



**OFFICE OF THE STATE SUPERINTENDENT**  
North Carolina Department of Public Instruction

# **Superintendent Catherine Truitt State Board of Education Report**

April 3, 2024

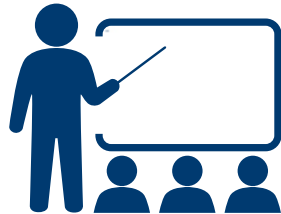
# Theory of Action

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.



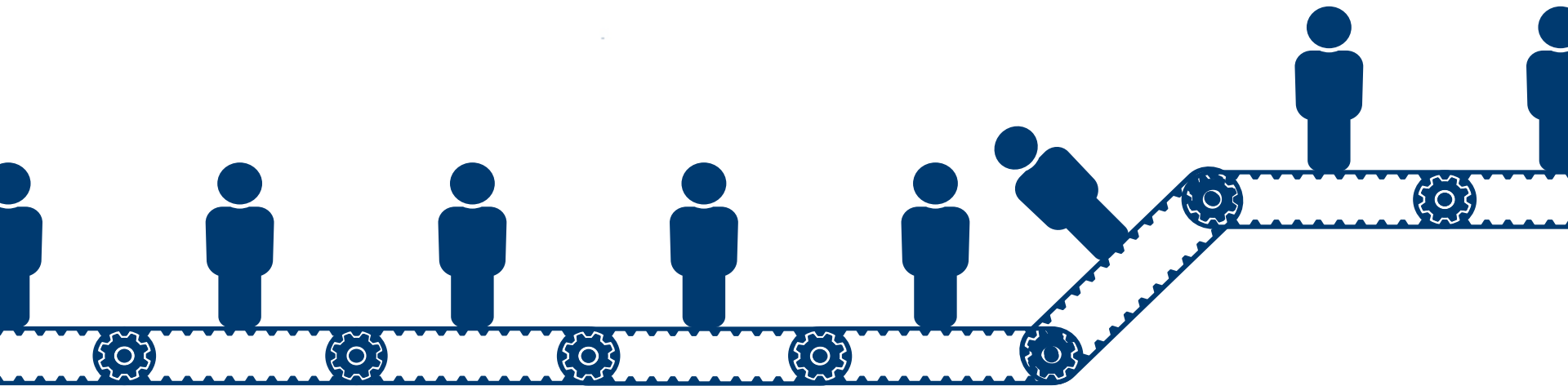
# The Education System

- 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.

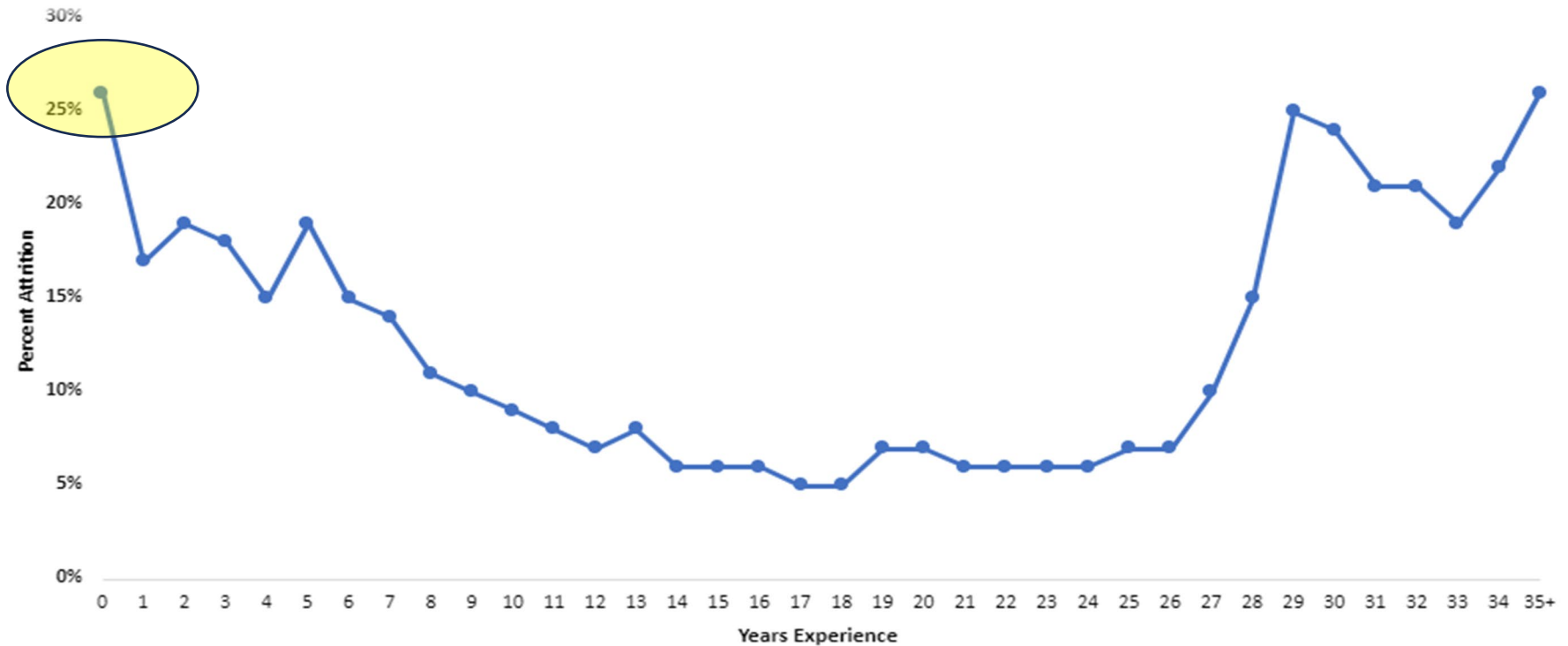


We are expecting teachers  
to do the **impossible**.



# First Year Teacher Attrition

- Approximately 26%



# The problem with focusing only on recruitment/retention:

- Recruitment and retention has long been a focus, yet...
  - enrollment in Teacher Preparation Programs dropped 10% from 2021-22
- 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.

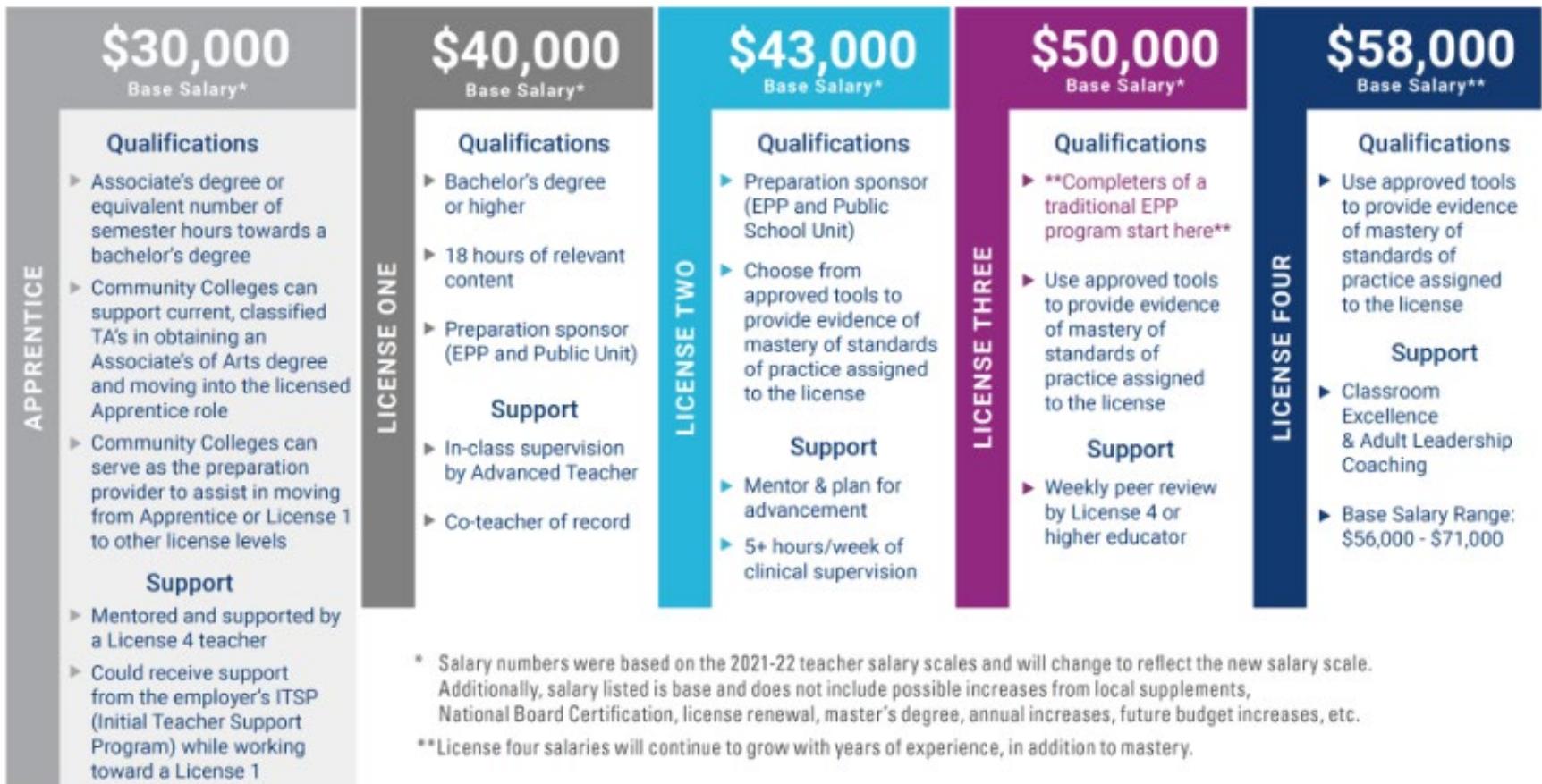


# Solving for the Problem

North Carolina needs a **new structure for the education workforce.**



# Career Pathways



# Collective vs. Individual

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

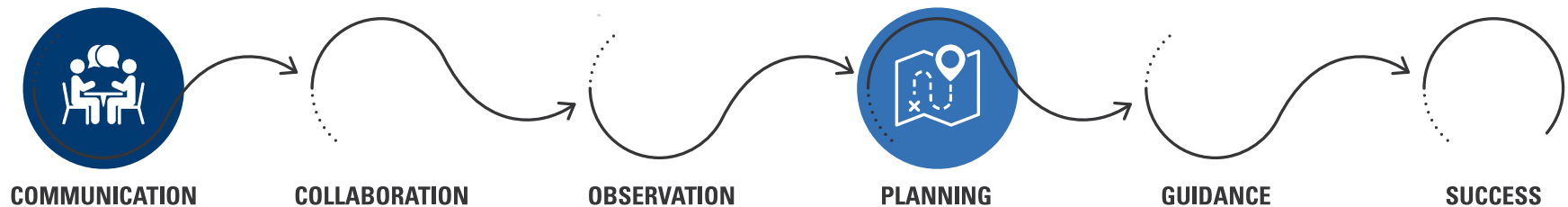


# Current State of Play: 7th Grade Team

- 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)



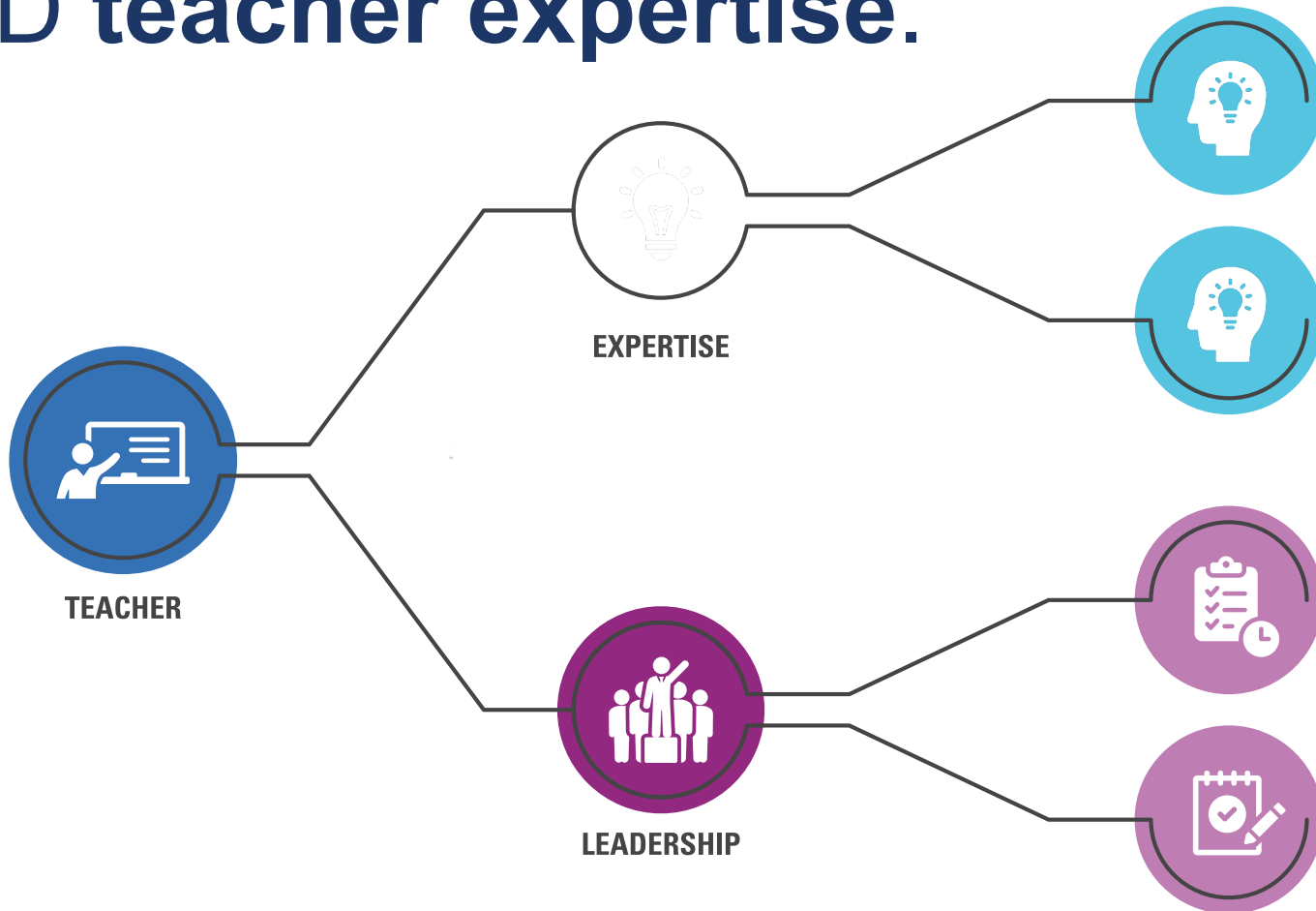
What if we surrounded students with a **team of educators** who **analyze their needs** and then act accordingly?



# 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.**



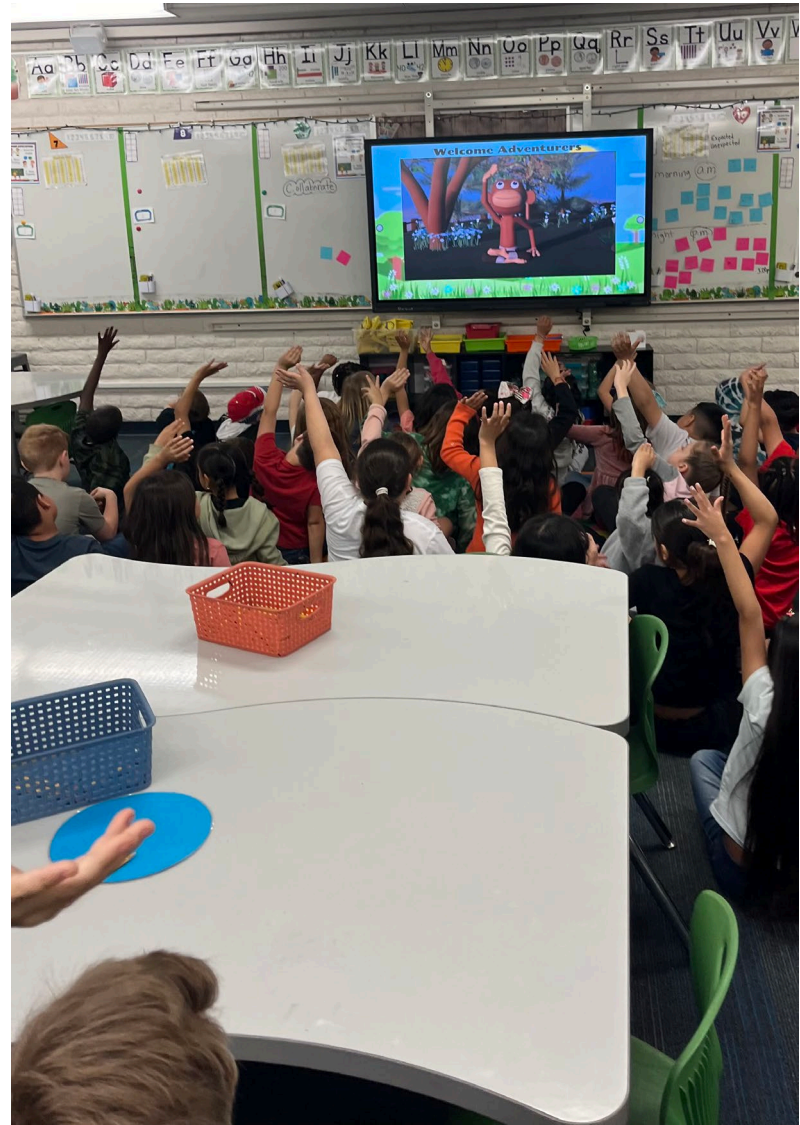
# The Next Education Workforce



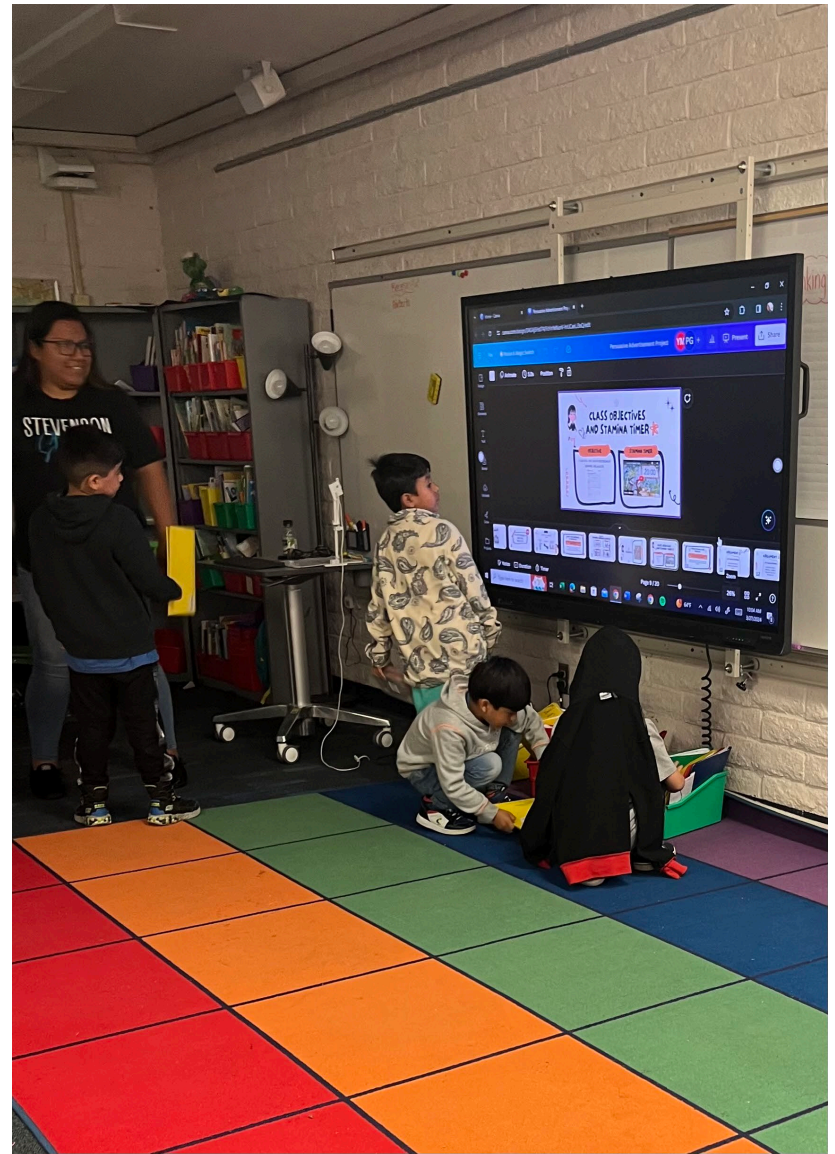
- Teams of Educators and Distributed Expertise



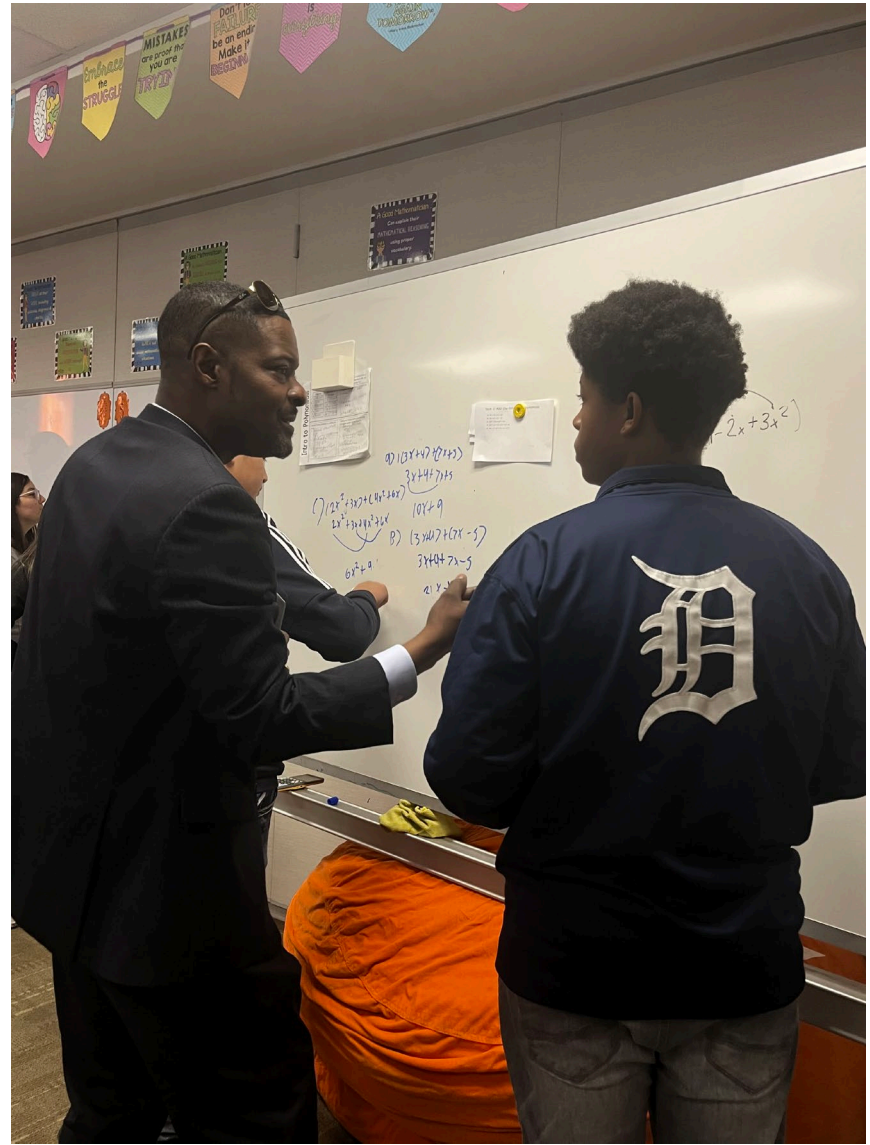
# Morning Meeting with Yoga



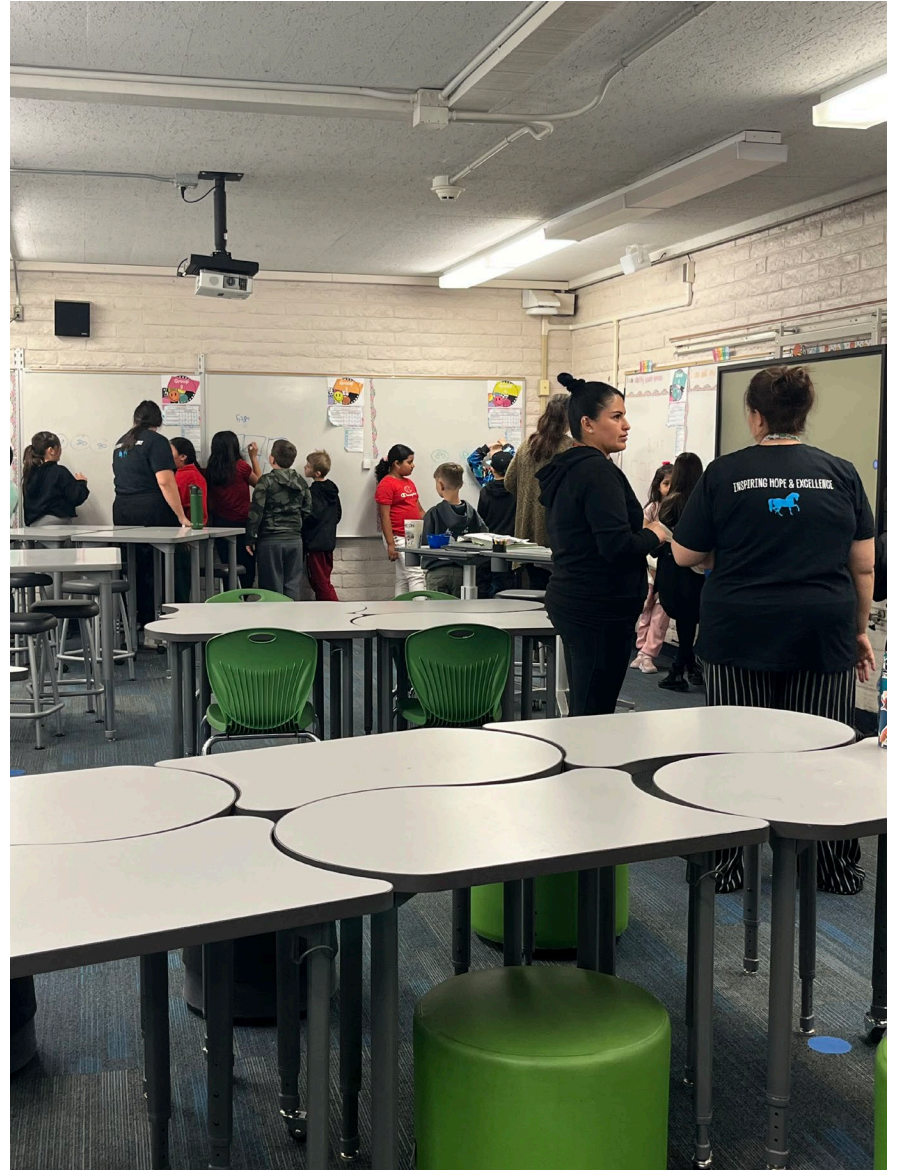
# Small Group Instruction in Math – Second Grade



# Once a Teacher, Always a Teacher



# Sixth Grade Math Instruction



# Student Panel



# Questions?

