

The Teacher Recruitment Landscape in North Carolina

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State Focus on Teacher Recruitment and Diversity

- NC State Board of Education, STRIDE (BestNC), and DRIVE (Governor Cooper's Task Force) are all working toward strengthening the teacher pipeline and increasing the diversity of NC's teaching force.
- Data are essential for these efforts to craft policy recommendations that can achieve the desired outcomes.
- NCDPI is assisting with these efforts by developing a suite of state-wide human capital dashboards.
- http://bit.ly/nc_hcd

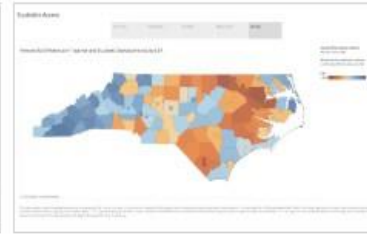
Human Capital Dashboard Table of Contents

Click on button below to see corresponding dashboard.

Teacher - School Characteristics



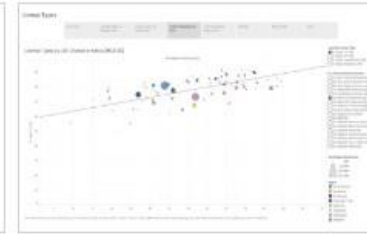
Equitable Access



Teacher Mobility



License Types



Teaching Experience



NBCT



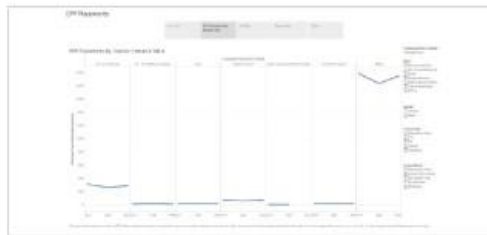
Alternative Certification



First-Year Teacher Placements



EPP Placements



EPP Demographics

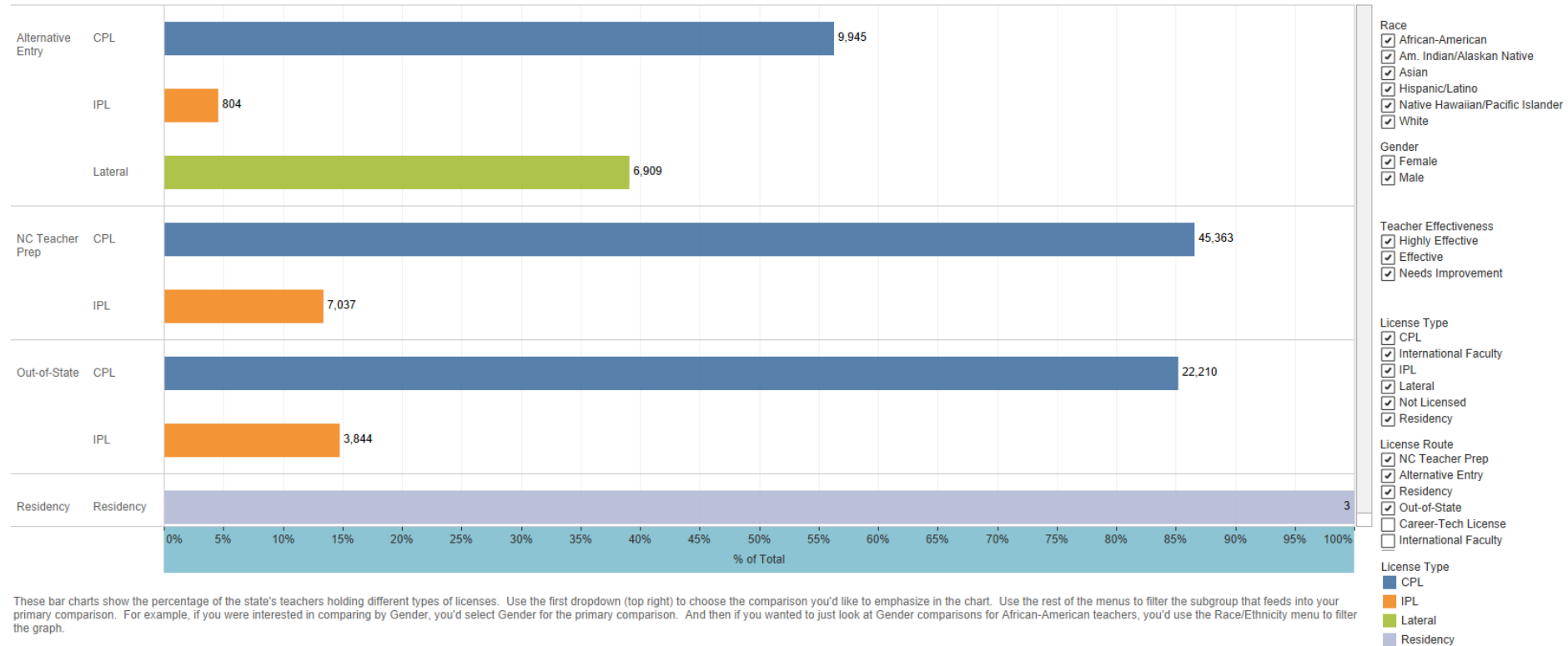


North Carolina Teacher Pipeline

License Types

Start Here	License Types by Teacher Char.	License Types by School Char.	License Types by LEA Char.	License Types by Region Char.	LEA Map	Region Map	Table
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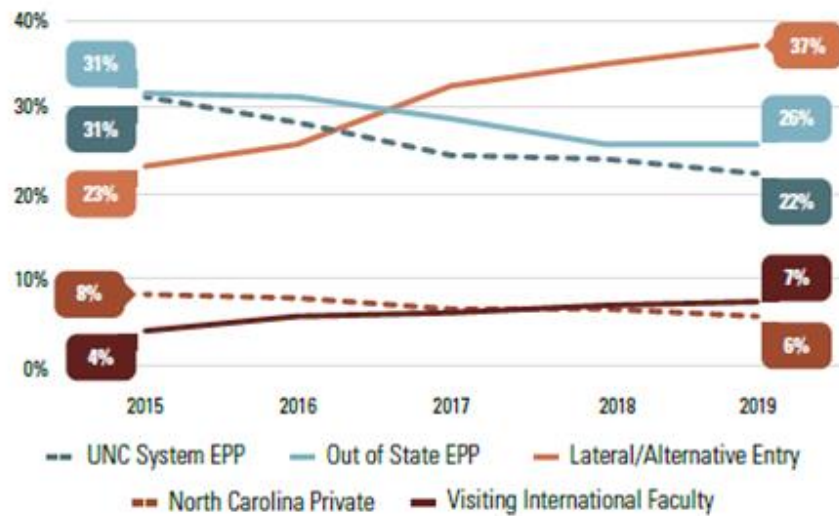
All Teachers in State (2018-19)



These bar charts show the percentage of the state's teachers holding different types of licenses. Use the first dropdown (top right) to choose the comparison you'd like to emphasize in the chart. Use the rest of the menus to filter the subgroup that feeds into your primary comparison. For example, if you were interested in comparing by Gender, you'd select Gender for the primary comparison. And then if you wanted to just look at Gender comparisons for African-American teachers, you'd use the Race/Ethnicity menu to filter the graph.

License Route and Diversity

Distribution of Preparation Routes for Newly Hired K-12 Public School Teachers (2015 to 2019)



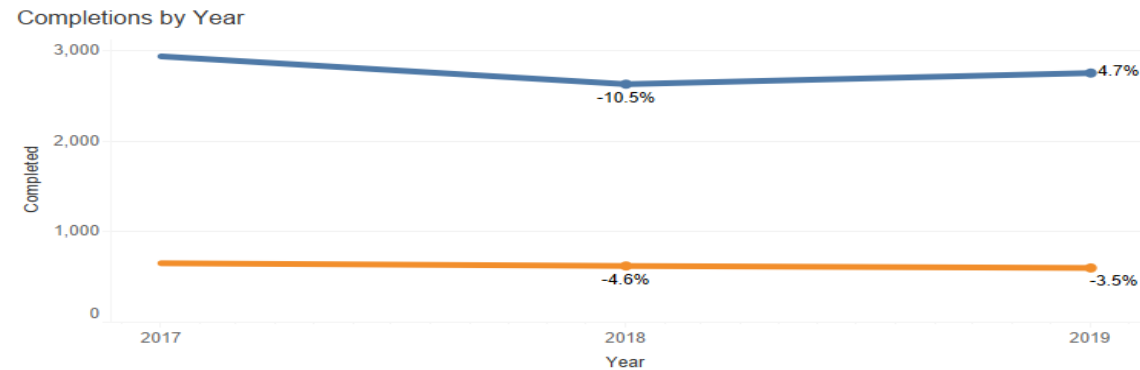
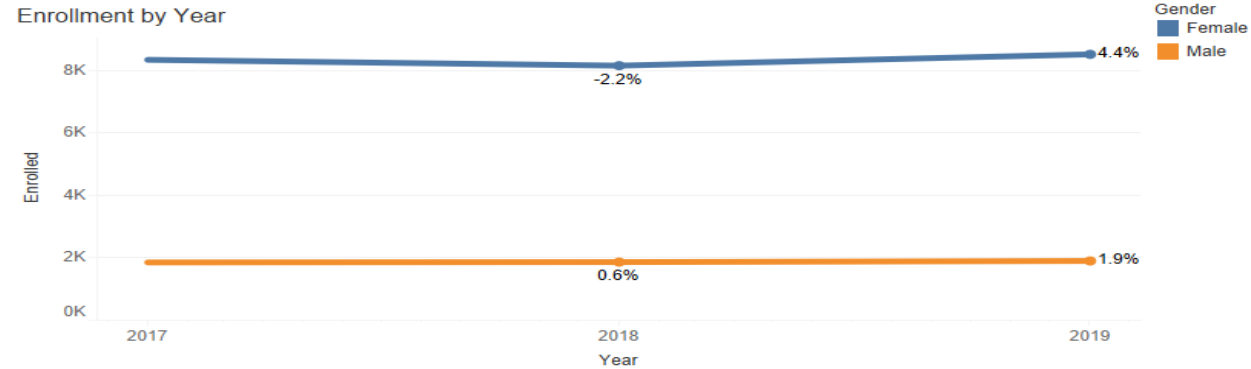
First Year Teachers (2018-19 School Year)

Race/Ethnicity	Total	Pct Alt Cert	Pct NC Prep	Pct Out of State
All	5,510	38.1%	32.9%	29.0%
White	4,158	29.4%	37.7%	32.8%
African-American	1,078	70.4%	15.4%	14.1%
Hispanic/LatinX	167	38.9%	28.1%	32.9%

EPP Enrollment and Completion

Enrollment and Completion Another View

Percentage change from prior year.



With less than 50% of annual enrollees completing within two years, there appear to be leaks in the EPP pipeline

Educator Preparation Enrollment and Completion

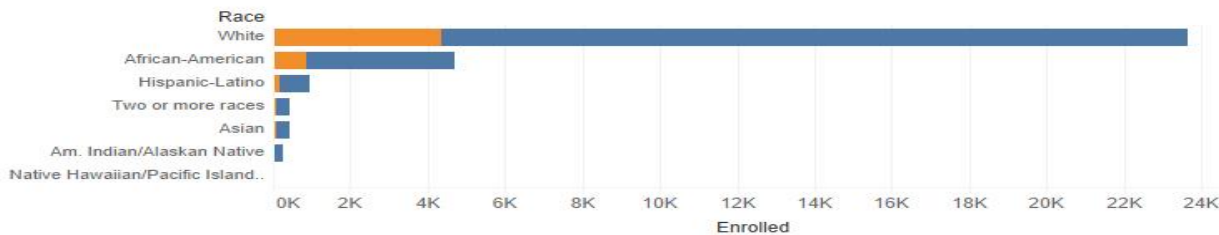
EPP Demographics

Start Here

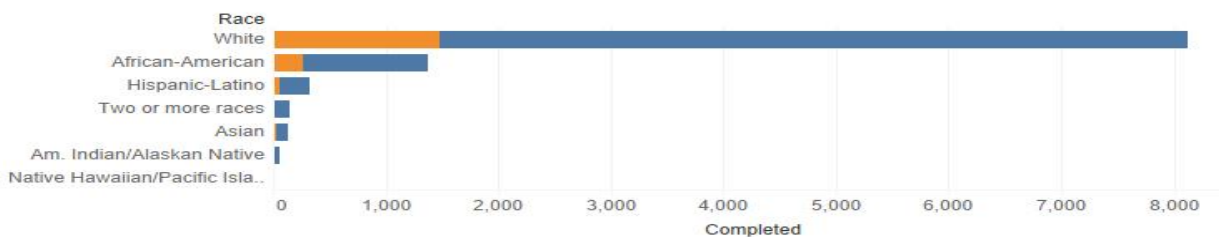
EPP Demographics - Enrollment and Completions

Select one of the bar segments to see that subgroup's change over 2017-2019 on the chart on the right. Percentages on the line charts refer to the total enrollment/completions for that race/gender.

Enrollment (2017-2019)



Completions (2017-2019)



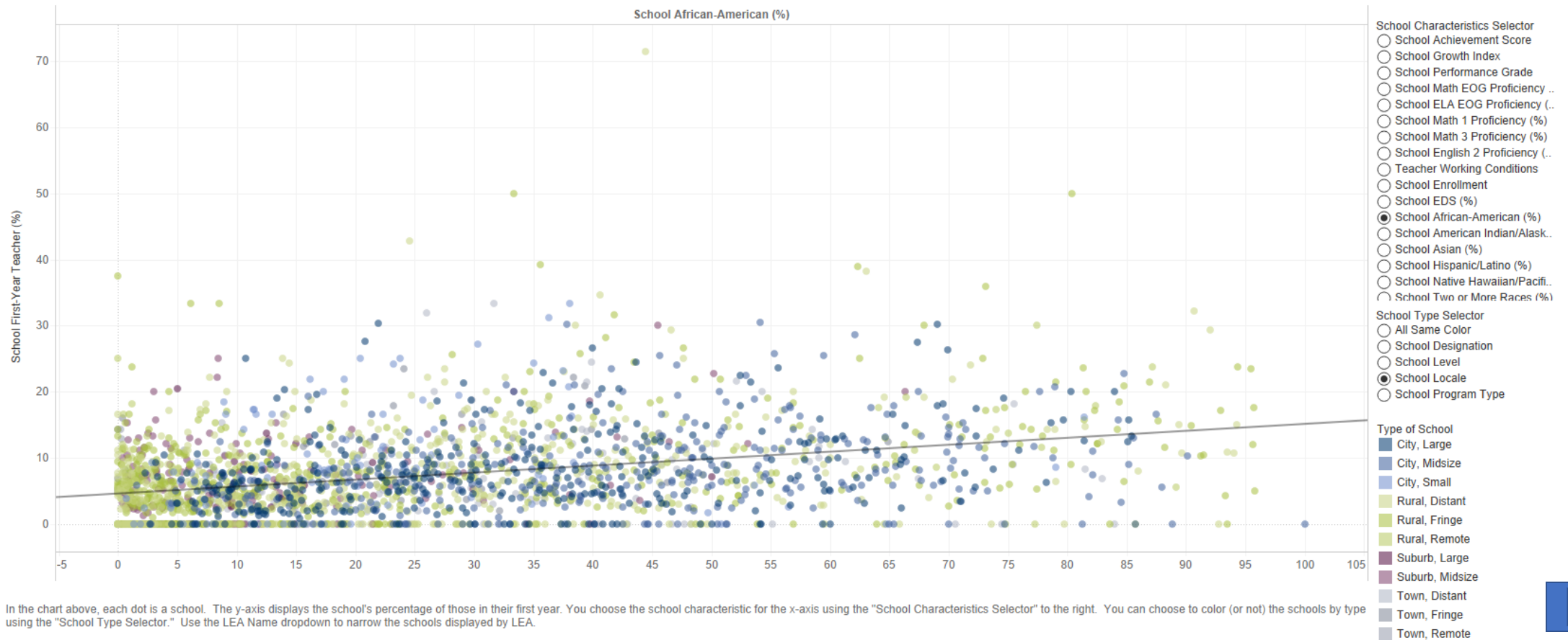
Race/Gender	Enrollment	Completion	Completion Rate
White	23,631	8,118	34.4%
Female	19,275	6,631	34.4%
Male	4,356	1,487	34.1%
African-American	4,714	1,376	29.2%
Female	3,855	1,104	28.6%
Male	859	272	31.7%
Hispanic/LatinX	944	332	35.2%
Female	785	276	35.2%
Male	159	56	35.2%

Enrollment, Completion and Employment by License Area



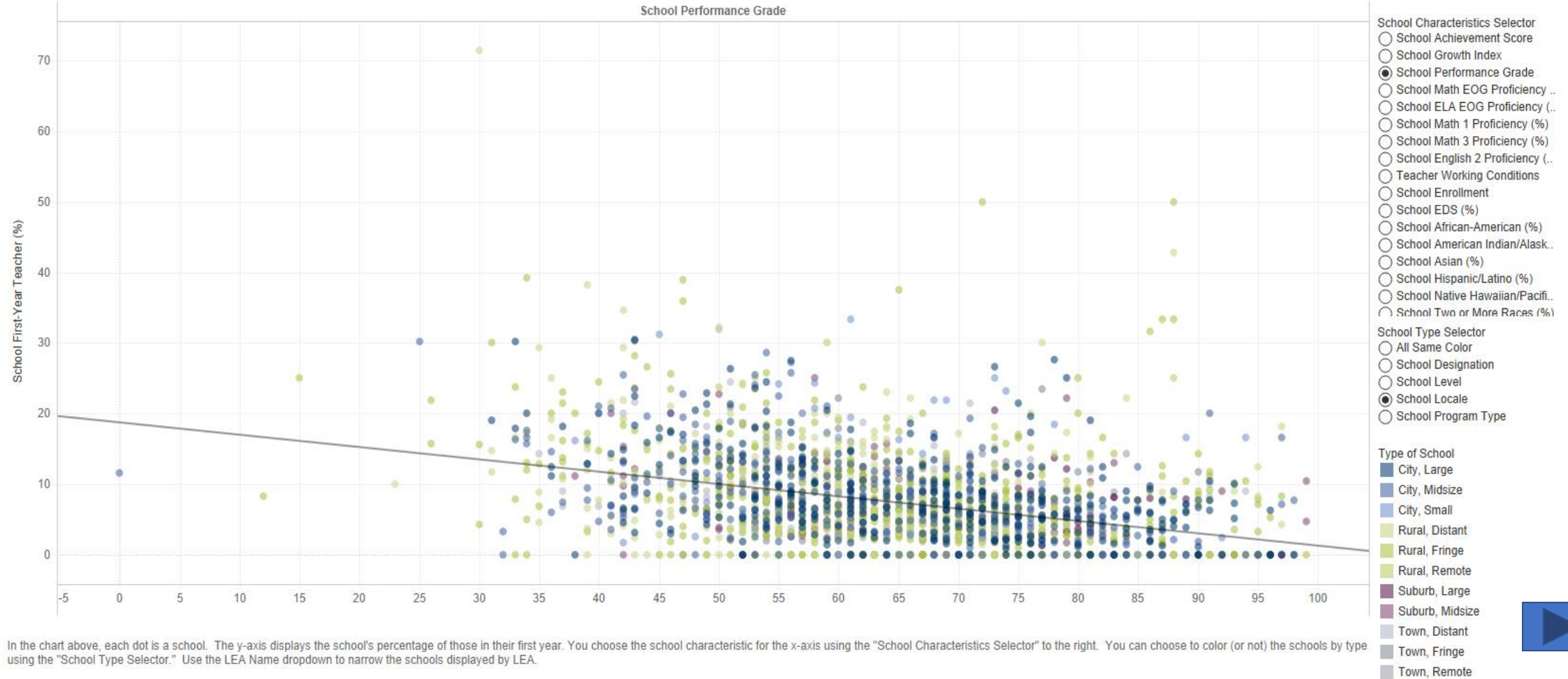
First Year Placement of Teachers

First Year Concentration by Teacher and School Characteristics (2018-19)



First Year Placement of Teachers

First Year Concentration by Teacher and School Characteristics (2018-19)



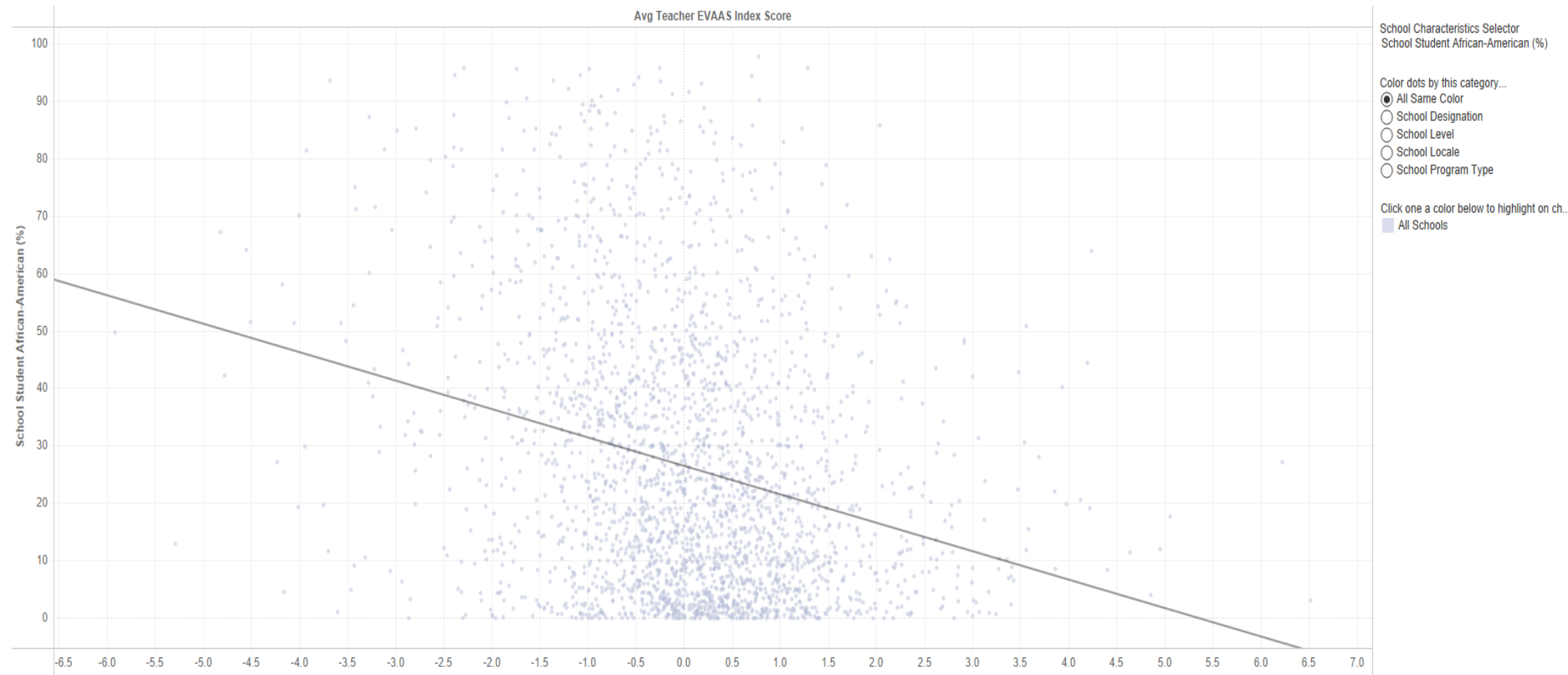
In the chart above, each dot is a school. The y-axis displays the school's percentage of those in their first year. You choose the school characteristic for the x-axis using the "School Characteristics Selector" to the right. You can choose to color (or not) the schools by type using the "School Type Selector." Use the LEA Name dropdown to narrow the schools displayed by LEA.



Equitable Access



Equitable Access by School



Use the two dropdowns on the right -- "Teacher Effectiveness Selector" and "School Characteristics Selector" to choose the two measures you'd like to compare. Each dot that displays represents a school. The line shows the overall relationship between the two measures across all the schools. If you'd like to further disaggregate by the type of school, choose the school category you are interested in using the "Highlight Dots by Category" menu on right. Then to highlight schools with a certain value in that category, type in the value "And this value of the category." Schools that meet that criteria will highlight, and the trend line will update accordingly.

Conclusion

- Issues related to teacher preparation, licensure, and initial placement in the field are complex and interrelated.
- It is clear from the data, that African Americans do not have the same opportunities for preparation and successful employment placement as White candidates.
- As Hispanic/LatinX student populations increase, the State needs to find ways to attract Hispanic/LatinX students to the profession.
- Quantitative analysis can only tell us where the problems are; it cannot tell us why they are happening. There is no substitute for thorough qualitative research to help us understand the why behind the numbers.