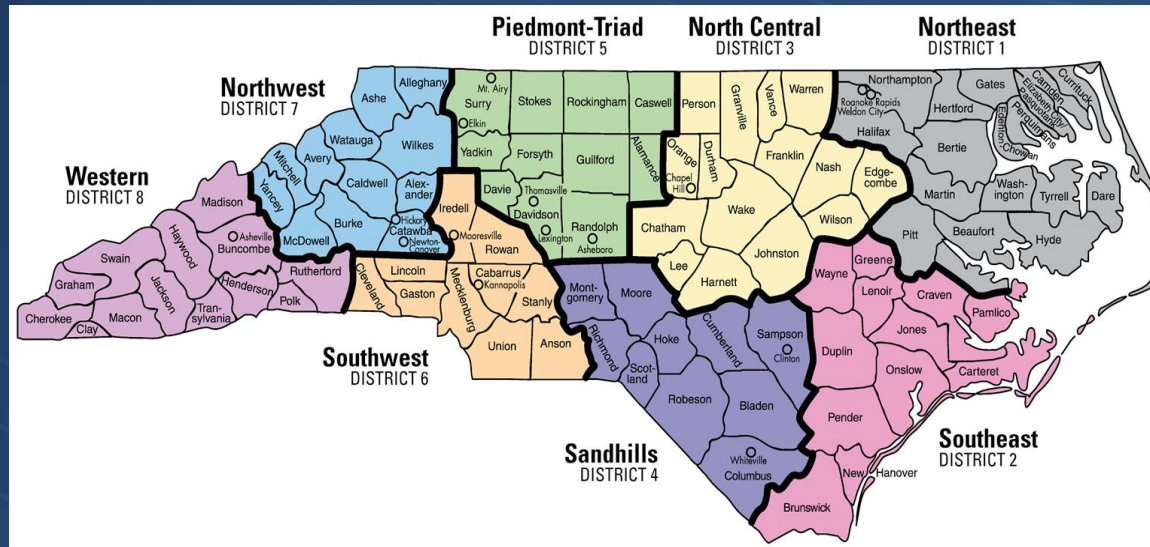


Committee on Government and Community Affairs Update



Freebird McKinney: Co-Director of Government and Community Affairs

Julie Pittman: Special Advisor to the State Superintendent for Educator Engagement





North Carolina Department of
PUBLIC INSTRUCTION

NC SBE Strategic Plan Implementation Alignment

Goal III: Increase Educator Preparedness to Meet the Needs of Every Student by 2025

- *Increase the number of qualified and well-prepared educators in every school.*
- *Increase opportunities for educator engagement inside and outside of school.*
- *Increase the diversity of the teaching workforce.*
- *Strengthen relationships between EPPs, districts, and schools to foster collaboration and better teaching practices.*
- *Increase the number of mentors available to beginning educators.*



NC DPI Operation Polaris Implementation Alignment

Transforming the Human Capital Pipeline

- *Collaboration with education experts (e.g., professors, education non-profits and practitioners) to identify competencies/skills and appropriate process for measurement and development of menu of competencies/skills/ evidence of impact on student learning.*
- *Collaborate with PEPSC subcommittees to reform human capital processes.*
- *Support Teacher Cadet, Teaching as a Pathway (through Career and Technical Education), and similar programs.*
- *Develop a comprehensive, cohesive progression through the professional learning (PL) system that supports educators throughout their process of entering the profession and careers.*
- *Partner with districts, colleges/universities and third-party (vendor) to offer PL opportunities*
- *Work to support the transformation of the licensure process to allow for a tiered, competency/skill-based progression.*
- *Advocate for the transformation of the compensation system for educators by 2025 so it is based on competencies, skills and evidence of impact on student learning*



Committee on Government and Community Affairs- Priorities

- *Strengthen statewide support for district Student Mental Health, Social-Emotional Learning, and Whole Child, Whole School, Whole Community initiatives and programs.*
- *Coordinate and consolidate partnerships with PSU's and statewide organizations whose primary focus is on developing and implementing teacher recruitment and retention strategies, particularly with educators of color.*
- *Focus on recruitment partnerships including Community Colleges and EPP's/ IHE's through increased communication and collaboration on specific teacher recruitment and licensure initiatives.*



The 2021 NC DPI A.I.M. Conference



AIM 2021
Accelerate • Invigorate • Motivate
#NCAIM2021
Nov. 29 - Dec. 1, 2021 • Raleigh Convention Center



2021 A.I.M. Conference- Committee Alignment

- **Whole Child and SEL presentations, engagement, and breakout groups**
 - Adult SEL and MTSS
 - Whole Child and Competency Based Grading and Learning
 - No Kid Hungry Breakfast
 - Networking: STEAMFest, Escape Rooms, Arts presentations, Food Trucks/EdNC
- **Teacher Recruitment and Retention**
 - State of Education-Recruitment: DRIVE, TeachNC, NC STRIDE, Teacher Cadets
 - State of Education-Retention: NCNTSP, PG, PL, Kenan, NCCAT
 - Human Capital Round Table/PEPSC Feedback
 - TOYS: Teacher Advisory Council
 - NE Regional TOY Leadership
 - NW Region: Building Teacher Leadership Teams
 - Engaging Educator Diplomacy
 - Policy Luncheon
- **LAB Schools and EPP Partnerships with Public Ed**
- **Regional/Charter Workshops**
- **Partnerships and next steps for Sponsorships of Teams**
- **Student Panel: [OUR WHY](#)**



It Begins With A Teacher



2021 NC Education Innovation Lab: NC STRIDE

2021 **LAB** | **Forward Stride:** North Carolina's Next Steps in Teacher Recruitment

Teachers have the greatest influence on student outcomes of all in-school factors. However, school districts have reported for decades that they struggle to fill persistent teaching vacancies in subject areas like math, science, and special education, and in our rural and high-poverty schools. Similarly, data show that students' access to effective educators is limited, with disadvantaged students being much less likely to have a highly effective teacher than their more affluent peers.

As a result, one of the highest-leverage investments we can make is recruiting the next generation of teachers to North Carolina public schools. In service of that goal, BEST NC and the NC STRIDE Planning Team convened more than 100 stakeholders and experts over 18 months to analyze the teacher recruitment landscape in our state and develop a set of recommendations to move our state forward with a coordinated and impactful teacher recruitment strategy.

Building off the important and actionable work of previous Innovation Labs and, specifically, the teacher recruitment focus of 2020, this year's Innovation Lab explored key strategies within the NC STRIDE Teacher Recruitment Action Plan.



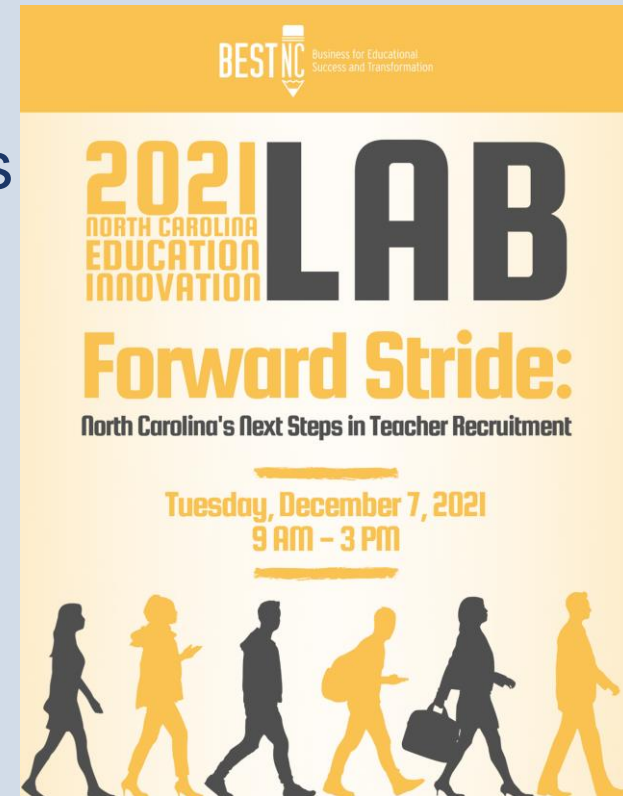
2021 NC Education Innovation Lab: NC STRIDE

Session Topics:

- Teacher Vacancy Data and the Need for a Statewide Recruiting Entity
- Strategies for Filling Critical Vacancies
- Strengthening the Teacher Pipeline Through Paid Internships
- Reimagining Licensure and Pathways to Excellence for Teaching Profession

Below is the NC STRIDE Landing Page, Innovation Lab program, and NC STRIDE Teacher Recruitment Action Plan:

- [NC STRIDE Landing Page](#)
- [Innovation Lab Program](#)
- [NC STRIDE Teacher Recruitment Action Plan](#)



Duke TeachHouse- Partnership with Durham Public Schools

Supporting Durham Public Schools

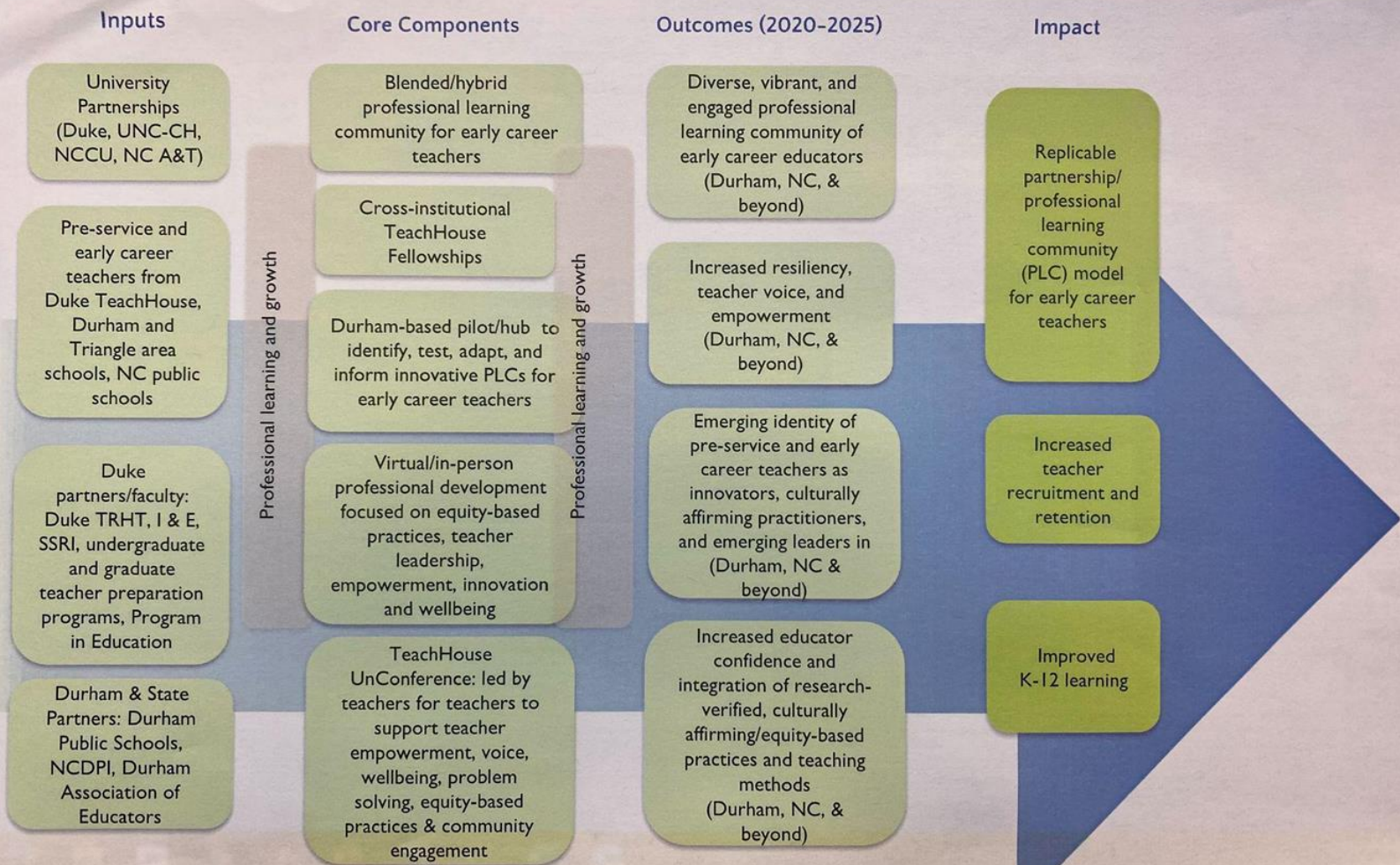
Duke TeachHouse Fellows work full time as classroom teachers in the local public schools. Peer reflection and school innovation anchor the mission and work of Duke TeachHouse. Fellows receive support from the University for an innovation initiative they launch that will positively impact their school community.

Based out of a fully renovated house in Durham, Duke TeachHouse offers an extraordinary experience for participating fellows that includes:

- Creating a robust peer learning and support environment among Duke TeachHouse Fellows.
- Supporting Duke TeachHouse Fellows on their path of personal growth and development and transformative impact.
- Cultivating an environment for creative problem-solving and innovation.
- Putting bold ideas into action in K-12 public classrooms while creating impactful lives.
- Connecting and collaborating with educational leaders, entrepreneurs, and policy-makers within the local community and across the state, nation, and globe.



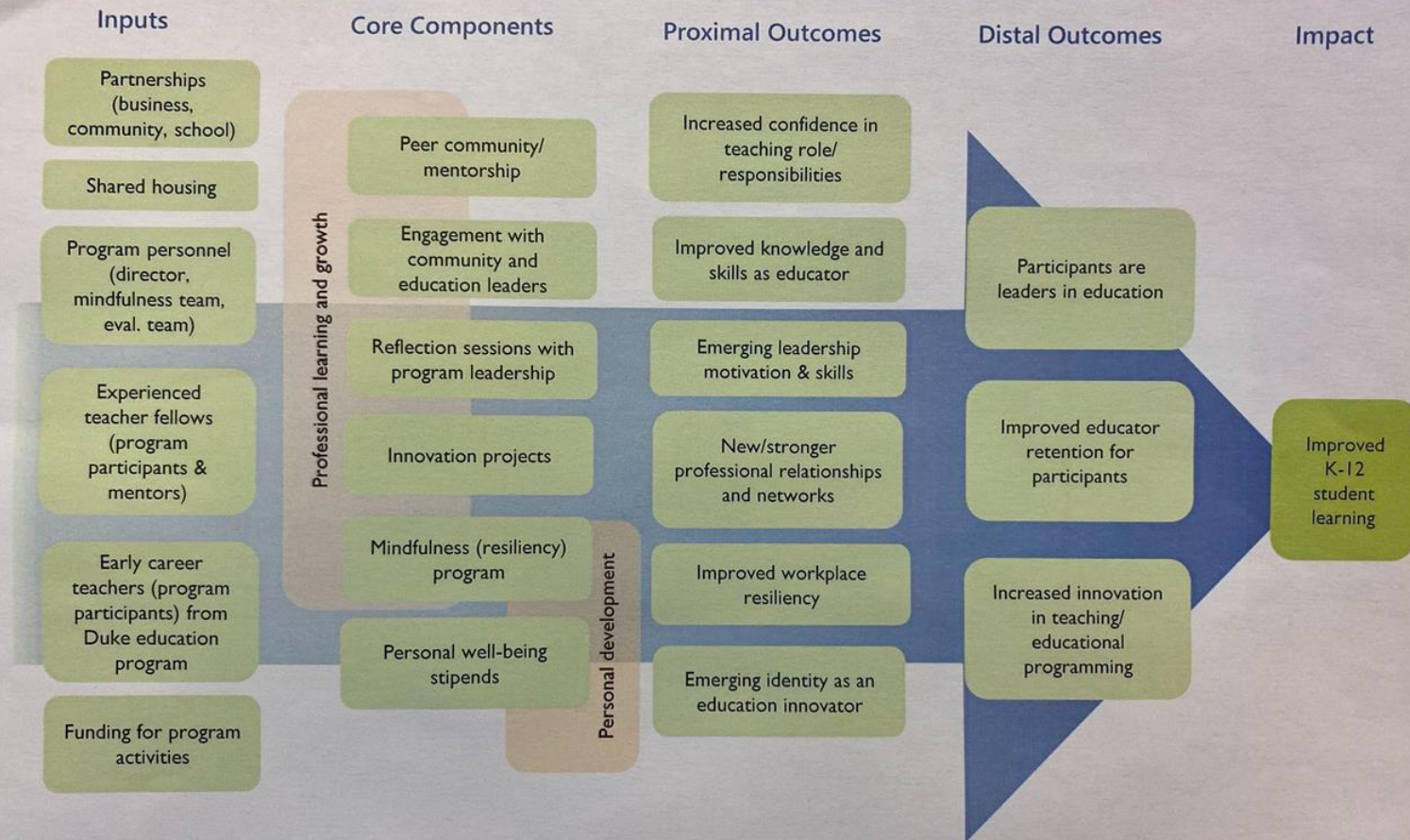
Duke TeachHouse: Professional Learning Community for Early Career Teachers (PLC) Logic Model



Situation: Nearly 50% of early career teachers leave the classroom within the first five years of their career, and teachers are often not encouraged to take on leadership roles and develop innovative practices; this holds negative implications for students, schools, and communities.

Program Mission: Provide an innovative and engaged professional professional learning community that enables and empowers pre-service and early career teachers as innovators and emerging leaders in classrooms and schools.

Duke TeachHouse: Program Logic Model



Situation: Nearly 50% of early career teachers leave the classroom within the first five years of their career, and teachers are often not encouraged to develop innovative practices; this holds negative implications for students, schools, and communities.

Program Mission: Provide a living and learning environment that cultivates early career teachers as innovative leaders and change agents in K-12 education.

Duke TeachHouse- Partnership with Durham Public Schools



DUKE TEACHHOUSE:

a first-of-its-kind living and learning community of early career teacher-leaders committed to positive change in public education.



NC Teacher Leadership Council Summit

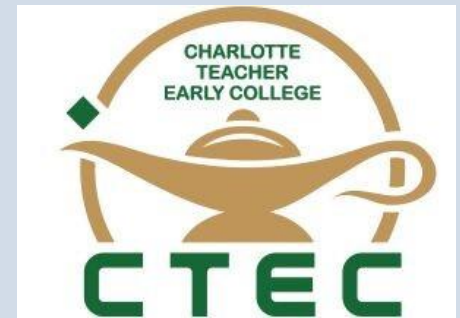
- February 6-7
- Department of Public Instruction
- Focus: Education & Advocacy - Teacher Recruitment & Retention



Committee Focus for Spring 2022

- Promising Practices and Pockets of Promise
- District models serving Whole School, Whole Community, Whole Child
- EPP partnerships: Lab Schools, Teacher Prep, Teacher Recruitment
- Pipeline Initiatives and Support: TeachNC, Teacher Cadet, Teaching Profession Communication
- Teacher Input and Feedback: Regional Teacher Talks
- Teacher Leadership Partnerships: Fellowships, Regional Models, EPP Support, District Initiatives

Charlotte Teacher Early College



Charlotte Teacher Early College (CTEC) opened in August 2017 on the campus of UNC Charlotte to serve students interested in a career in education. As the only program of its kind in North Carolina, CTEC immerses students in intentional field-based learning activities in education, like student teaching.

This committee will highlight CTEC's work to recruit the next generation of teachers and explore opportunities to develop other Grow-Your-Own initiatives across North Carolina.

# of students	179
9 th Grade	50
10 th Grade	45
11 th Grade	43
12 th Grade	41
African-American	50.8%
White	14.5%
Hispanic	24.6%
Asian	7.3%
Male	21.8%
Female	78.2%

Charlotte Teacher Early College



- Overall mission of the school is to provide access to college coursework to first-generation college, economically disadvantaged students and opportunities for acceleration
- CTEC is a NC Cooperative Innovative High School
 - No more than 100 students admitted each year
 - Calendar Flexibility
 - No seat time requirement
 - State Funds to support overall operation
- School created to address the teacher pipeline within CMS and North Carolina
- CTEC opened its doors in 2017
- CMS Transportation provided
- Access to light rail provided for a small fee
- We will add a 13th grade in 2021-22 and our first full cohort will graduate in May of 2022
- Students admitted using the CMS School Options Lottery-No Admission Requirements
- Opportunity for students to earn high school diploma and up to 60 hours of transferable college credit during the 5 year program

2021 National Blue Ribbon Schools



Eight North Carolina public schools were named National Blue Ribbon Schools for 2021 by U.S. Secretary of Education Miguel Cardona. The eight schools are among 325 schools nationwide recognized this year for their overall academic performance or progress in closing achievement gaps.

North Carolina public schools receiving this honor are:

- **Pender Early College High School**, Pender County Schools
- **Sampson Early College High School**, Sampson County Schools
- **Pearson Elementary School**, Durham Public Schools
- **Elkin Middle School**, Elkin City Schools
- **Brush Creek Elementary School**, Madison County Schools
- **Union Elementary School**, Lincoln County Schools
- **Blue Ridge Elementary School**, Ashe County Schools
- **Sallie B. Howard Charter School**, Wilson

2021 National Blue Ribbon Schools



Questions?



Office of Government and Community Affairs

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Special Advisor to the Superintendent: Teacher Engagement

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