

# HUMAN CAPITAL ROUNDTABLE WORK

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Transforming the Teaching Profession in North Carolina

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# HUMAN CAPITAL ROUNDTABLE (HCR) ASSEMBLED WITH GATES FOUNDATION SUPPORT TWO YEARS AGO

Goal: Keep great teachers in the classroom and attract highly qualified, diverse candidates into the profession.

Fastest path to achieving this goal was through modifying the licensure process

HCR Developed a proposal and presented to the NC Board of Education in February

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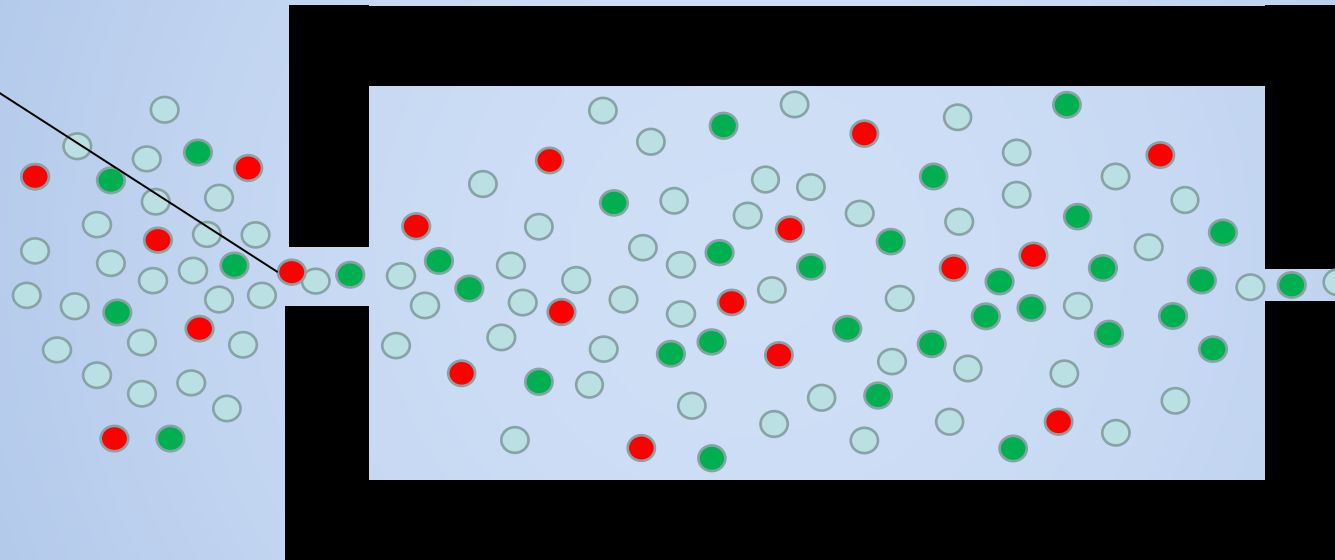
## HUMAN CAPITAL ROUNDTABLE MEMBERSHIP

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- The University of North Carolina System
- North Carolina Independent Colleges and Universities
- North Carolina Department of Public Instruction
- North Carolina State Board of Education
- Professional Educator Preparation and Standards Commission (PEPSC)

# CURRENT LICENSURE POLICY

Narrow entrance



Continuing license

Effectiveness not considered

Unclear off ramps, extended opportunities to stay in system, complex process for stakeholders



# HCR VISION: NC PATHWAYS TO EXCELLENCE FOR TEACHING PROFESSIONALS

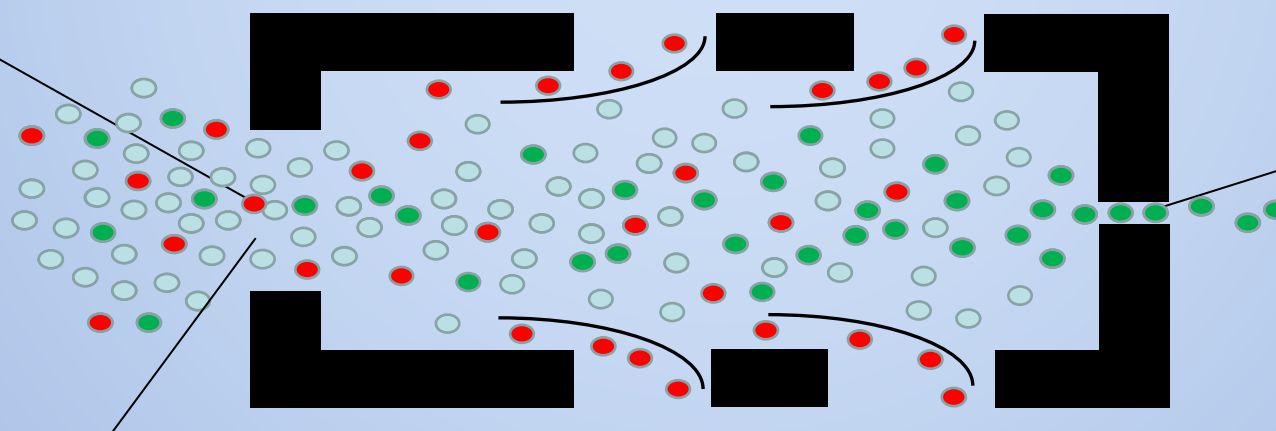
The Roundtable's vision offers early, inclusive, clear passageways into the profession, rewards excellence and advancement, and encourages retention.

Associate or Bachelor's degree

Multiple measures to demonstrate effectiveness

Initial License

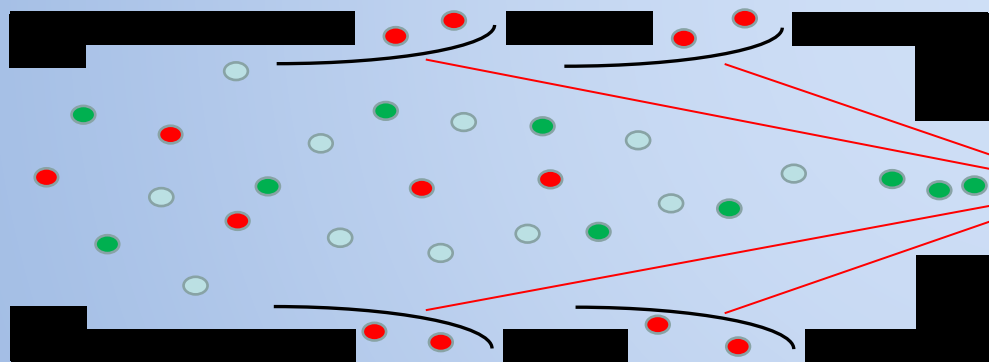
Continuing License





# OUR VISION: NC PATHWAYS TO EXCELLENCE FOR TEACHING PROFESSIONALS

There must be clear exit points for ineffective teachers for this idea to work.



- Lack of demonstrated content or pedagogical skills or competencies
- Lack of demonstrated effectiveness
- Time to complete not met



# OUR VISION MAP

## North Carolina Pathways to Excellence for Teaching Professionals

Every student deserves a great teacher, but North Carolina is facing a shortage of educators. If we update our complex teacher licensure process, we can expand the pool of qualified candidates, help them grow into great teachers and give them incentives to stay in our classrooms helping our students succeed.

### Recruitment

Changes remove barriers to entry for new teachers, opening the door to a more diverse workforce.

COLLEGE/  
UNIVERSITY

INDUSTRY  
EXPERIENCE/  
CERTIFICATION

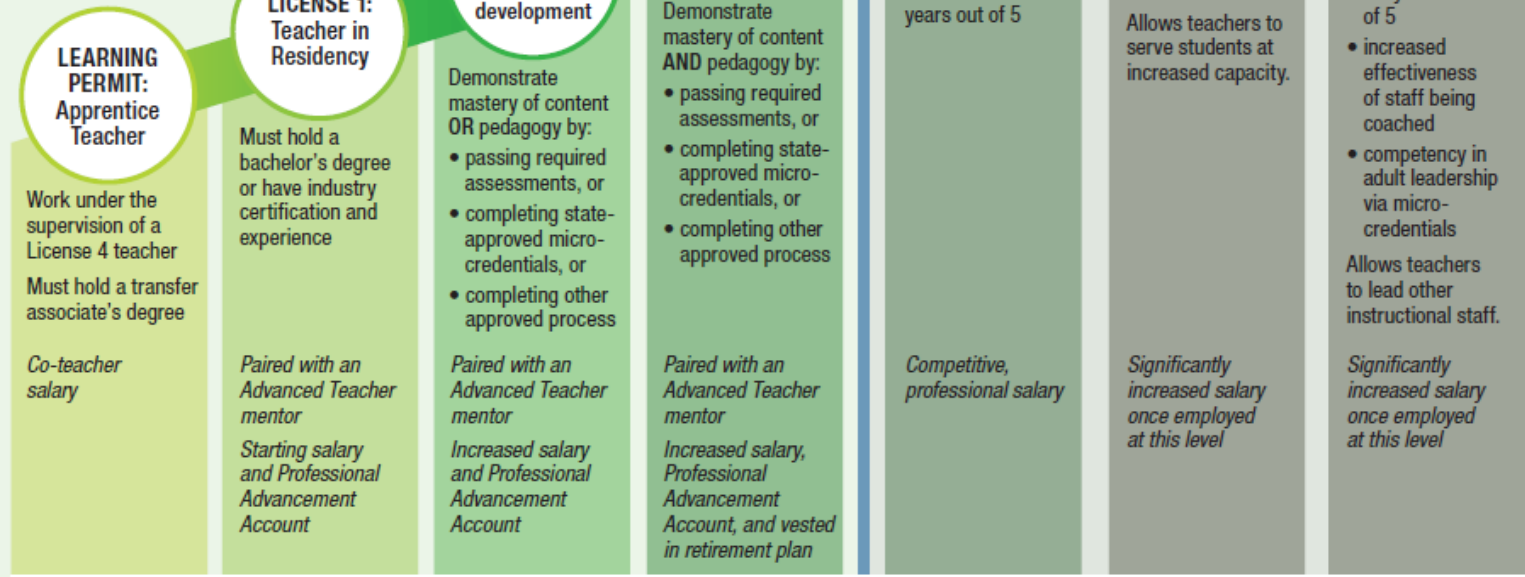
### Entry-Level Certifications

Learning Permit is valid for up to two years while earning a bachelor's degree. Licenses 1-3 are valid for a combined total of five years.

Changes support the growth of new teachers & give them multiple ways to demonstrate skills.

Candidates can enter the profession with any entry license based on their eligibility.

CAN JUMP TO PROFESSIONAL-LEVEL BY DEMONSTRATING EFFECTIVENESS



### Professional-Level Certification & Advanced Credentials

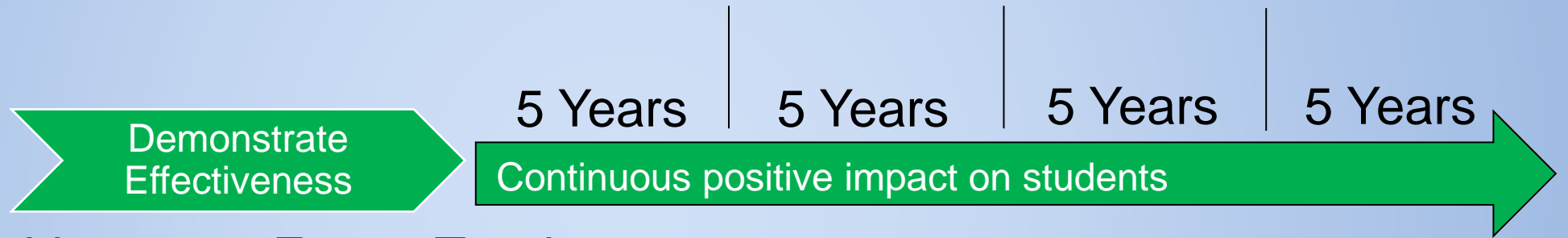
Must be renewed every five years.

Changes provide incentives for excellent teachers to stay in the classroom & grow into advanced teaching roles.

As with the current state salary structure, districts have the option to supplement the state minimum salaries or give additional bonuses.  
★ Successful EPP graduates who pass content and pedagogy requirements at the time of licensure can enter with License 3 at a higher salary.



# IDEA: MAINTAINING EFFECTIVENESS = CONTINUING LICENSE



## License 4: Expert Teacher

- Positive student outcomes
- Mastery of content, skills, competencies, instructional capabilities
- Multiple measures are fundamental



# IDEA: CONTINUING GROWTH OPPORTUNITIES

License 4: Expert Teacher

Demonstrate  
Effectiveness

License 4 Advanced Credentials

Master Teacher  
Classroom Excellence

Master Teacher  
Adult Leadership

Collective Leadership in P-12

- Team instructional leadership
- Mentorship
- Coaching/Modeling

- Serve students at increased capacity

- Cooperating teacher
- Mentor early-career teachers

# STATE BOARD OF EDUCATION DIRECTS THE PROFESSIONAL EDUCATOR PREPARATION AND STANDARDS COMMISSION TO CONSIDER THE PROPOSAL

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- Develop policy and procedure recommendations to actualize the proposal
- Propose opportunities to overcome challenges to implementation
- Broaden stakeholder input

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## PEPSC CREATED FOUR SUBCOMMITTEES

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- Advancement and Development
- Preparation and Entry
- Licensure
- Budget and Compensation

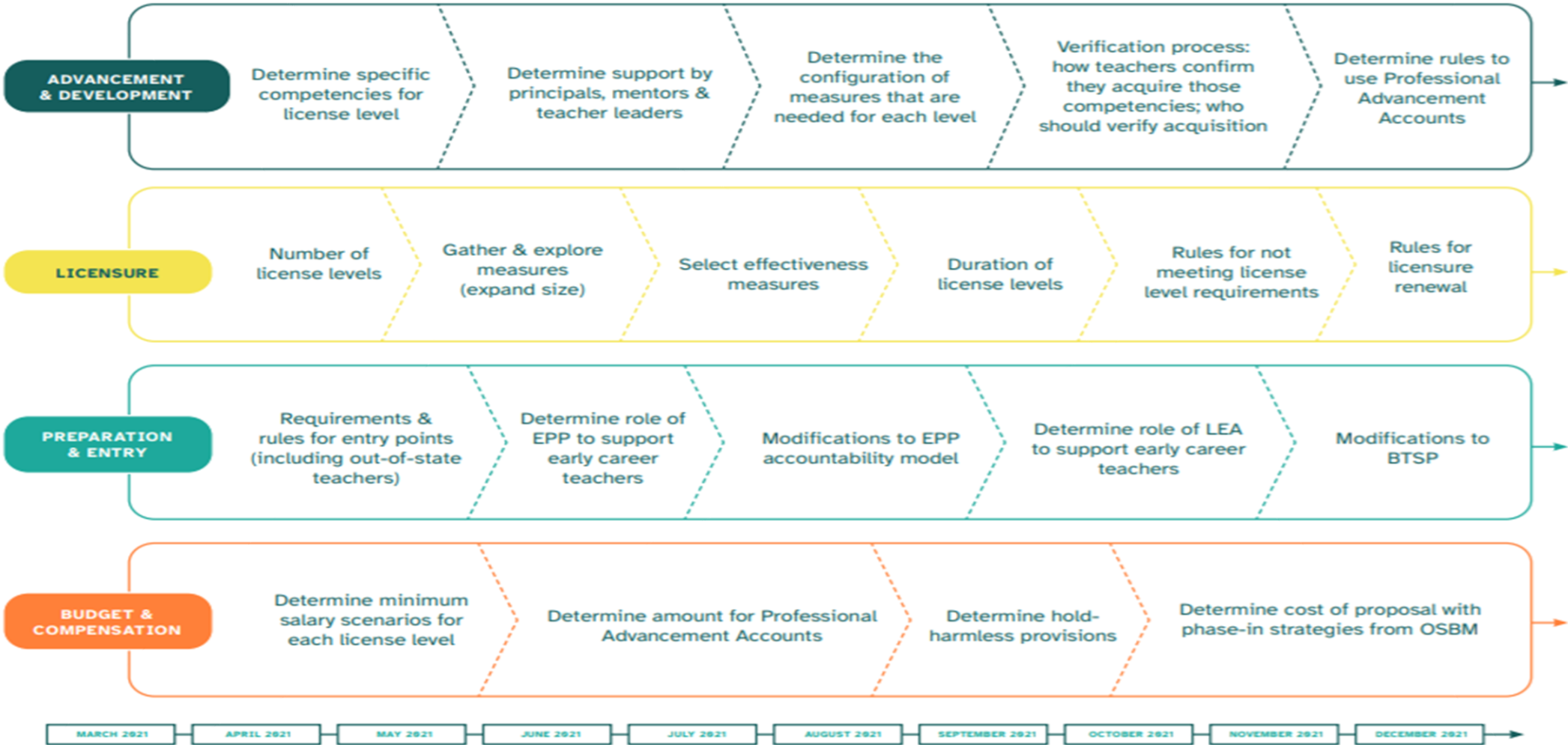
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## GUIDING PRINCIPLES FOR THIS WORK

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- Does your idea have impact on students?
- Is it measurable in an authentic setting (i.e., in the presence of students and their learning)?

# Subcommittee Responsibilities & Priorities



THE **TARGET DEADLINE** FOR THE COMPLETION OF EACH SUBCOMMITTEE'S WORK IS **DECEMBER 2021**.

## SUBCOMMITTEE WORK TIMELINE

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- February 2022
  - DPI staff incorporates subcommittee decisions into the vision map
- March 2022
  - Beginning bimonthly updates to the SBE on subcommittee work progress

Restores the respect the profession deserves

Builds a more diverse, quality teaching force and increase instructional capabilities

Entices more young professionals, career switchers, and out-of-staters to teaching

Invests in teachers, students and NC's economy

First in the nation to innovate this way

**NORTH CAROLINA WINS**

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# THOUGHTS AND CONSIDERATIONS

