



GOVERNOR'S TEACHER ADVISORY COMMITTEE

WHAT:

Advise the Governor, represent educators statewide, and elevate the teaching profession.

WHY:

Turn classroom insight into collective action that strengthens public education.



HOW:

Collaborate quarterly around shared themes to deliver actionable recommendations to Governor Stein.

A P R I L 2 8 , 2 0 2 6

JANUARY MEETING REFLECTION

What Worked Well:

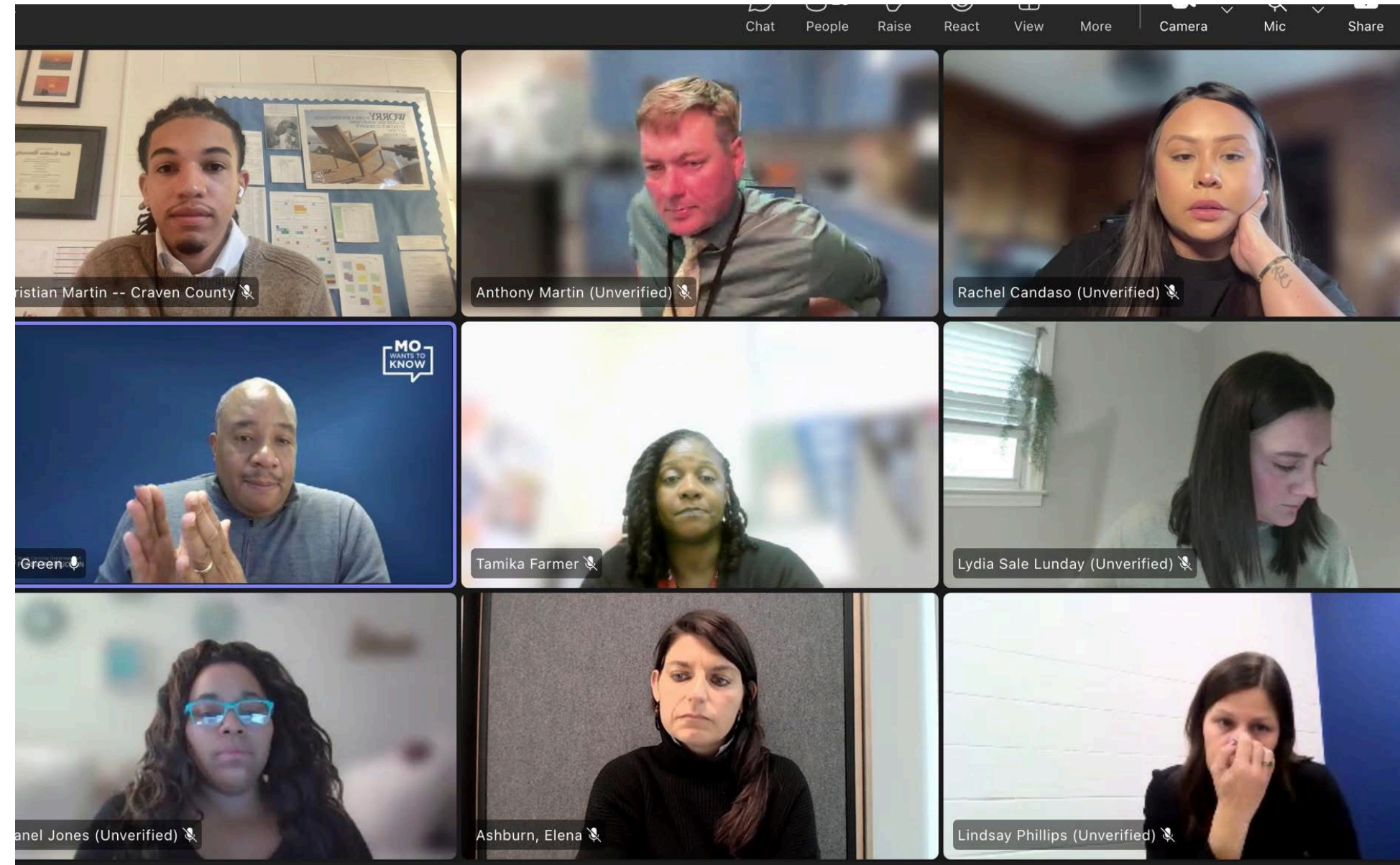
Strong organization
and smooth facilitation

Most Valuable Part:

Hearing perspectives
and strategies from
other educators

Overall Tone & Culture:

Positive, collaborative,
and engaging



Areas for Growth:
Need more time for
small group work

Future Focus Areas:
Student support
(behavior, mental
health, engagement)



GOVERNOR'S TEACHER ADVISORY COMMITTEE

Tuesday, April 28, 2025 | 10:00 AM – 12:30 PM

Virtual – Microsoft Teams

Chair: Rachel Candaso



WELCOME		10 Min
Chair	Greetings Previous Meeting Feedback Desired Outcomes & Agenda Conflict of Interest	
LEARNING		70 Min
Governor's Staff	Legislative Update	10 Min
NC Collaboratory	Teacher Retention	60 Min
ADVOCACY		60 Min
Members	Small Group Work	45 Min
	Community Work	15 Min
CLOSING		10 Min
Chair	Public Comment Closing Comments & Next Meeting Reminder	



Meeting Outcomes

By the end of the meeting, members of GTAC will have...

- Built shared understanding of current policy + research shaping NC education.
 - Reviewed and refined their data collection in their small groups for submission by end of meeting.
 - Elevated educator voice by reflecting on advocacy in their communities.
-



CONFLICT OF INTEREST





LEGISLATIVE UPDATE



NC COLLABORATORY



Dr. Jeni Corn

Director of Research at the NC Collaboratory with 20+ years of experience, leading statewide research and translating education policy into actionable insights for decision-makers.



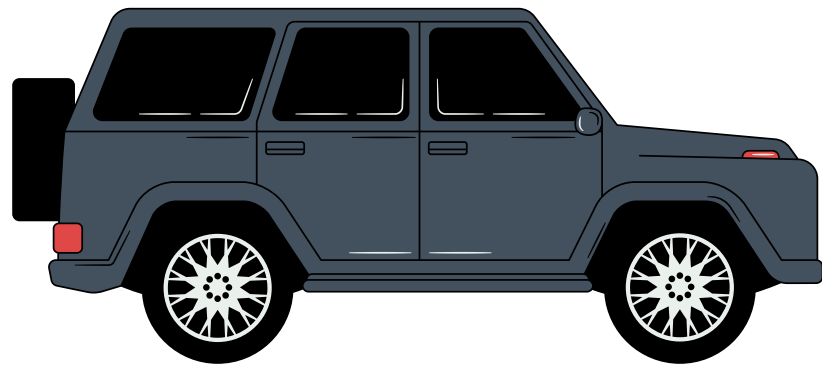
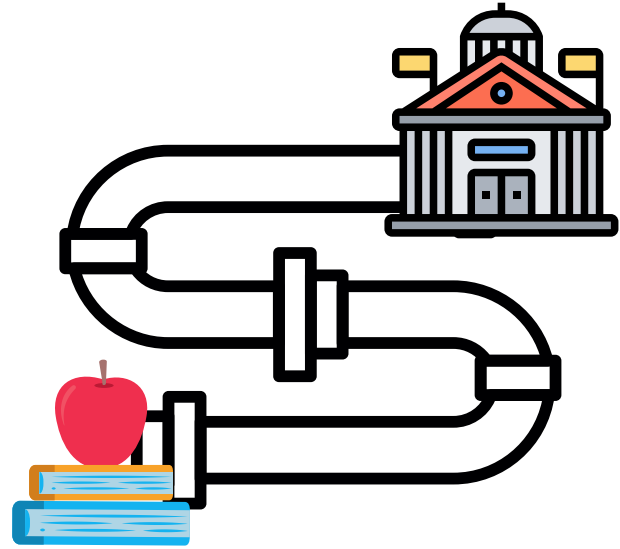
Dr. Lam Pham

NC State professor whose research examines how teacher policies (pay, training, evaluation) impact students in low-performing schools, informed by his experience as a first-generation immigrant.

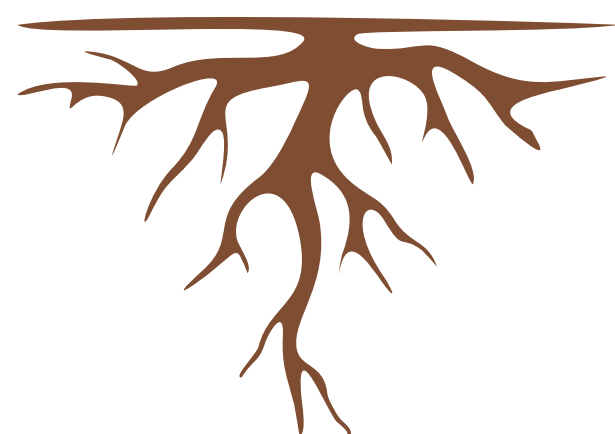


NC STATE

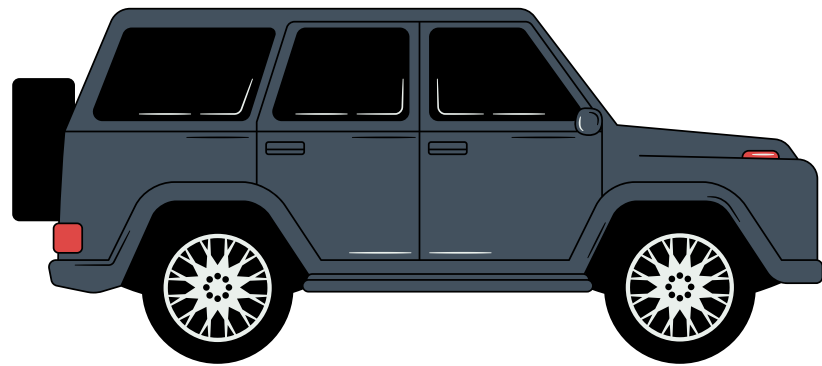
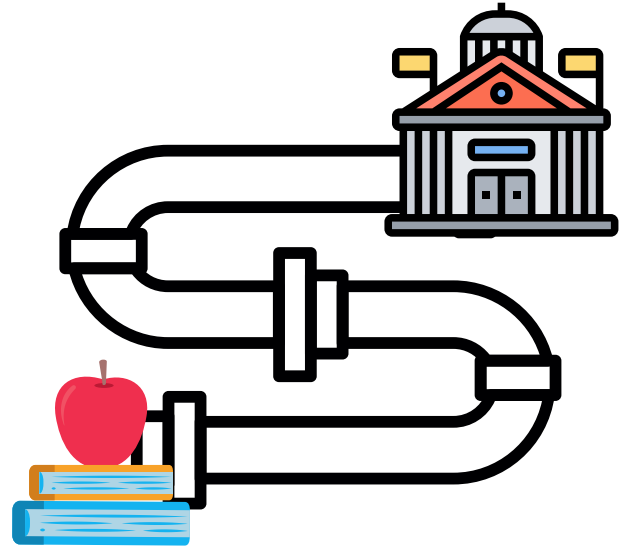
Oct - Common Themes Work



The vehicle for us to transform classroom insights into actionable recommendations to the Governor.

Theme: Recruit, Respect, Retain Teachers		
Related Goal in Strategic Plan: Pillar 2 – Revere Public School Educators		
Existing State	Desired State	Root Causes
<p>What is the current issue? Vast numbers of educator vacancies, teachers are not respected, negative feeling surrounding teachers</p> <p>What data highlights the issue? 12% attrition rate in NC (equates to about 9000ish teachers leaving the profession)</p> <p>Who is impacted specifically?</p> <p>students</p> <ul style="list-style-type: none"> - long-term subs/inconsistency of teachers - missed electives/instruction - over-crowded classes if combining <p>staff: stretched thin and/or loss of planning w/ coverage</p>	<p>What are you hoping to accomplish? Make the profession more desirable so more will stay and less are leaving. Also will attract more new teachers to the profession (currently difficult to recruit new teachers because the impression is that it's an undesirable profession). Retain teachers—make them stay in the profession. Public respects and reveres teachers.</p> <p>What will success look like when you arrive? Teaching will be held to a much higher regard. Fewer teacher vacancies and lower teacher turnover from one year to the next.</p> <p>Who will be impacted? EVERYONE - students, staff, all professions are trained at some point by teachers of some level, so there is a</p>	<p>What are some reasons this may be happening? Lack of funding; general lack of respect for the educational field; more competitive pay in neighboring states/regions or in other sectors; controversy regarding conflicting political views; concerns with pathways to enter the classroom</p> 

Jan - Common Themes Work



The vehicle for us to transform classroom insights into actionable recommendations to the Governor.

Today's Task:

- Refine your theme into one focused problem
- Identify 1-2 small learning actions
- Decide what evidence will strengthen GTAC's advisory recommendations.

1. Focus the Problem:

- a. Think about the root causes and existing state. Your problem statement should include insight about:
 - i. What are educators consistently telling us about why they choose to stay, leave, or relocate?
 - ii. What does compensation signal to educators about professional respect and long-term sustainability?
 - iii. What insight from educator experience does the Governor need to better understand behind the attrition data?
- b. **Action:** Refine the problem statement into 1 tight-sentence. (*Think of it as your soundbite*)

The teaching profession struggles to retain, recruit, and be respected because the work is undervalued, the conditions and compensation are unsustainable, and the support systems are insufficient.

2. Identify 1 to 2 Learning Actions:

- a. This group has listed so many great big actions (letter writing, advocacy days, social media). Those are valuable, but for where we are currently, let's shift to learning actions that help us collect data. *Remember, learning actions are meant to inform recommendations, not solve the problem - think about what we want policymakers to understand.*
 - i. Examples of learning actions:
 1. Collect short educator reflections on why they stayed, left, or considered leaving
 2. Document differences between districts with similar pay but different retention
 3. Capture how teachers interpret state vs. local compensation signals
- b. **Action:** What are the 1 to 2 Learning Actions your group will try?
 - **Members will collect data in their counties, districts, and with other groups as to why teachers stay, leave, or consider leaving. (Hannah will make a Google form & share out; all members will share out)**
 - **Amanda will inform group about what her county is doing on retention/recruitment**
 - **Emily will bring information on teacher burnout **Research from Molly Watson:** <https://canva.link/a7ysvpese6a21a6> **(Google Meet Presentation)****
 - **Yaronda can reach out to her 2 schools about burnout, resignation**

Document tabs +

- Meet Students Where Th...
 - MSWTA OC... 2
 - MSWTA JAN... 1
 - MSWTA APR Not...**
- Recruit, Respect, Retain ...
 - RRRT OCT N... 2
 - RRT JAN No... 2
 - RRT APR Notes
- Improve Literacy At All L...
 - ILAAL OCT ... 2
 - ILAAL JAN ... 2
 - ILAAL APR Notes
- Staff Allotment For Scho...

GTAC
April 28, 2026 Meeting

Group Members: Anthony, Chanel, Bobbie
Regions Represented: Sandhills, Piedmont-Triad, Western
Recorder:

Small Group Data Submission:

Directions: Work as a group to synthesize your data, identify key insights, and complete the note-catcher to finalize your submission as a small group on your common theme.

<p>1. Refined Problem Statement</p> <p>What is the core issue your data helps explain? (1-sentence)</p>	
<p>2. Summary of Data Collected</p> <p>Brief overview of what you gathered and from where.</p> <p>Data sources (surveys, conversations, meetings, etc.):</p>	

Directions:
Work as a group to synthesize your data, identify key insights, and complete the note-catcher to finalize your data submission on your common theme. (45 min)

We will come back @ 12:05 for a whole-group roundtable.

Advocacy Popcorn



Thinking back to July,
how have you grown as
an advocate and what
is one moment this
year that reflects that
growth?



PUBLIC COMMENT



2026 - 2027 MEETING DATES

Tuesday, July 28, 2026 10am –
12:30pm in person
(Raleigh)

Tuesday, January 26, 2026
10am – 12:30pm in person
(Location TBD)

Tuesday, October 27, 2026 10am
– 12:30pm virtual

Tuesday, April 27, 2026 10am –
12:30pm virtual

GTAC MEMBERS FEEDBACK

