



**NORTH CAROLINA
EDUCATION
INNOVATION**

LAB



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

Tuesday, December 5, 2023

Remarks: The Future of the Teaching Profession

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

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.

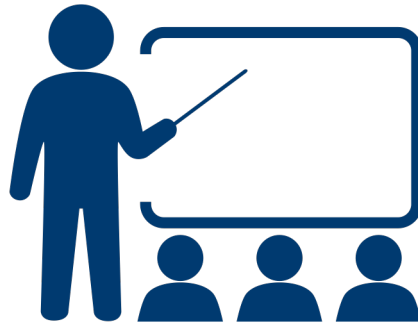
Effective K-12 teachers ensure a strong workforce in North Carolina; without a stronger teacher pipeline, North Carolina puts **the foundation of our workforce at risk.**

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?



Assumption 1

- 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.



Assumption 2

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



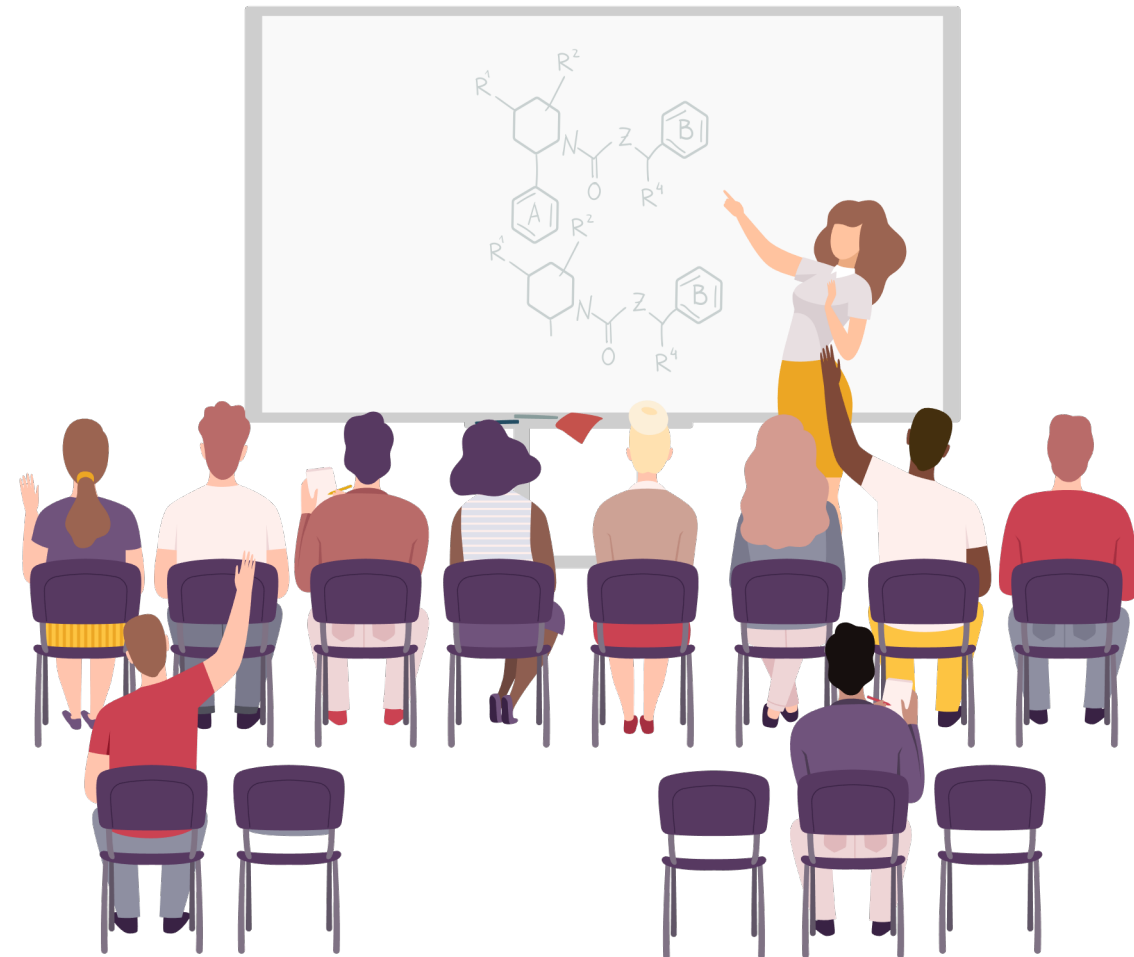
Assumption 3

- 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.



Assumption 4

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



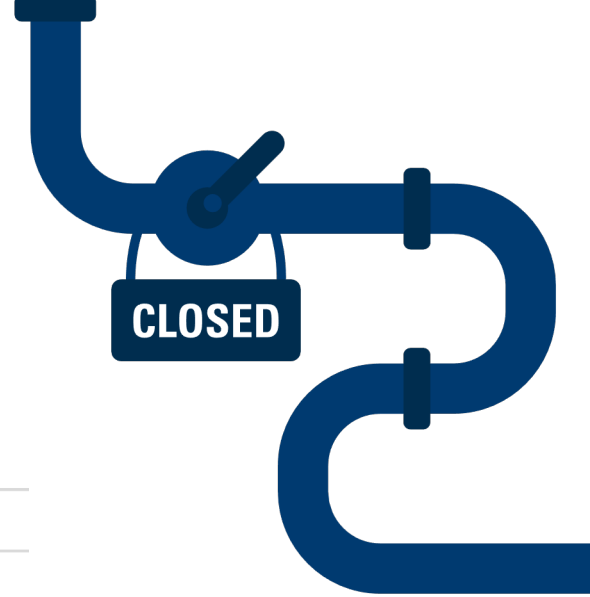
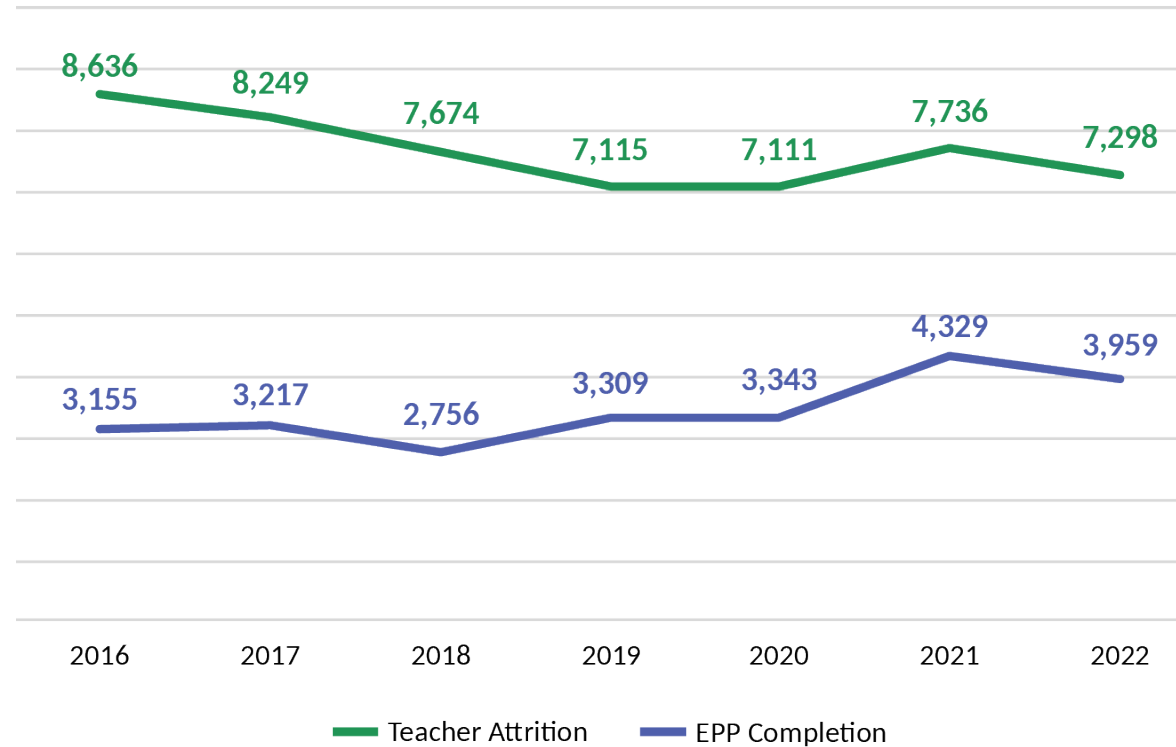
We are expecting teachers
to do the **impossible.**



Why is there no one in the pipeline:

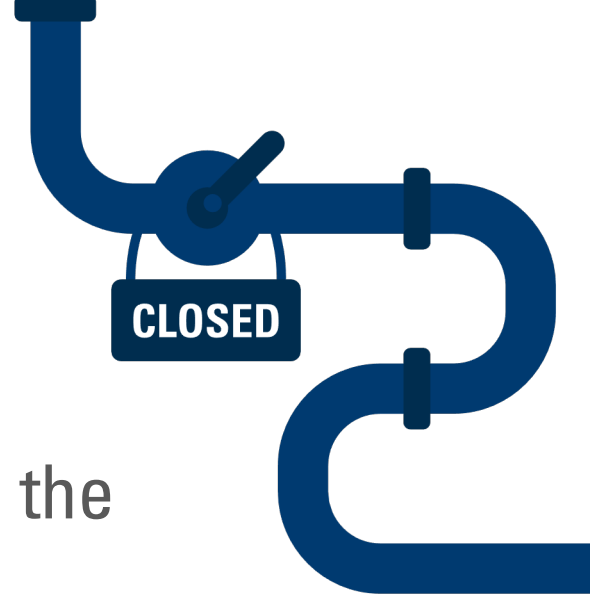
- Attrition is better now than it was a decade ago.

North Carolina Educator Preparation Program Completion and Teacher Attrition (2016 to 2022)



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 → universities
- Retention → state
- Local → contextual factors



Where Are We?

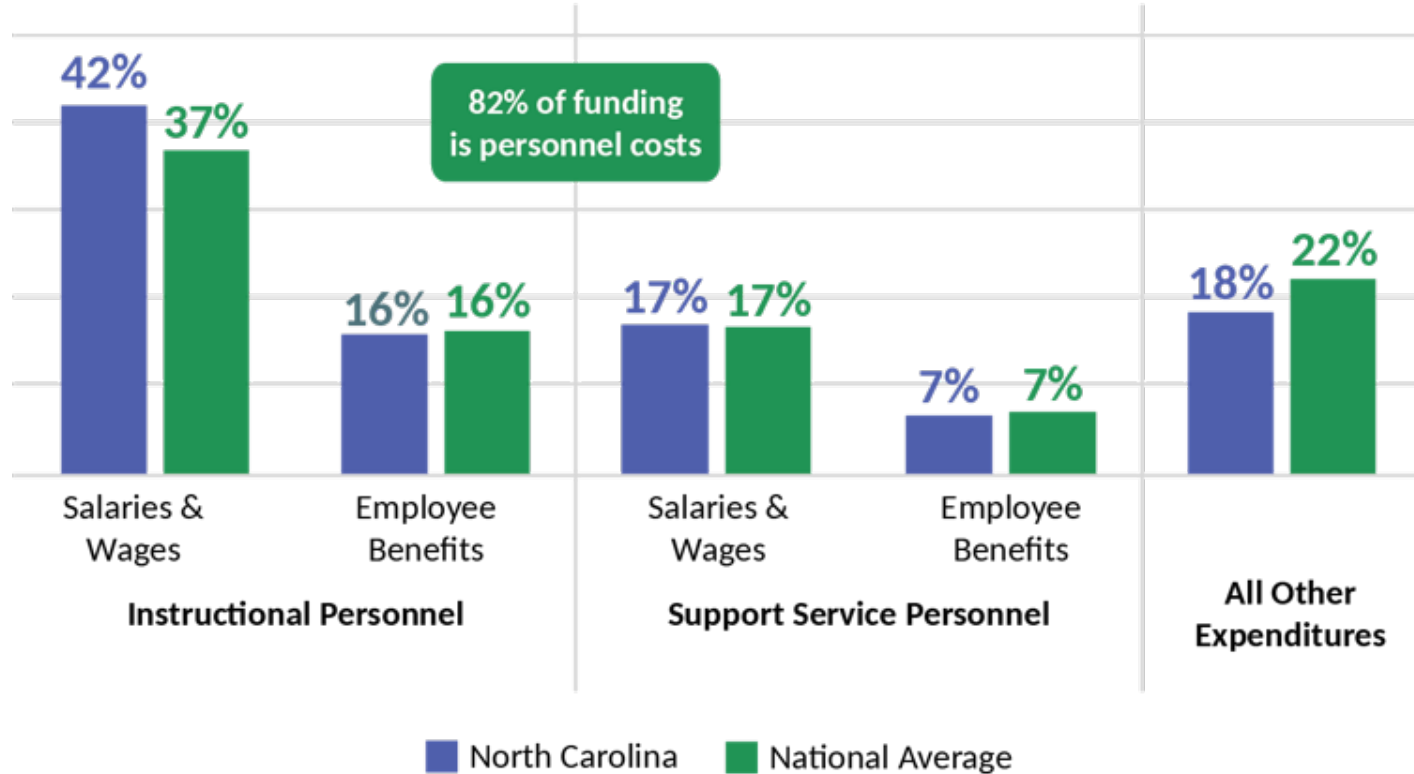
- After decades of education reform, not much has changed regarding the ***SYSTEM*** or the ***MODEL*** of the way students are served.

Solving for the problem

North Carolina needs a **RESET**

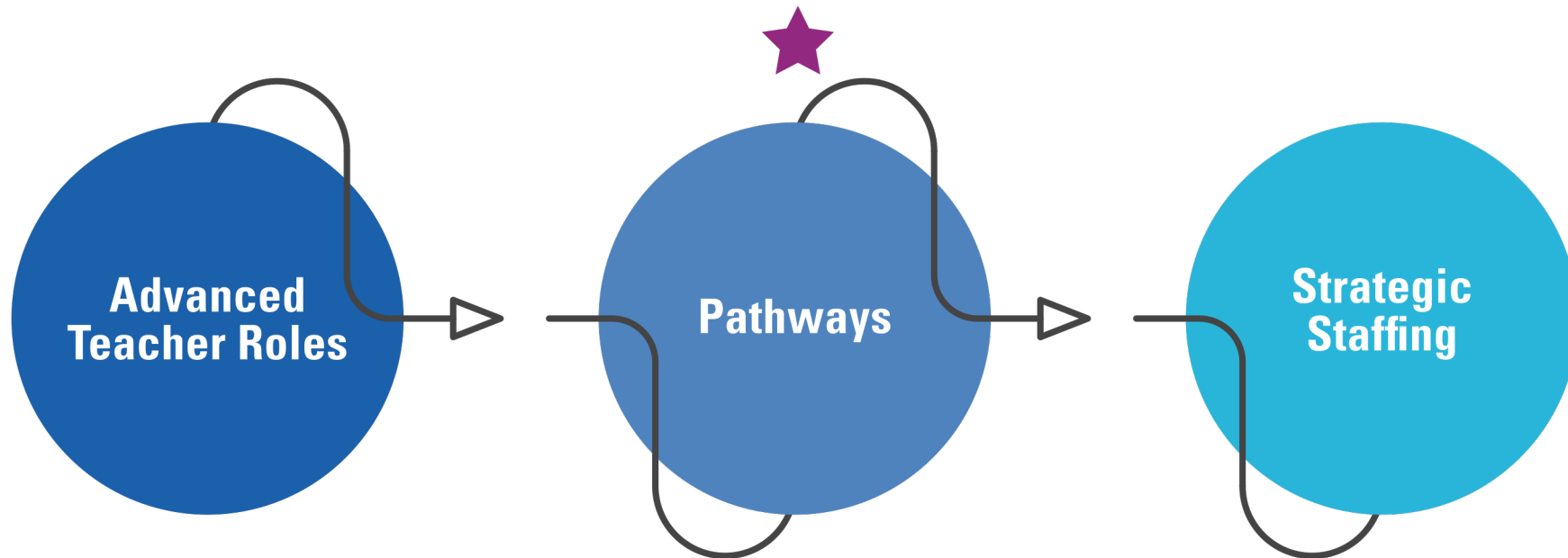
What Does this Mean?

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



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

What are our **next steps?**



The Current State of Advanced Teaching Roles

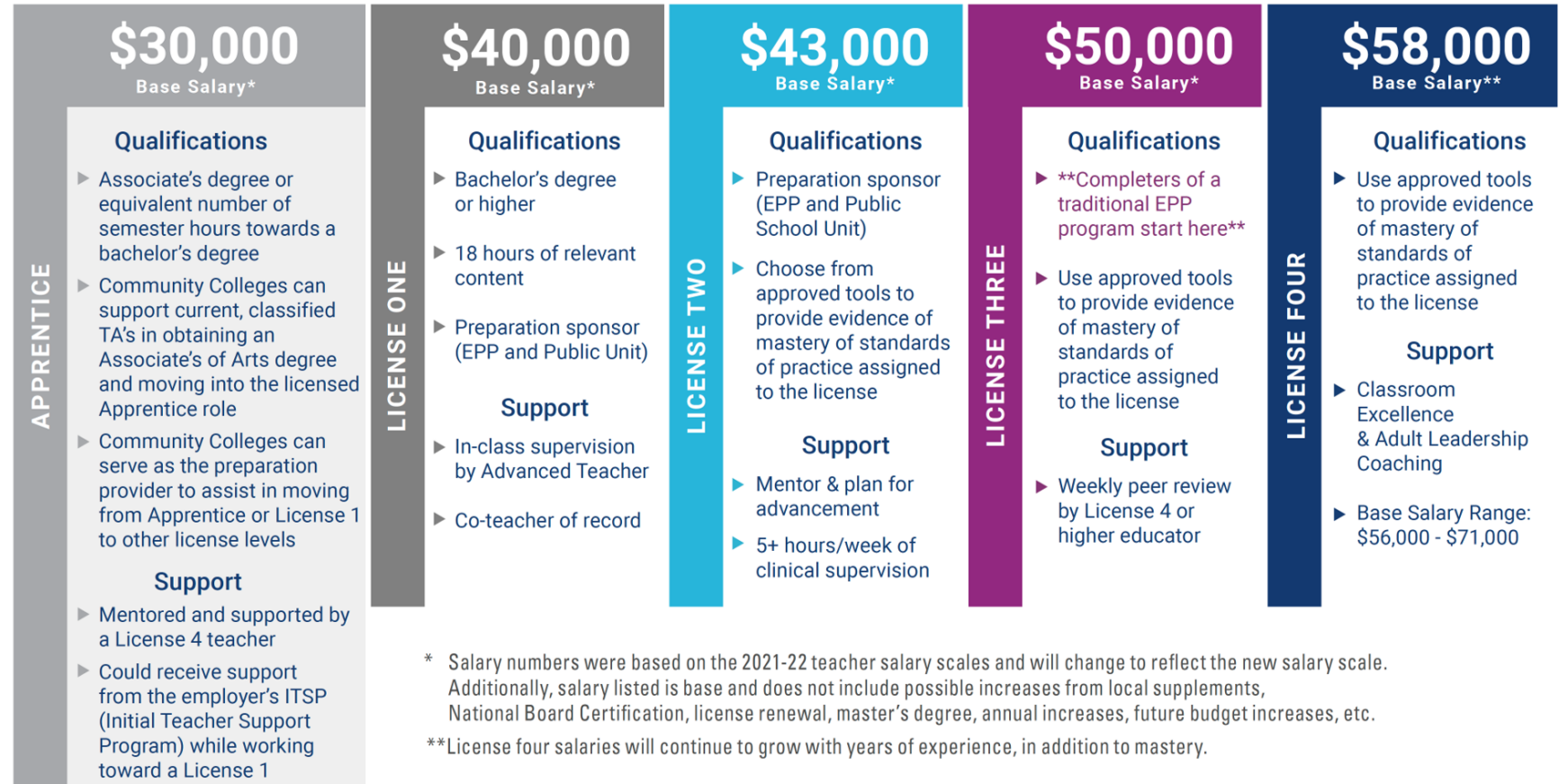
- ATR are in **24 districts** around the state, and **more than 1,000 teachers** are in these roles.
- The General Assembly has provided startup funds since 2016, requiring schools and districts to fund supplements from existing budgets.
- This year, the General Assembly allocated **\$10.9 million** 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.

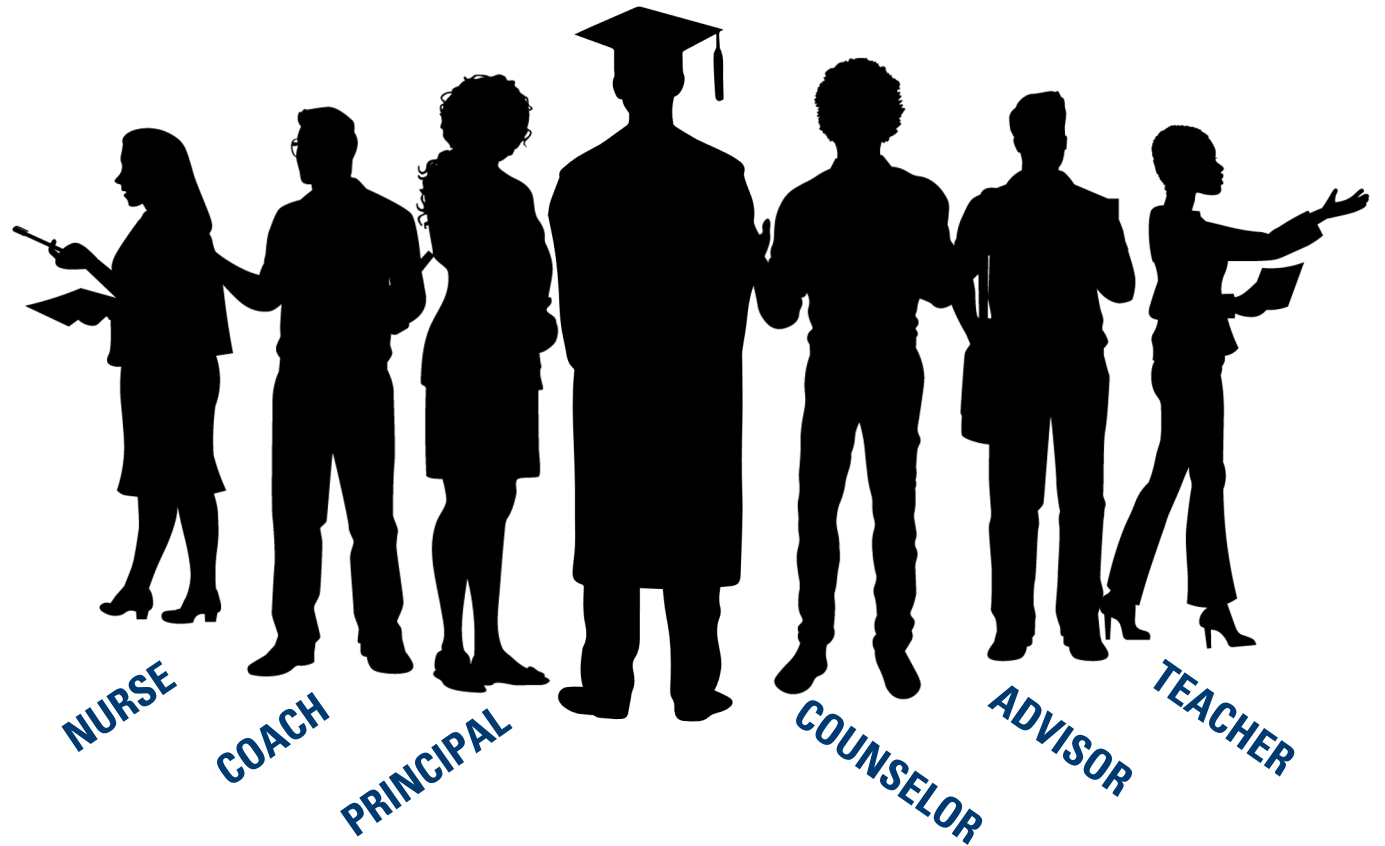


Career Pathways



Collective vs. Individual

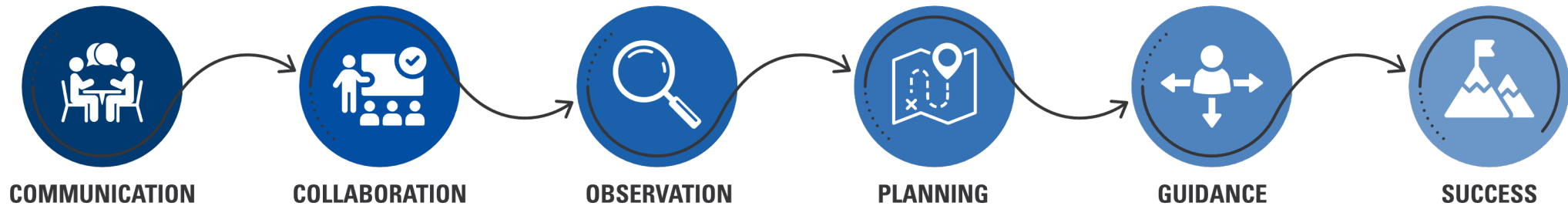
- Let's think about the collective vs the individual when it comes to the responsibilities of educating a child.



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)

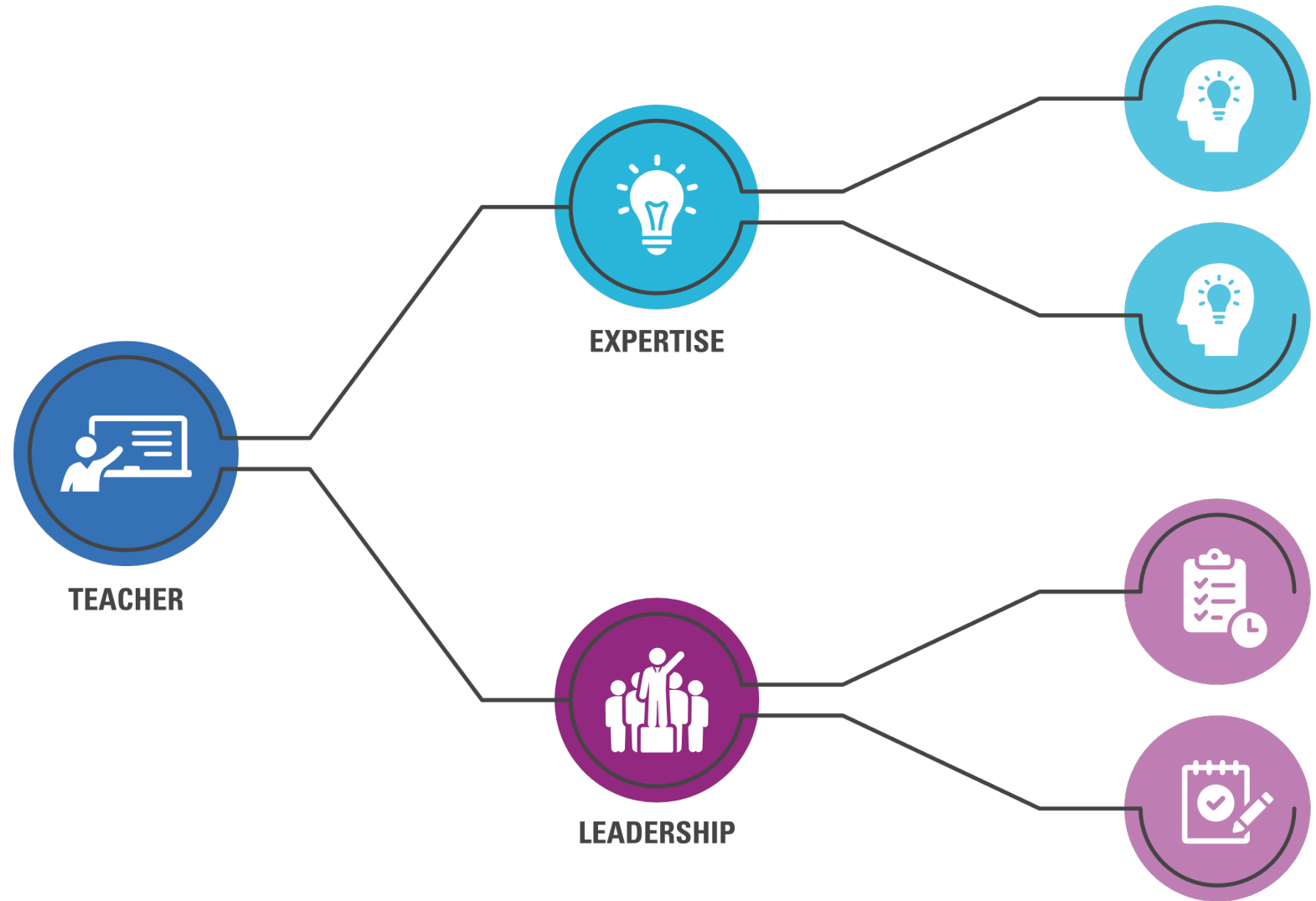
What if we surrounded students with a **team of educators** who **analyze their needs** and then act accordingly?



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.**

