

Innovative Approaches to Recruitment & Retention

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Dr. Otis Smallwood, Superintendent, Bertie County Schools

Matt Bristow-Smith, Principal, Edgecombe County Public Schools

Stephanie Wallace, Teacher, Winston-Salem Forsyth County Schools

Teacher Leadership Council

Julie Pittman

Special Advisor to State Superintendent, Teacher Engagement



AIM 2024

Accelerate • Invigorate • Motivate

#NCAIM2024

October 7 – 9, 2024 • Raleigh Convention Center





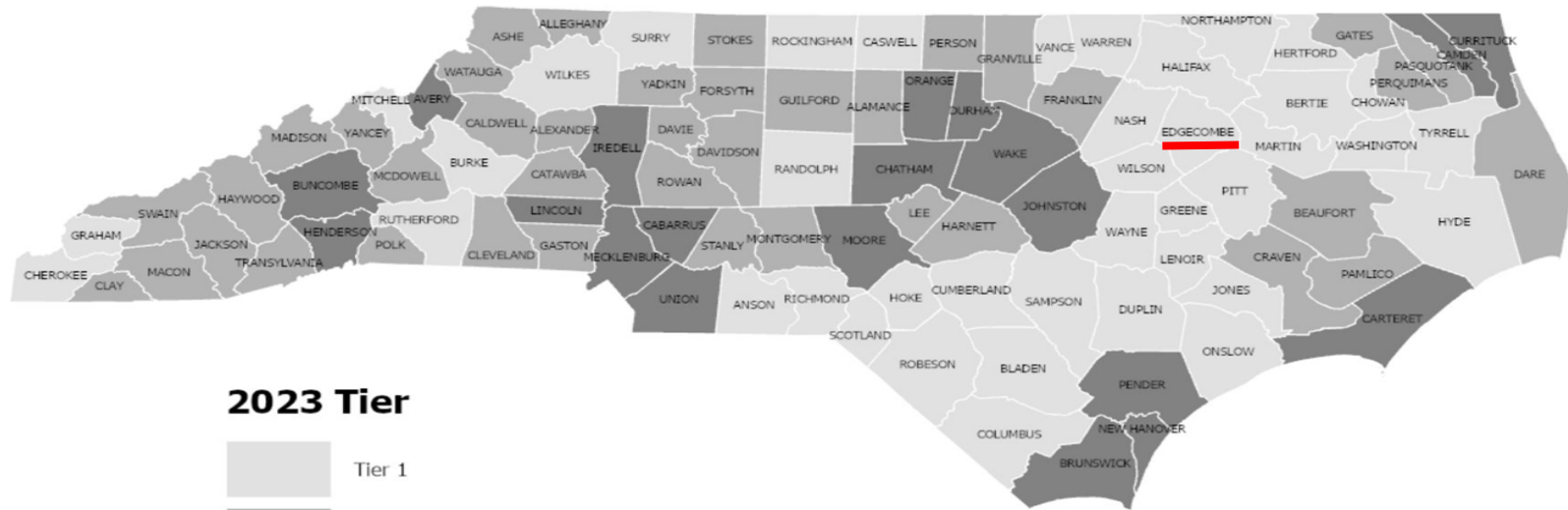
Scholar Teachers

Matt Bristow-Smith, Principal
Edgecombe Early College High School
Edgecombe County Public Schools



**If You Build It, They Will
Come.**

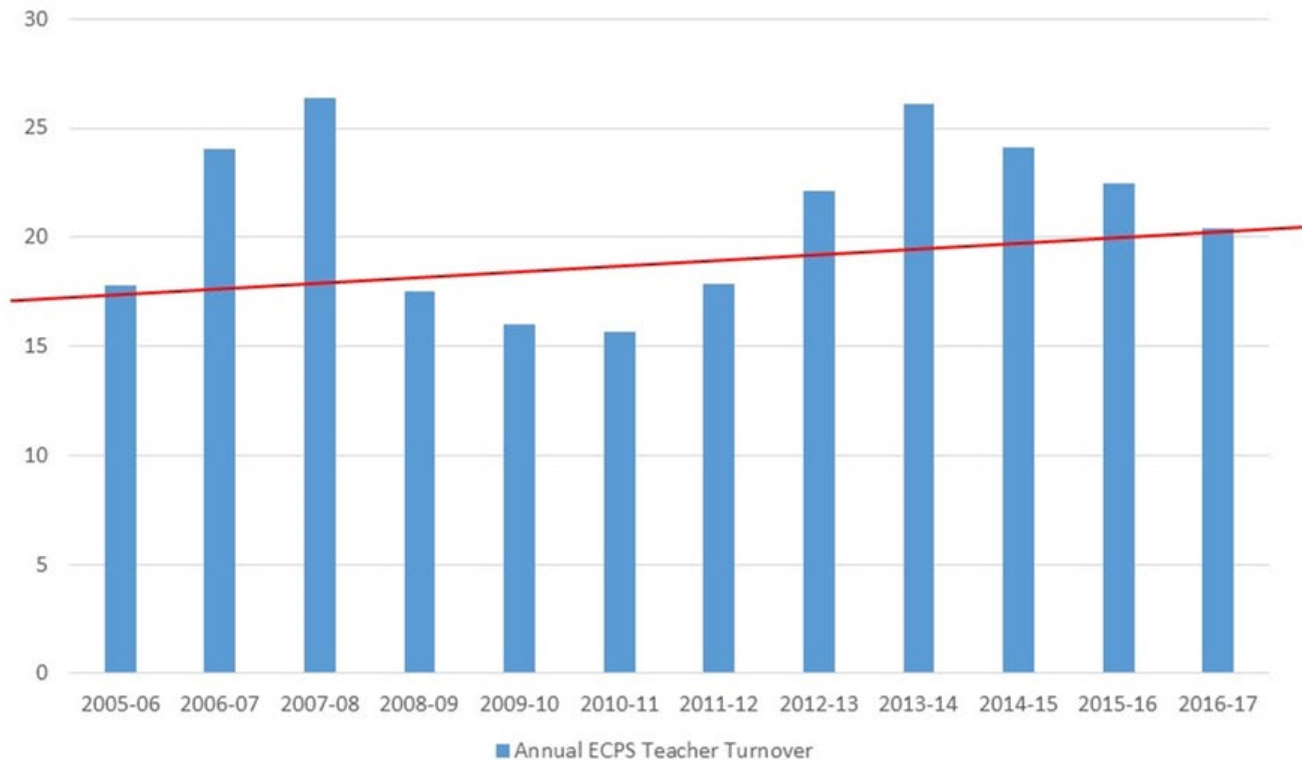
2023 County Tier Designations



2023 Tier

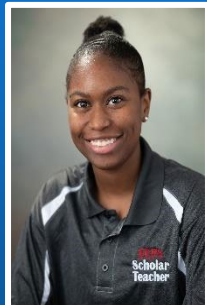
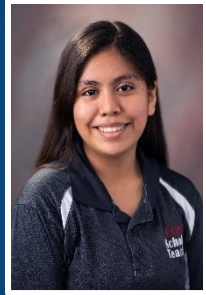
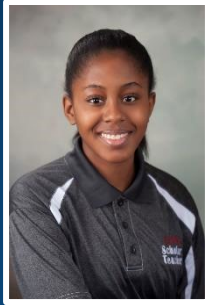


Annual ECPS Teacher Turnover



*Great Teachers Make
All the Difference*

ALL THE DIFFERENCE



ECPS Scholar Teachers

- ★ Program anchored at Edgecombe Early College HS
- ★ Teacher Cadet 1, 2, 3, 4
- ★ 200 hours of field experience
- ★ Key values: Equity, power of place, children
- ★ Knowledge, skills, dispositions
- ★ Scholarship loan repayable through service in Edgecombe

Scholar Teachers Promise Scholarship

- ★ No restriction on what our scholars choose to teach
- ★ No restriction on which college they can attend
- ★ \$10,000/yr. x 3 years
- ★ Repayable through service in Edgecombe (3 yr. commitment)
- ★ No public dollars

Why Our Partners Support Our Work

BURROUGHS
WELLCOME
FUND 

 **BARNHILL**
FAMILY FOUNDATION

Ricky and Kay
Thompson

CORNING

Ben and Kitty
Anderson

Clark Family

ECPS
Employees



ANONYMOUS
TRUST

ECPS
Board of
Education





Teacher Cadets

Stephanie Wallace
NC Teacher Cadet Teacher, East Forsyth High School
Winston-Salem Forsyth County Schools

Background & Program Logistics

- NC Teacher Cadet began in 1998 - 20+ years of continuity
- Funded by the Legislature until 2011 when massive cuts to education occurred
- Funded & Administered by the NC Foundation for Public School Children
- More than 1,000 students enrolled across the state
- HS recruitment program that is not a CTE course requiring a Masters to teach or a Workkeys test
- Identify a passionate teacher
- Send teacher to a NC Teacher Cadet training
- Enroll students using the DPI course codes (standard & honors)
- Recruit a class
- Grow Your Own!

Curriculum

- Four Units that explore:
 - The learner (social, emotional, physical, and cognitive development)
 - Special Education
 - The history of education in NC
 - Education policy
 - Pedagogy & Methodology
 - The licensure process
 - Public speaking and leadership
 - College interviews, application essays, and professional hard and soft skills
 - School-Community interactions
 - NC recruitment initiatives
- Once students explore themselves as learners and the pedagogy of teaching:
- Teacher Cadets are placed in Elementary, Middle, and/or Secondary Classrooms to gain authentic classroom experience.
 - Planning, lesson design, and delivery
 - Grading lesson products/assessments
 - Building appropriate teacher-student relationships
 - Observing classroom best practices
 - Cultivating professional etiquette
- Additional opportunities to shadow other education professionals are also provided.

NC Teacher Cadet in Winston Salem/Forsyth

Number of students in
2022-2023 = 81

Number of students in
2023-2024 = 148

*Superintendent
McManus is holding all
principals harmless in
their allotment for the
TC courses.

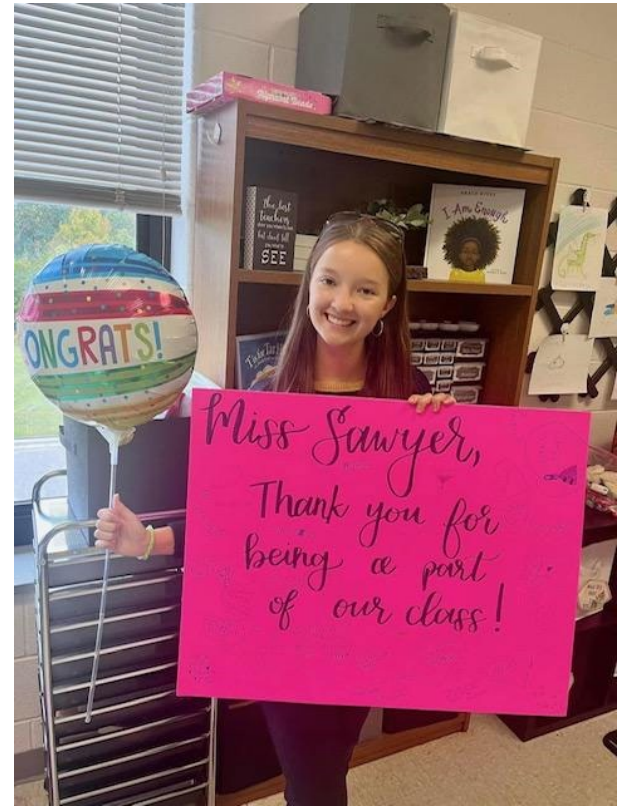
“The Teacher Cadet program is a core strategy in WS/FCS for recruiting, developing, and inspiring the next generation of teachers.”

“We are committed to strengthening our teacher pipeline through a continued investment in the Teacher Cadet Program.”



The Parent Perspective

- Confirmed Sawyer's desire to become a teacher
- Empowered her to fully invest in knowledge about public education
- Provided hands on opportunities to work with students
- Identified her passion for non-English speaking students
- Received introduction to other roles on campus
- Completed college assessment project that assisted in selecting the best college education program for her (Absolutely the best project she has worked on High School, hands down.)



Parent/Teacher Perspective



Because of the work of teachers like Mrs. Wallace, my child:

- grasps concepts of the educational philosophies and
- understands practical teaching matters taught, at best, at the university
- has a significantly stronger understanding of education than I did at their age
- is able to focus more on the craft
- creates stronger relationships with their future educators
- applies the theories, psychologies, and relational aspects to the profession

“This program is invaluable. It has made a difference in my child, my family, and the families of the children I teach. No better compliment could be made for this program than showing how this cycle of growth has gone full circle.”

Teacher Cadet turned Teacher

The course was, to my 18 year old mind:

- unprecedented at the time from the developmental psychology we studied
- rigorous and more challenging than some of my college coursework
- alone in the opportunity as a high school senior to work with experienced teachers to plan and implement lessons in actual classrooms
- solidified my commitment to becoming an educator.

“I firmly believe that my experience in Teacher Cadet is a large factor in my continued commitment and success in the classroom, as it was such a foundational experience at the time in my life when I was on the cusp of making huge decisions and commitments.”



~A.F. teaching 15 years in WSFCS

Affordable Housing Opportunities

Dr. Angie Mullennix, Director of Innovative Practices & Programs / State Military Liaison
Dr. Otis Smallwood, Superintendent, Bertie County Schools

Affordable Housing Overview

What is Affordable Housing?

- It is an avenue to provide a reduced rate housing option, ideally at no greater than 30% of gross income for housing costs (US Department of Housing and Urban Development, 2011; Raleigh NC, 2024).
- In general, it can be **subsidized**, meaning that it is funded in part by public or private non-profit dollars or it can be **unsubsidized**, meaning that it is naturally occurring in the market (Raleigh NC, 2024).
- It is an approach to offset the salary-housing problem that can potentially negatively impact teacher recruitment and retention (Davis, 2017).
- It can look like a joint effort between Institutes of Higher Education and Local Education Agencies, a joint effort between two or more Local Education Agencies, or an effort between an area's service industry roles (i.e. teacher, police, fire).

Examples of NC-Based Affordable Housing

Duke Teach House and Durham Public Schools

Dare County Schools' Expanded Teacher Housing

Buncombe County Schools and Asheville City Schools

Hertford County Schools, NC's Original Housing

Bertie County Schools





Bertie County Schools Affordable Teacher Housing

Dr. Otis Smallwood, Superintendent, Bertie County Schools

Ron Wesson, Bertie County Commissioner, Bertie County

Bertie County Public Schools

Strategic Priorities
2020 - 2024

Vision

Provide all students access and opportunities to reach their full potential in a global and complex society.

Mission

Bertie County Public Schools will provide safe, high-quality, engaging, student-centered learning opportunities that will prepare all students to graduate & become productive citizens.

Core Values

Support the Whole Child

Every student deserves to have his or her academic, social and emotional needs met every day because every child in Bertie Public County Schools has immeasurable potential.

Accountability

ALL BCPS stakeholders will have a focused intent on using data, best practices and science—not tradition—to ensure that every student reaches his or her highest level of growth and achievement.

Enrichment Mindset

Every student in Bertie County Schools will be challenged beyond his or her comfort zone because, only there, will they be able to grow to reach their full potential.

Relationship Building

Every student will have an advocate through strengthened community partnerships, who will foster responsibility for lifelong learning.

Keep the Main Thing, the Main Thing!

(Students)

Strategic Priorities

Intentional Focus on Teaching and Learning

Recruit and Retain Highly Effective Teachers

Eliminate Opportunity Gaps

Build Community Relationships

Actions

Increase class offerings with academic supports

Offer and sustain supplements to certified and classified employees

Decrease the number of exclusionary discipline practices by subgroup

Expand partnerships with IHE to provide research that supports best practices of teaching and learning

Increase access, readiness, and attainment to post secondary opportunities

Implement a comprehensive Beginning Teacher program

Decrease dropout rate by subgroup

Increase partnerships with community volunteers - businesses, faith-based, and civic groups

Provide multiple assessment opportunities to be successful

Provide access to high quality and differentiated professional development

Increase the cohort graduation rate by subgroup

Communicate frequently with parents and the community through multiple outlets

Integrate Writing/ Authentic Communication in the K-12 curriculum

Develop career pathways that support personnel to enhance and build skills necessary for professional growth and leadership

Provide access to social, academic, and non-academic experiences beyond the classroom to promote Career/College Readiness

Increase partnerships with local, state and federal government stakeholders

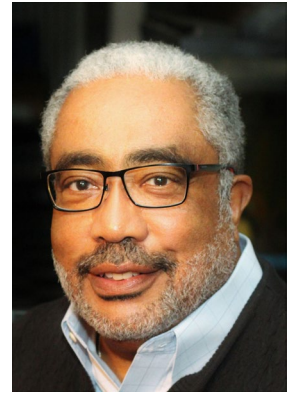
Dream Pointe Apartments

- 24- two bedroom apartments located on 6 acres owned by Partners for Bertie County Public Schools Foundation (PBCPSF)
- Used only 3 acres for this project so there is potential for expansion



Stakeholder Involvement

- Bertie County Schools Superintendent, Dr. Otis Smallwood, and County Commissioner, Mr. Ron Wesson, engage in ongoing collaboration and both exhibit an intense commitment to Bertie County.
 - Dr. Smallwood attended West Bertie Elementary School and graduated from Bertie High School, making his investment with the community a life-long mission.
 - Mr. Wesson is not only the County Commissioner, but also serves as president of the PBCPSF & a community leader in many other aspects.
- Other stakeholders involved include the State Employees Credit Union Foundation (SECUF), Golden LEAF Foundation.
- Three key stakeholder groups also involved include Bertie County, Bertie County Schools, and the Town of Windsor.



Funding Partners

- **The (SECUF)** ~\$3.1 million loan for a period of 15 years at 0% interest. The SECU Foundation loan also comes with the additional benefit that the local foundation does not pay anything on the loan until 6 months after occupancy date.
- **The Golden LEAF Foundation** ~\$527,000 grant
- **Town of Windsor, Bertie County, and Bertie County Schools** each contributed \$160,000 to fund the remaining portion and to demonstrate “skin in the game” and to demonstrate to the SECU a commitment from the local community.
- **Special Appropriation from NCGA** ~ \$100,000 (Senator Bazemore)
- **Bucks for Bertie Foundation** ~ \$62,000
- **Bertie Schools Scholarship Foundation** ~ \$28,744

Construction Costs

\$4,126,328 - Guaranteed Maximum Contract

\$ 142, 272 - Miscellaneous

\$4,268,000 - Total Build Cost

\$4,298,144 - Total Capital Raised

Measurements of Success & Future Plans

- Bertie County Teacher Housing anticipates being filled for the 15 year length of the loan.
- The forty-plus new residents will generate additional tax revenues and fees for the county & Town of Windsor.
- The district will continue to maintain relationships and communication among the stakeholder groups that have invested their time, funding, and energy into this worthy initiative.
- District Human Resources personnel will reference this attractive option as leverage when **recruiting** teachers to Bertie County Schools.
- Lower rate of teacher attrition.

Questions?