dividends for our next generation of scholars."



Princess Brown

Project Manager, TeachNC

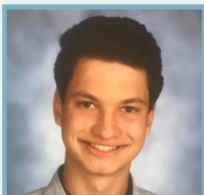
"We envision a North Carolina where the educational system has no lack of highly skilled educators who reflect the diversity of our state. We know this does not happen by accident. Recruiting for gender, ethnic, racial, experiential and all other forms of diversity requires intentionality, and that is why the work of NC STRIDE is so important."



Dr. Lisa Mabe Eads

Associate Vice President of Academic Programs, NC Community College System

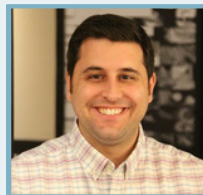
"The work of NC STRIDE is important to the future of North Carolina because it includes a focus on the strong partnerships that exist in our state to maximize opportunities for future teachers."



Neal Kapur

Student,
Charlotte Teacher Early College

"NC STRIDE's work in creating a shared vision plan for teachers benefits North Carolina's future by giving primary school students role models and a quality education, which helps to improve our future communities."



Andrew Lakis

Executive Director,
Teach for America-Eastern NC

"NC STRIDE's work to create a shared vision and overarching talent strategy for public education is a pivotal step in realizing a future that is just and equitable for all, and I'm proud to be a part of that effort."



Dr. Alvera J. Lesane

Associate Superintendent for Human Resources, Iredell-Statesville Schools

"The future for the state of North Carolina will only be as great as our recruitment of those educating our children."



LaTanya Pattillo

Teacher Advisor,
Office of Governor Roy Cooper

"NC STRIDE is working to take a deep dive into the challenges of educator recruitment while strategically exploring the opportunities we have to redefine recruitment across the state. This work is tremendously important."



Olivia Rice

Education Research Analyst,
RTI International

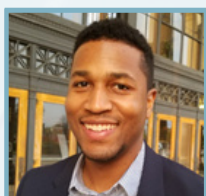
"Ensuring every student has access to a high-quality educator starts with effective teacher recruitment. North Carolina needs a cohesive teacher recruitment strategy grounded in data and research."



Dr. Shun Robertson

Senior Associate Vice President for P20 Policy & Programs, UNC System Office

"By increasing diversity in teacher recruitment efforts, we can enhance economic and social mobility for all North Carolinians, particularly for those who have been underrepresented and underserved in our classrooms and across our institutions."



Jason Terrell

Co-Founder & Executive Director,
Profound Gentlemen

"It's critical that boys of color see themselves reflected in their teachers. NC STRIDE works to not only increase but support the 2% of male educators of color who impact students across North Carolina."



Dr. Thomas Tomberlin

Director, Education Recruitment and Support, NCDPI

"I believe a diverse workforce, which reflects the diversity of North Carolina's student population, is critical to closing the educational and opportunity gaps we observe among our minority student population."



Claudia Walker

Math Instructional Coach,
Murphey Traditional Academy

"The work we are doing in NC STRIDE is important because we need to build our economy by focusing on educating our future. We can't build a strong foundation without finding and keeping amazing teachers."



Tom West

Vice President for Government Relations & General Counsel, NC Independent Colleges and Universities

"NCICU institutions have been committed since their founding to the mission of preparing students for the teaching profession. NCICU looks forward to working with NC STRIDE in continuing that mission."

How to Use Zoom

[Click Here to Download Zoom](#)

In-Meeting Controls

Participants

You can click on the "Participants" button to view the names of the other participants.

Chat

Your microphones and cameras will automatically be switched off upon entry. Click "Chat" to start an in-meeting message with participants in the meeting. The drop down on the chat window will allow you to message "Everyone," or privately message a specific participant. The default is set to chat "Everyone." Note that all chats, even private, will be saved and available to meeting staff.

Reactions

Click "Reactions" to "Clap" for or to give "Thumbs Up" to a speaker during the meeting. These are encouraged throughout the sessions and will automatically disappear after a bit of time.

Other Features

Polls

We will occasionally use "Polls" during our sessions. During those times, use your cursor to select your choice from the on-screen pop up.

Breakout Rooms

To allow for smaller, in-depth group discussions, we will leverage the Zoom "Breakout Rooms" feature, which enables us to send Lab participants into virtual breakout rooms and pull you back to the main presentation room with the click of a button. When it is time to transition, you will be prompted to enter your room. If you do nothing, you will automatically be transferred after 60 seconds.

For more information on using Zoom during the Innovation Lab, visit:
support.zoom.us

Need Help?

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