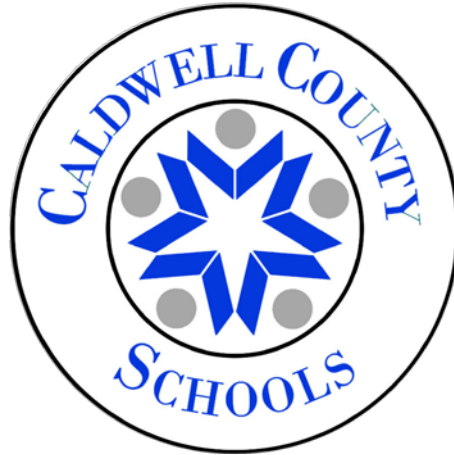


Caldwell County Schools Beginning Teacher (BT) Support Program



Presented by:
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North Carolina State Board of Education
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First Year BT1 Teacher Attrition Rates

Year	#BT1	CCS BT1 Attrition Rate	NC BT1 Attrition
2021-22	31	3.22%	12.4%
2022-23	40	7.5%	15%
2023-24	56	1.78%	26.5%

First Three Years BT1-BT3 Teacher Attrition Rates

Year	#BT1-3 CCS BT1-3	NC BT1-3 Attrition Rate	Attrition
2021-22	79	7.59%	
2022-23	106	8.49%	15.1%
2023-24	121	10.74%	

*BT data as reported by PSUs

Reasons for Leaving

- Career Change -12 (all but one decided mid year)
- Moved to Teach in Another NC Public School System -10 (all resigned July and beyond)
- Two teachers left to: Teach Outside of NC, assumed non-teaching position in another PSU.

Caldwell County Schools BT Support Program

- Began in 2010 in response to need for more intensive BT support.
- Prior to 2010 CCS used retired teachers and veteran (active) teachers to serve as mentors.
- Currently the CCS mentors serve 121 BTs (Years 1-3).
- The three CCS mentors specialize in grade levels (elementary, middle, and high school). There is some overlap.

Caldwell County Schools BT Support Program

- Commitment by the CCS Board of Education, funding for three full-time mentors.
- Contact with BTs involves formal professional topics, but also includes informal topics (which may be the most important).
- Professional development designed for specific needs as well as general topics.
- BT Orientation- 3-day event at the beginning of the school year.
- BT Conference (Student Teacher Conference):
 - Topics included: Technology, Exceptional Children, Self-care, Classroom Management, Licensure, Instructional Strategies, Working with parents, Other (Benefits and Leave, Safety in the classroom, Panel discussions, Organization and time management, Budgeting 101, Title IX compliance, Contributing in a seasoned school environment, Planning for retirement from the beginning, Finding funds for your classroom, Understanding BT expectations from an administrator's perspective)

Caldwell County Schools BT Support Program

- Regularly scheduled meetings with BTs: on average 27 hours of individualized support provided across the three BT areas (BT1-BT3). Much more informal time invested.
- Formal professional development
- BT-1 Reflection Seminar
- BT-3 Licensure Seminar
- Critical Conversations
- Support includes: paperwork, licensure, classroom management, handling difficult situations, instruction, administrative observations, and more.
- Social Events: fall, winter and spring
- Instructional Support: co-teaching, non-evaluative feedback, SWIVL use for live coaching, veteran observations, and emotional support.

Caldwell County Schools BT Support Program Resources Provided

- BT Canvas Page
- BT Orientation
- BT Professional Development
- Calendars
- Contacts
- Curriculum Information
- District Procedures
- Grant & Funding Resources
- Licensure
- NC Teacher Evaluation Process
- Professional Resources
- Self-help Videos
- Substitute Information
- Weekly Newsletter

Caldwell County Schools BT Support Program Communication

- Mentors provide BTs with their contact information.
- Weekly email and calendar invites to confirm meetings (modeling).
- Use of Zoom or telephone conferences when live meetings cannot be held.
- Mentors attend after school events to support BTS.
- Mentors maintain a comprehensive BT file to facilitate their work.

Caldwell County Schools BT Support Program Effectiveness

- BT Needs Survey
- BT Program Survey
- CCS Administrator Survey
- Teacher Working Conditions Survey
- Professional Development Survey
- Mentor Evaluations
- Regional Peer Review
- BT Support Program Audit
- Exit Interview Process

Keys to the CCS BT Support Program

- Relationships are built early on
- Ongoing bi-directional communication
- Non-evaluative roles
- Strong link between building-level administrators and the teachers
- Three years of support (formally, lifetime support in reality)
- Comprehensive professional development
- Assistance with Praxis preparation
- Responses are timely and planning is relevant and intentional
- Available to provide support “as needed”, work from our Ed