



**NORTH CAROLINA
EDUCATION
INNOVATION**

LAB



**A SMART INVESTMENT:
TEACHER PAY IN NORTH CAROLINA**

Tuesday, December 5, 2023



Every student deserves access to great teachers.

Unfortunately, too many North Carolina students are deprived of that access because of a leaky teacher pipeline that fails to recruit, support, and retain enough high-quality educators for our public schools. One key contributor to this leaky pipeline is the outdated way we pay teachers.

If we want to invest in student achievement, it's time to think outside the box on teacher compensation. The good news is that North Carolina is at the forefront of a national movement to transform how teachers are paid. With programs like Advanced Teaching Roles and strategies like front-loaded pay, we are taking real, tangible steps toward professionalizing teacher pay. But there's only so much these strategic investments can help when the salary structure that they're invested in was created almost 100 years ago.

This year's NC Education Innovation Lab examines the past, present, and reimagined future of teacher compensation in our state, diving deep into recommendations from BEST NC's recent report *Teacher Pay in North Carolina: A Smart Investment in Student Achievement*.

2023 North Carolina Education Innovation Lab

Tuesday, December 5, 2023

9:00 am Welcome & Opening Remarks

Walter McDowell, Chairman, BEST NC

Leah Sutton, Vice President of Policy & Engagement, BEST NC

9:20 am Best Practices in Compensating High-Skilled Professionals

Insights from the Private Sector

Jenn Mann, Executive Vice President & Chief Human Resources Officer, SAS Institute

Abigail Smith, Partner, Bain & Company

Moderator: Brenda Berg, President & CEO, BEST NC

Reflections from Educators

Xavier Adams, 2022 Prudential NC Beginning Teacher of the Year, Orange County Schools

Dr. Kim Morrison, Superintendent, Mount Airy City Schools

Claudia Spencer, Executive Director of Human Resources, Wilson County Schools

10:45 am Break & Transition

11:00 am Role-Alike Breakouts: Key Takeaways & Opportunities

EBC 7: PK-12 Educators, Research & Advocacy

EBC 8: PK-12 Administrators, Higher Education

EBC 9: Policymakers & Staff, Business & Philanthropy

BREAKOUT SESSION FACILITATORS:

Dr. Eric Houck, Associate Professor, UNC Chapel Hill School of Education

Jennifer O'Neal Schiess, Senior Partner & Policy and Evaluation Practice Leader, Bellwether Education Partners

Dr. Matthew Springer, Hussman Distinguished Professor of Education Reform, UNC Chapel Hill School of Education

12:00 pm Lunch

2023 INNOVATION LAB ONLINE HUB



Find everything you need to engage in today's discussions:

- Meet the Speakers
- Innovation Lab Data Guide
- BEST NC's Teacher Pay Report
- Teacher Pay Blogs
- New Video
- And More!



Teacher Pay in North Carolina:
A Smart Investment in Student Achievement

DOWNLOAD THE REPORT

Continue the Conversation!

Scan the QR codes below to continue engaging on the topics from today's breakout sessions. Your feedback is integral to moving the conversation forward on teacher pay!

Hopes & Fears for Teacher Pay



Ensuring a Living Wage by Front-Loading Pay



Hard-to-Staff Pay Incentives



ATR & Other Retention Strategies



Following the Innovation Lab, scan here to view recordings of today's presentations and download slides.

12:45 pm Teacher Pay Video Premiere

A Smart Investment: Teacher Pay in North Carolina

1:00 pm Remarks: The Future of the Teaching Profession

Catherine Truitt, State Superintendent, North Carolina Department of Public Instruction

1:15 pm Keynote Conversation: The Great School Rethink

Dr. Frederick M. Hess, Senior Fellow & Director of Education Policy Studies, American Enterprise Institute; Author, *The Great School Rethink* (2023)

Moderator: John R. Belk, President (Retired), Belk, Inc.; Board Member, BEST NC

2:00 pm Breakouts: Exploring Key Teacher Pay Strategies (Choose one topic)

EBC 7: Ensuring a Living Wage by Front-Loading Pay

EBC 8: Hard-to-Staff Pay Incentives

EBC 9: Advanced Teaching Roles & Other Retention Strategies

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2:50 pm Closing Remarks

Brenda Berg, President & CEO, BEST NC



A Note About Social Media: We encourage you to share positive Innovation Lab learnings and takeaways using the hashtags #NCEdLab2023, #TeacherPayReport, and #ASmartInvestment while also asking you to keep participant conversations in confidence to create a safe space for dialogue.

Additional Resources from BEST NC



A Smart Investment:
The Teacher Pay Blog



Advanced Teaching Roles
in North Carolina



Facts & Figures:
Education in North Carolina



Principal Pay
in North Carolina



Per Pupil Expenditures
Interactive Data Explorer



**Special thanks to BEST NC's members for their generous support,
and to the SAS Institute for hosting this important conversation.**



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