

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:



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.

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

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.

Apprentice Pathway: Those who have not completed a bachelor's degree or started a traditional EPP can still gain classroom experience while getting paid through an apprenticeship. These teachers will work with a teacher of record.

CAREER PATHWAYS

	\$38,000 Base Salary*	\$40,000 Base Salary*	\$45,000 Base Salary*	\$56,000 Base Salary**
LICENSE ONE	<p>Qualifications</p> <ul style="list-style-type: none"> ▶ Bachelor's degree or higher ▶ 18 hours of relevant content <p>Support</p> <ul style="list-style-type: none"> ▶ In-class supervision by Advanced Teacher ▶ Co-teacher of record ▶ Dedicated professional development funds to support advancement to the next license level. 	<p>Qualifications</p> <ul style="list-style-type: none"> ▶ Preparation sponsor (EPP or 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 ▶ Dedicated professional development funds to support advancement to the next license level. 	<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 ▶ Dedicated professional development funds to support advancement to the next license level. 	<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

*Salary listed is base and does not include possible increases from local supplements, National Board Certification, license renewal, master's degree, annual increase, 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.