

NORTH CAROLINA PATHWAYS TO EXCELLENCE FOR TEACHING PROFESSIONALS

The GOAL

Every student in North Carolina has access to a highly effective teacher who can help them meet their highest potential and successfully prepare them for life after graduation.

The PROBLEM

For decades, data has shown teachers feel undervalued and under-supported. In addition, testing barriers and bureaucracy have prevented talented candidates from entering and staying in the profession.

Teachers are the difference-makers for students' success. The single best thing we can do to improve education in North Carolina is to focus on improving the experience of educators - from recruitment to preparation to retention.

The SOLUTION

The North Carolina Pathways to Excellence for Teaching Professionals proposal reimagines teachers' pathways, supports and licensure in a way that:



Offers individual advancement and professional growth opportunities for teachers.



Encourages the best teachers to lead from the classroom.



Invites a more diverse population into the teaching profession.



Provides compensation that grows as teachers expand their professional impact.

The IMPACT

This reform is not only important for our teachers and our students—but also for North Carolina's education system and economy—as **teaching is the profession that makes all other professions possible.**

NORTH CAROLINA PATHWAYS TO EXCELLENCE FOR TEACHING PROFESSIONALS

PROPOSAL OVERVIEW

Entering the PROFESSION

Inviting more qualified candidates into the profession through multiple proven pathways.

Traditional Pathway: Traditional educator preparation programs (EPPs) are state-approved programs, most of which are contained within schools of education at institutions of higher education.

Residency Pathway: Individuals entering the profession with a bachelor's degree but no pedagogical training must affiliate with an EPP in order to meet the requirements of the license.

Successful traditional pathway completers who pass content and pedagogy requirements at the time of application for licensure may enter at License 3.

CAREER PATHWAYS

	\$30,000 Base Salary*	\$38,000 Base Salary*	\$40,000 Base Salary*	\$45,000 Base Salary*	\$56,000 Base Salary**
APPRENTICE	<p>Qualifications</p> <ul style="list-style-type: none"> ▶ Associate's degree or equivalent number of semester hours towards a bachelor's degree ▶ Community Colleges can support current, classified TA's in obtaining an Associate's of Arts degree and moving into the licensed Apprentice role ▶ Community Colleges can serve as the preparation provider to assist in moving from Apprentice or License 1 to other license levels <p>Support</p> <ul style="list-style-type: none"> ▶ Mentored and supported by a License 4 teacher ▶ Could receive support from the employer's ITSP (Initial Teacher Support Program) while working toward a License 1 	<p>Qualifications</p> <ul style="list-style-type: none"> ▶ Bachelor's degree or higher ▶ 18 hours of relevant content ▶ Preparation sponsor (EPP and Public Unit) <p>Support</p> <ul style="list-style-type: none"> ▶ In-class supervision by Advanced Teacher ▶ Co-teacher of record 	<p>Qualifications</p> <ul style="list-style-type: none"> ▶ Preparation sponsor (EPP and Public School Unit) ▶ Choose from approved tools to provide evidence of mastery of standards of practice assigned to the license <p>Support</p> <ul style="list-style-type: none"> ▶ Mentor & plan for advancement ▶ 5+ hours/week of clinical supervision 	<p>Qualifications</p> <ul style="list-style-type: none"> ▶ **Completers of a traditional EPP program start here** ▶ Use approved tools to provide evidence of mastery of standards of practice assigned to the license <p>Support</p> <ul style="list-style-type: none"> ▶ Weekly peer review by License 4 or higher educator 	<p>Qualifications</p> <ul style="list-style-type: none"> ▶ Use approved tools to provide evidence of mastery of standards of practice assigned to the license <p>Support</p> <ul style="list-style-type: none"> ▶ Classroom Excellence & Adult Leadership Coaching ▶ Base Salary Range: \$56,000 - \$71,000
	LICENSE ONE	LICENSE TWO	LICENSE THREE	LICENSE FOUR	

* Salary numbers were based on the 2021-22 teacher salary scales and will change to reflect the new salary scale. Additionally, salary listed is base and does not include possible increases from local supplements, National Board Certification, license renewal, master's degree, annual increases, future budget increases, etc.

**License four salaries will continue to grow with years of experience, in addition to mastery.

ADVANCED CREDENTIAL LEADERSHIP OPPORTUNITIES

ADVANCED TEACHER CLASSROOM EXCELLENCE: Salary - License 4 Rate of Pay + \$5,000

Conduct model lessons and facilitate peer reflection.

ADVANCED TEACHER ADULT LEADERSHIP: Salary - License 4 Rate of Pay + \$10,000

Provide coaching and leadership. Collaborate with Public School Unit and school leaders on educator evaluation process.