

# Teacher Leadership Council

*Julie Plttman, Special Advisor to the State Superintendent, Teacher Engagement*

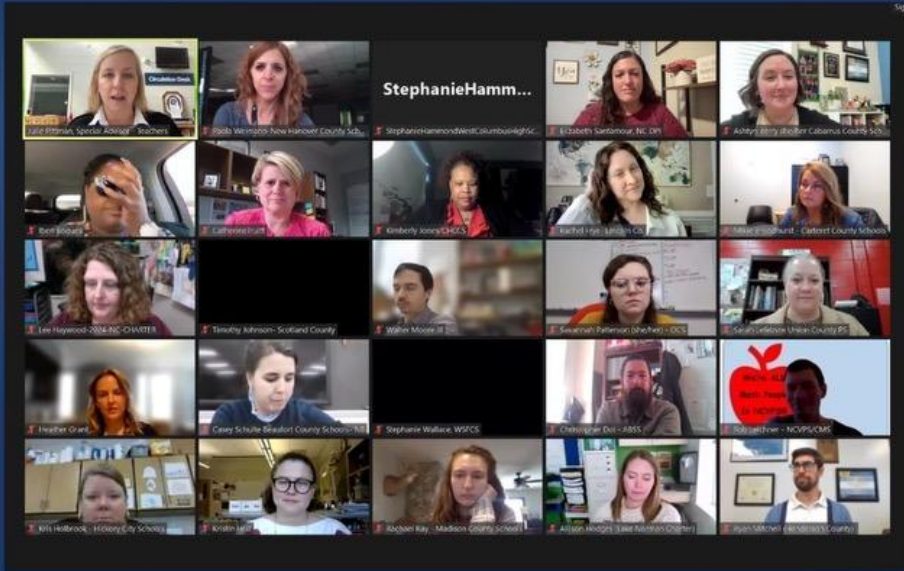
*Leah Carper, 2022 NC Teacher of the Year*

*Erin Ellington, 2021 North West 2021 Region Teacher of the Year*

# **Building a System of Feedback and Professional Development for Teachers**

## Teacher Leadership Council

February 1, 2024



# Monthly Zoom Meetings

- Input on DPI initiatives
- Collaborate bi-regionally on PD development, conference planning, etc
- Receive PD on hot topics and requested topics
- Report on district/regional initiatives
- Participate in research and workgroups affecting teacher recruitment/retention.

# Regional Meetings

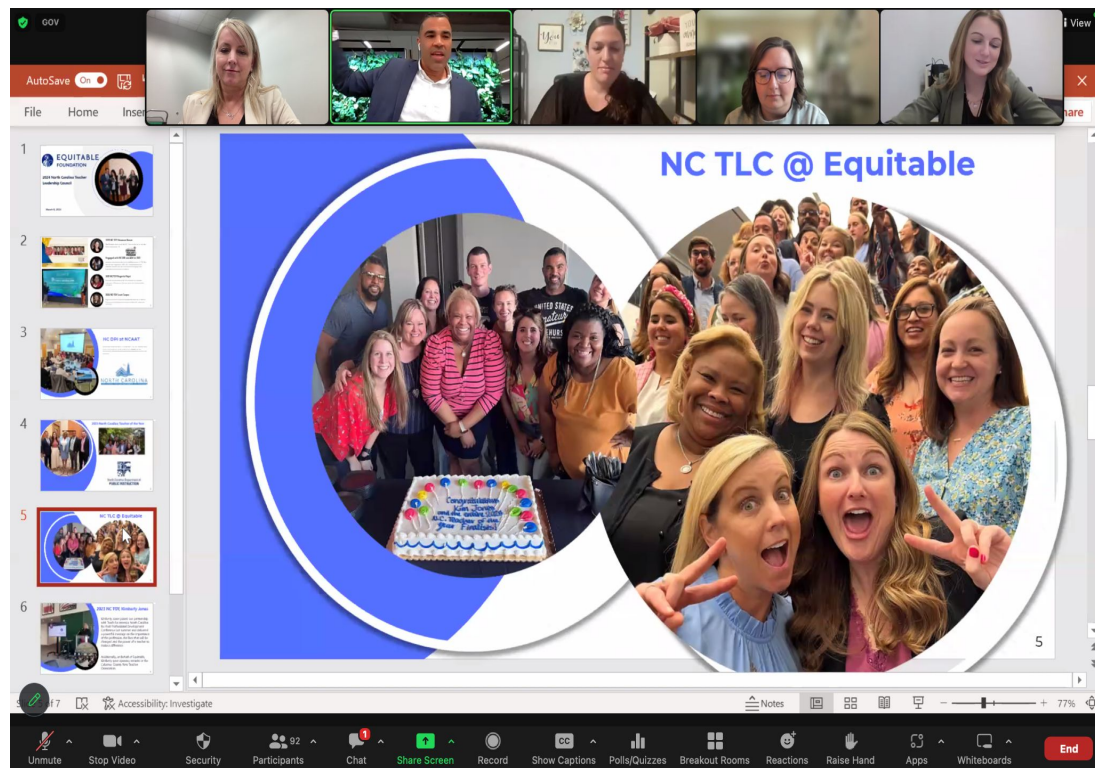
Each region has the opportunity to meet following the state monthly TLC meeting to discuss issues and gather feedback from a wider audience.

Regional TLCs engage with local teacher groups, school and district TOYs to gather feedback or input on topics, then report back to the state TLC the following month.

Modes of communication: virtual meeting, newsletters, email, surveys, etc.



# TLC Partnership: Equitable Foundation



Partnership support allows for extended PD and leadership opportunities, as well as greater connection with community, business, and invested stakeholders.



# Leading Regional and National Conferences for Educators





## Keynoting Conferences and Leading PD at AIM





## State Policy Influence





# External Educator Engagement



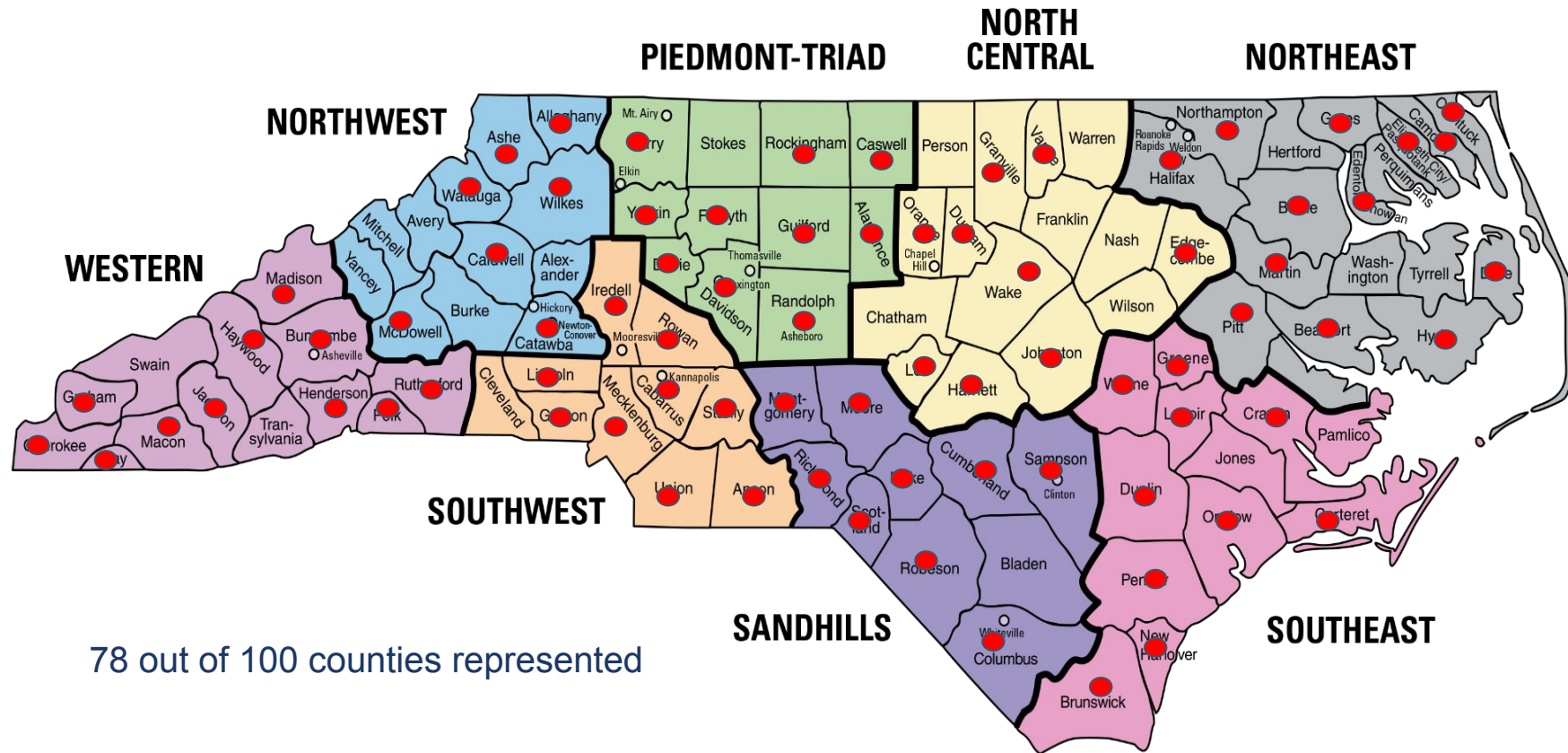
**Cindi Riggsbee** is with **Elizabeth Santamour** and 10 others.

April 13 at 11:54 AM · 🧑



Another NC-NNSTOY meeting in the books, and this one included members of our newest NC Teacher of the Year team! (Sorry we took the picture at the end and missed getting [Karyn Collie Dickerson](#), [Julie Paige Pittman](#), and [Nardi Routten](#), but they were important contributors, and we're happy they were there!) We made plans to support beginning teachers in our state and started preliminary planning for a proposal to present at the AIM Conference! [#NCTOYPOY](#) [#NNSTOY](#)





78 out of 100 counties represented

# NC TLC Membership

- 142 Teachers in 2024
- Monthly zoom meetings
- 2-3 face-to-face opportunities (including AIM)
- Representation:
  - Traditional PreK-12, Cooperative Innovative Schools, Charter, NCVPS
  - Pre-K, Elementary, Middle, High
  - Beginning Teachers (BTOY), CTE, English, Social Studies, Math, Science, Art, Music, MLL, Exceptional Children, AIG
  - National Board Certified, Kenan Fellows, Milken Award Winners, International Teachers
  - BT support teachers and coordinators, instructional coaches, Career Development Coordinators



# NC TLC Work

Teachers across the state are now more connected with work being done that affects the profession, their schools and classrooms, and their students.

- Ethics Committee
- Portrait of a Graduate planning groups and rubric design
- Standards Review
- School Performance Grade Redesign
- Teacher Working Conditions Survey
- Teacher Advancement
- Rural Educators Network
- Bring Your Legislator To School Day

People at NCDPI and the General Assembly have gotten to know teachers on the TLC, and the teachers have a better understanding of the work happening that affects them. They also now have more tools to engage in the work that is meaningful to them and their colleagues.

# Regional Teacher Leadership Councils



**T E A C H 2 1**

Teachers Empowering All Children



# NW Region

*Northwest*



#NWEmpowerED  
in NC Region 7

*Educator  
Leadership  
Council*



linktr.ee/NWELC

**NWELC NEWSLETTER**

APRIL 18 - MAY 2

We're just dropping in to remind you that YOU'VE GOT THIS!

Though Teacher Appreciation Week isn't until May, this is the time of year where we need all of the extra reminders we can get! One of our goals as a group is to help change the narrative around public education on social media by promoting positive things that are happening. Until the end of this school year, we want to share everything positive that we see. Here's how you can help us finish the year strong!

1. **Tell us!** If your district, school, CTOE, teacher friend, etc. shares something cool happening in the Northwest, tag us on social media to let us know!

2. **Tell us!** We are ready to start showcasing those ROCK STAR educators again. If you have a teacher friend who deserves some appreciation, fill out [this form](#) to let us know!

3. **Talk about us!** We would love for every educator to follow us so that their pages can be flooded with the positivity we all need. Tell your friends about us!

**North Carolina Graduates...**

- Possess an ongoing desire to learn, unlearn, and relearn.
- Embrace curiosity to experience new ideas, demonstrate growth, and persist through challenges.
- Transmits knowledge to provide different contexts to drive change and innovation.
- Develop positive attitudes and beliefs about learning.

**Trait of the Month**

**LEARNER'S MINDSET**

**Heather Smith**  
from Waynesville Middle School in Haywood County was chosen to represent teachers of NC and complete a year of service starting July 1st. We are excited to see what Heather will do -- and we are excited to have someone from the western half of the state recognized!

**PORTRAIT of a GRADUATE**

NCNorthwestELC@gmail.com



*Empowering Region 7 Educators to...*

**LEAD**

**Learn Elevate Advocate Discover**





# District Partnership

- Craven
- Onslow
- Jones
- Pender
- New Hanover

Coming Soon: Lenoir



Entry →

Existing →

Exemplar

# TLC and Collaboration

“Increasing opportunities for **collaboration** and a more productive working environment is smart policy both because of the promise it holds for increased **teacher retention** and because the benefits of experience are greater for teachers in strong professional working environments.”

Kini, T., & Podolsky, A. Does Teaching Experience Increase Teacher Effectiveness? A Review of the Research (Palo Alto: Learning Policy Institute, 2016). <https://doi.org/10.54300/625.642>. (emphasis added)

# Teacher Leadership Council Workgroups

Councilmembers divided into workgroups to research and develop recommendations on:

- Beginning Teacher Support
- Teacher Recruitment
- Teacher Retention

## Findings & Recommendations:

All workgroups worked collectively to produce one-pager summary documents outlining their proposed policies and strategies.

The Beginning Teacher Support workgroups' key findings and recommendations were presented at the April SBOE Meeting.

Through this collaborative process, diverse perspectives were brought together to comprehensively address these critical issues impacting the teaching profession.



# Teacher Leadership Council: What's Next?

- Analyze NC 2024 TWCS data to regional recruitment and retention data to see if regionally, districts can utilize TWCS data to help increase pipeline and teacher support.
- Analyze NC 2024 TWCS data compared to Pew Research Center national survey on teacher job satisfaction to identify what NC is doing well and what gaps we can address to support the teaching profession.
- Continue to work regionally to build teacher voice across all areas of the profession.
- Continue to build external stakeholder partnerships to bring greater professionalism and understanding of the educational system.

# TLC Impact

“When you work for a system as large as North Carolina’s public schools, it’s easy to feel like a small cog in a big machine. By design, our regions and districts are meant to keep educators’ work rooted in our beautiful communities while centering the children and families we serve. An unintended consequence of that design is that it tends to isolate teachers into silos.

The mission of the state TLC is to break down those silos and to replace them with bridges. Thanks to the Superintendent’s vision and the hard work of many, it has become a professional network that regularly invites and amplifies teacher voice to ensure our perspectives are included. If you look closely, you will begin to see the TLC’s fingerprints on statewide initiatives that are shaping the future of public education in North Carolina. This is how we effect positive change for the profession that we all love, and this important work must continue in the future.”

~Ashtyn Berry, 2022 SW Region Teacher of the Year

# Questions?