

A SMART INVESTMENT: TEACHER PAY IN NORTH CAROLINA

Tuesday, December 5, 2023

Remarks: The Future of the Teaching Profession

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Theory of Action:

A well-educated, prepared workforce depends on a high-quality public education system. And **teachers are the single biggest in-school factor** affecting the success of students in that system.

Effective K-12 teachers ensure a strong workforce in North Carolina; without a stronger teacher pipeline, North Carolina puts **the foundation of our workforce at risk**.





The Problem

Does this system set us up for success?





The Education System

• What can we agree is true about the system of public education we have?







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• The educational system is built on the assumption that all learners are identical and their progress can be measured the same way and using a narrow set of outcomes.

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 Educator prep programs must prepare teachers for the classrooms in which they will teach: one teacher/one classroom model.







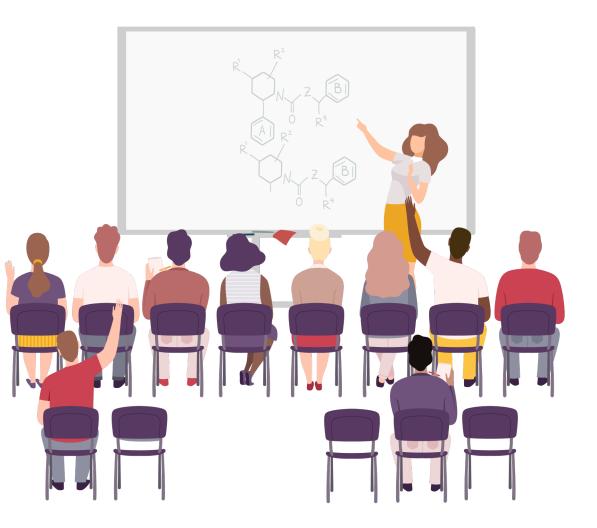
 New teachers are placed on their own and expected to do the same work as someone who has been doing the work for 10 or 20 years.







• Students do not regularly have access to the adults they need.







We are expecting teachers to do the **impossible**.



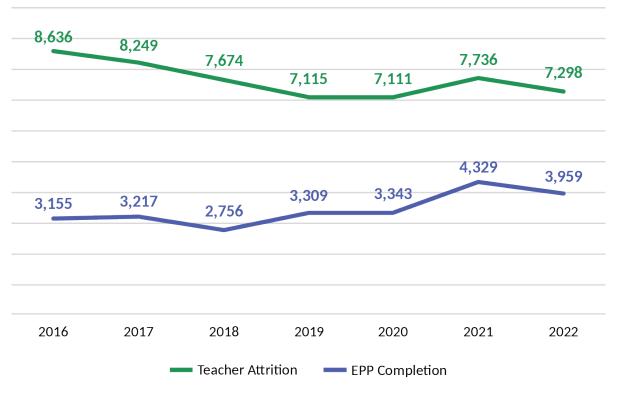




Why is there no one in the pipeline:

 Attrition is better now than it was a decade ago.









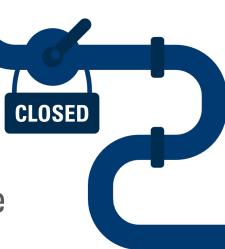
CLOSED

Why is there no one in the pipeline:

- 33% believed teaching could support a career.
- 17% believed the job would pay appropriately for the skills the graduate would bring.
- 13% thought good performance as a teacher would be rewarded financially.
- Top graduates want
 - Opportunities for ongoing professional development and mentorship
 - Pay **commensurate** with their skill level and performance







The problem with focusing only on recruitment/retention:

- Recruitment and retention has long been a focus, yet ...
 - enrollment in Teacher Preparation Programs dropped **24%**.
- Recruitment \rightarrow universities
- Retention \rightarrow state
- Local \rightarrow contextual factors







Where Are We?

• After decades of education reform, not much has changed regarding the *SYSTEM* or the *MODEL* of the way students are served.





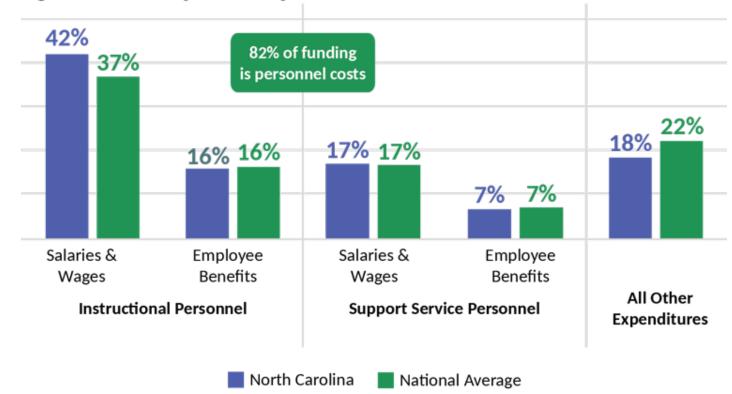
Solving for the problem

North Carolina needs a **RESET**





Distribution of K-12 Public Education Expenditures, by Function (FY2020)



Sources: US Census, 2020 Public Elementary-Secondary Education Finance Data, Summary Table 6

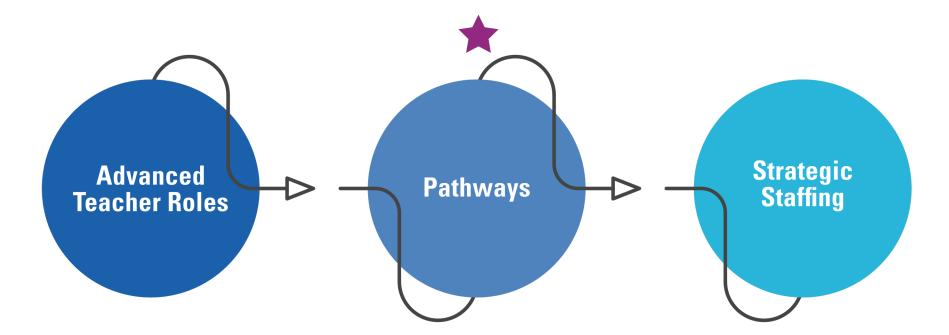


What Does

this Mean?



What are our **next steps?**







The Current State of Advanced Teaching Roles

- ATR are in **24 districts** around the state, and **more than 1,000 teachers** are in these roles.
- The General Assembly has provided startup funds since 2016, requiring schools and districts to fund supplements from existing budgets.
- This year, the General Assembly allocated **\$10.9 million** in recurring funds to help expand ATR roles and increase existing supplements, on top of funding that districts allot from internal strategic staffing.





The Future of Advanced Teaching Roles

• Using lessons learned from ATR, we want to pilot licensure and compensation reform with a coalition of the willing that will eventually lead to a **RESET** of the education profession.







Career Pathways

	,	Qualifications Preparation sponsor (EPP and Public School Unit) 		Qualifications **Completers of a 		Qualifications
		(EPP and Public				
				traditional EPP program start here**	ICENSE FOUR	 Use approved tools to provide evidence of mastery of standards of practice assigned to the license Support Classroom Excellence
 18 hours of relevant content Preparation sponsor (EPP and Public Unit) Support In-class supervision by Advanced Teacher 		approved tools to provide evidence of mastery of standards of practice assigned	CENSE THREE	 Use approved tools to provide evidence of mastery of standards of practice assigned to the license 		
		Ĩ.	Support		& Adult Leadership	
er I		advancement		 Weekly peer review by License 4 or higher educator 		Coaching Base Salary Range: \$56,000 - \$71,000
		clinical supervision				
t) I	LICENSE	LICENSE	 Biovide evidence of mastery of standards of practice assigned to the license Support Mentor & plan for advancement 5+ hours/week of clinical supervision 	 Browne evidence of mastery of standards of practice assigned to the license Support Mentor & plan for advancement 5+ hours/week of clinical supervision 	 Buy the evidence of mastery of standards of practice assigned to the license Support Mentor & plan for advancement 5+ hours/week of Mentor & plan for advancement 	 Approved tools to provide evidence of mastery of standards of practice assigned to the license Support Mentor & plan for advancement 5+ hours/week of clinical supervision

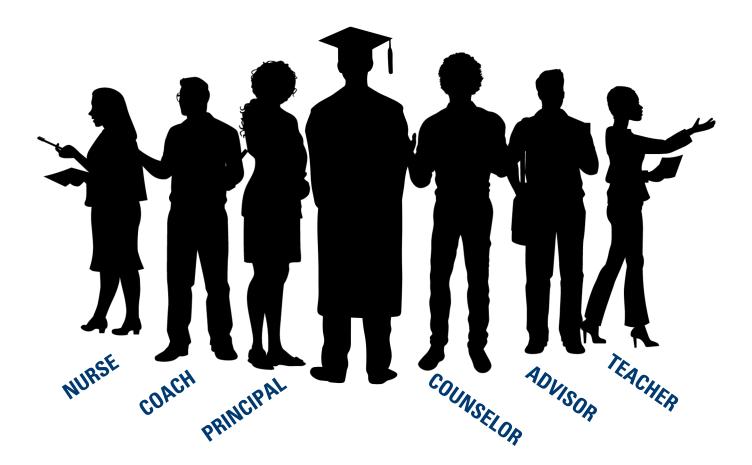
- Could receive support from the employer's ITSP (Initial Teacher Support Program) while working toward a License 1
- ⁵ Salary numbers were based on the 2021-22 teacher salary scales and will change to reflect the new salary scale. Additionally, salary listed is base and does not include possible increases from local supplements, National Board Certification, license renewal, master's degree, annual increases, future budget increases, etc.
- **License four salaries will continue to grow with years of experience, in addition to mastery.





Collective vs. Individual

 Let's think about the collective vs the individual when it comes to the responsibilities of educating a child.







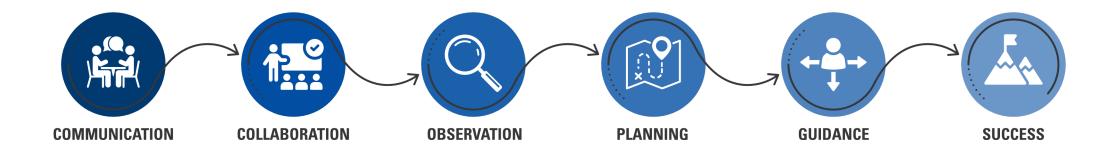
Current State of Play: 7th Grade Team

- Veteran teacher with 18 years' experience
- Lateral entry teacher; retired military with five years' experience
- Beginning teacher from nearly by university traditionally prepared
- Long-term sub who is a retired teacher
- SPED teacher (pull-out)





What if we surrounded students with a **team of educators** who **analyze their needs** and then act accordingly?







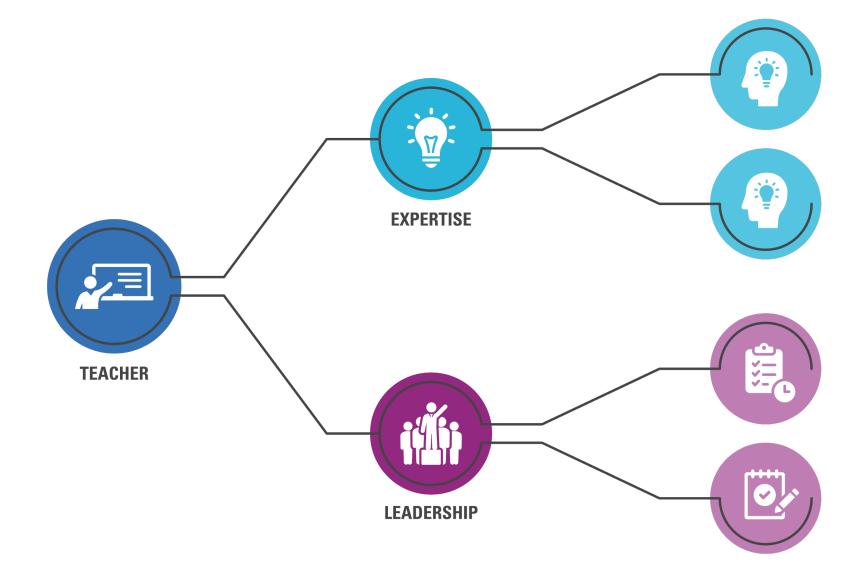
Collaborative and coordinated...

- Lead teacher who makes schedules, deploys other team members, organizes student data
- ELA and Social Studies lesson planner
- Math and Science lesson planner
- IEP support
- Chief communicator with families
- Website and tech manager
- Administers all diagnostics/screeners
- Lunch and recess duty/carpool





Ultimately, we want to distribute leadership AND teacher expertise.







North Carolina's education profession needs a **RESET:**

An initiative that will help us Reach Every Student through Effective Teachers.

