

R3 & The Career Pathways Program

Pitt County Schools
February 2019

Seth N. Brown, Ph.D., Director of Educator Support & Leadership Development

Thomas R. Feller, Jr., Director of Professional Learning & Leadership Development



A story of a Classroom Teacher...



...who seeks to expand influence and compensation

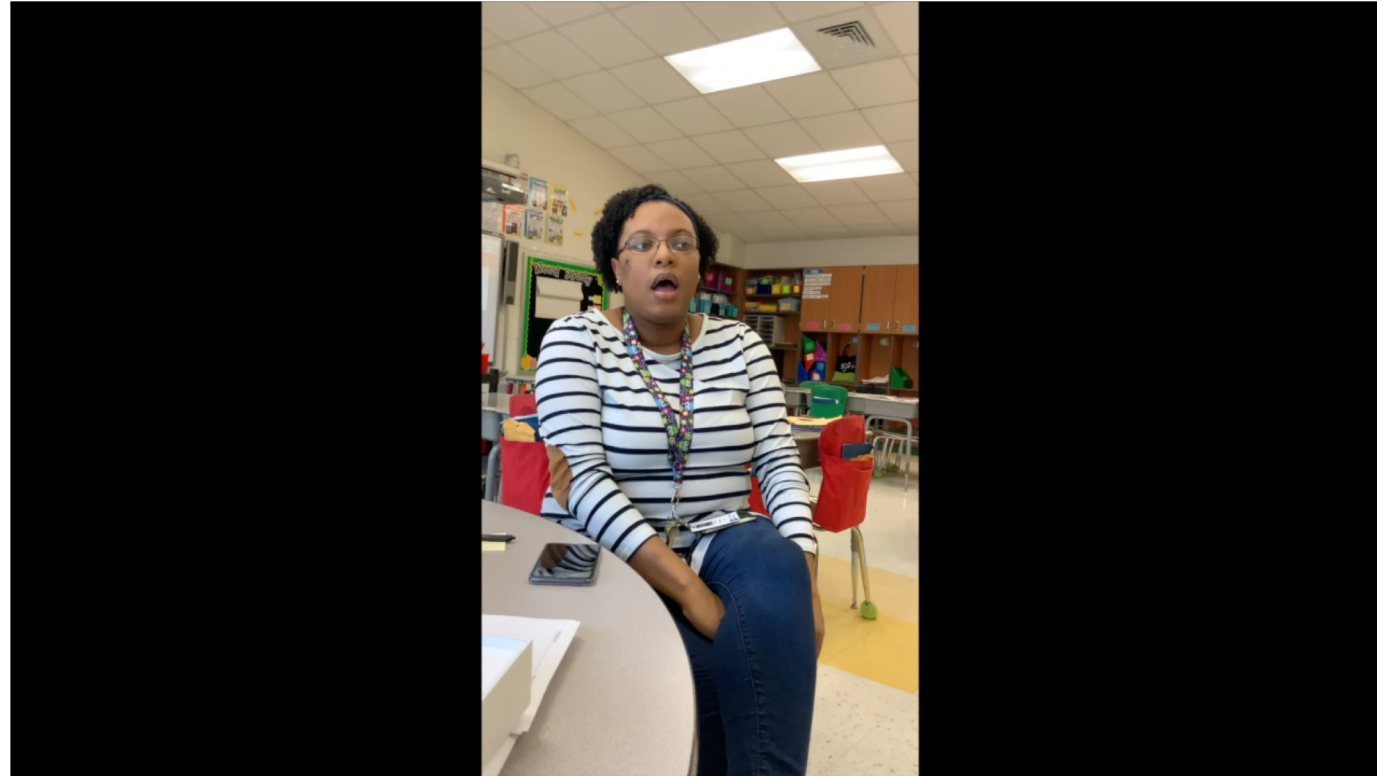




WHAT DOES IT MEAN
TO HOLD THE IDENTITY
OF A SELF-DIRECTED
TEACHER LEADER?



Being a “Self Directed” Teacher Leader



Terrell Bynum, 2nd Grade Facilitating Teacher, Lake Forest Elementary School



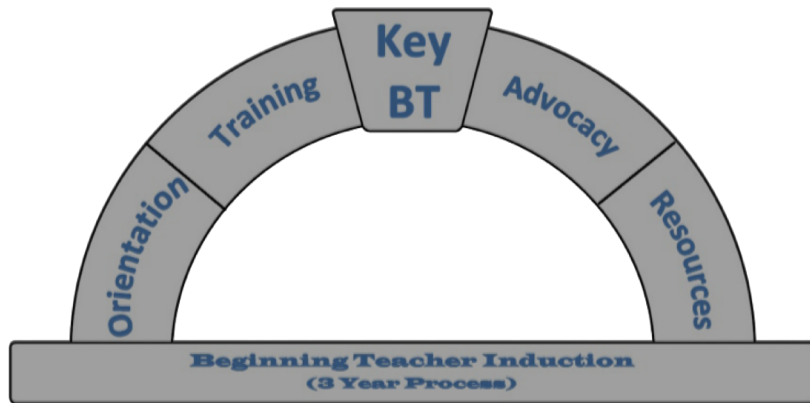
What Sets Us Apart?

(not necessarily better, just different)

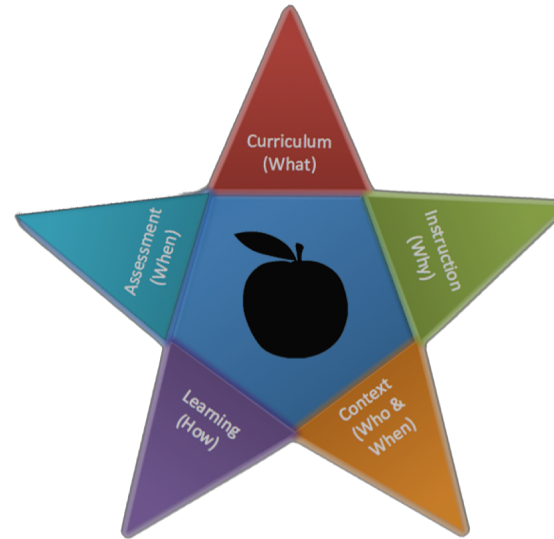
PCS R3 Framework &
Career Pathways



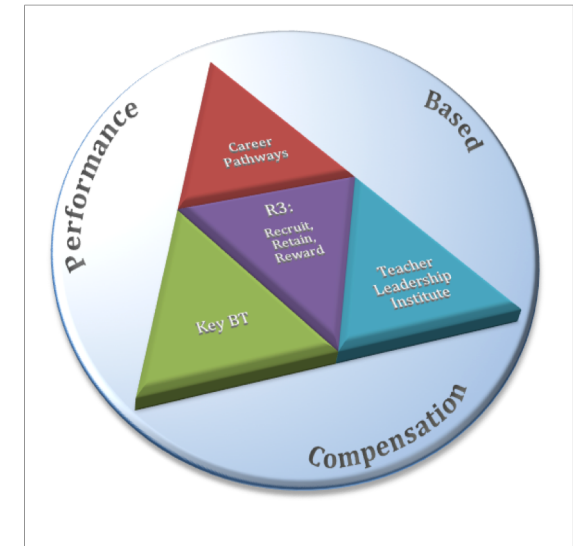
PCS' Framework



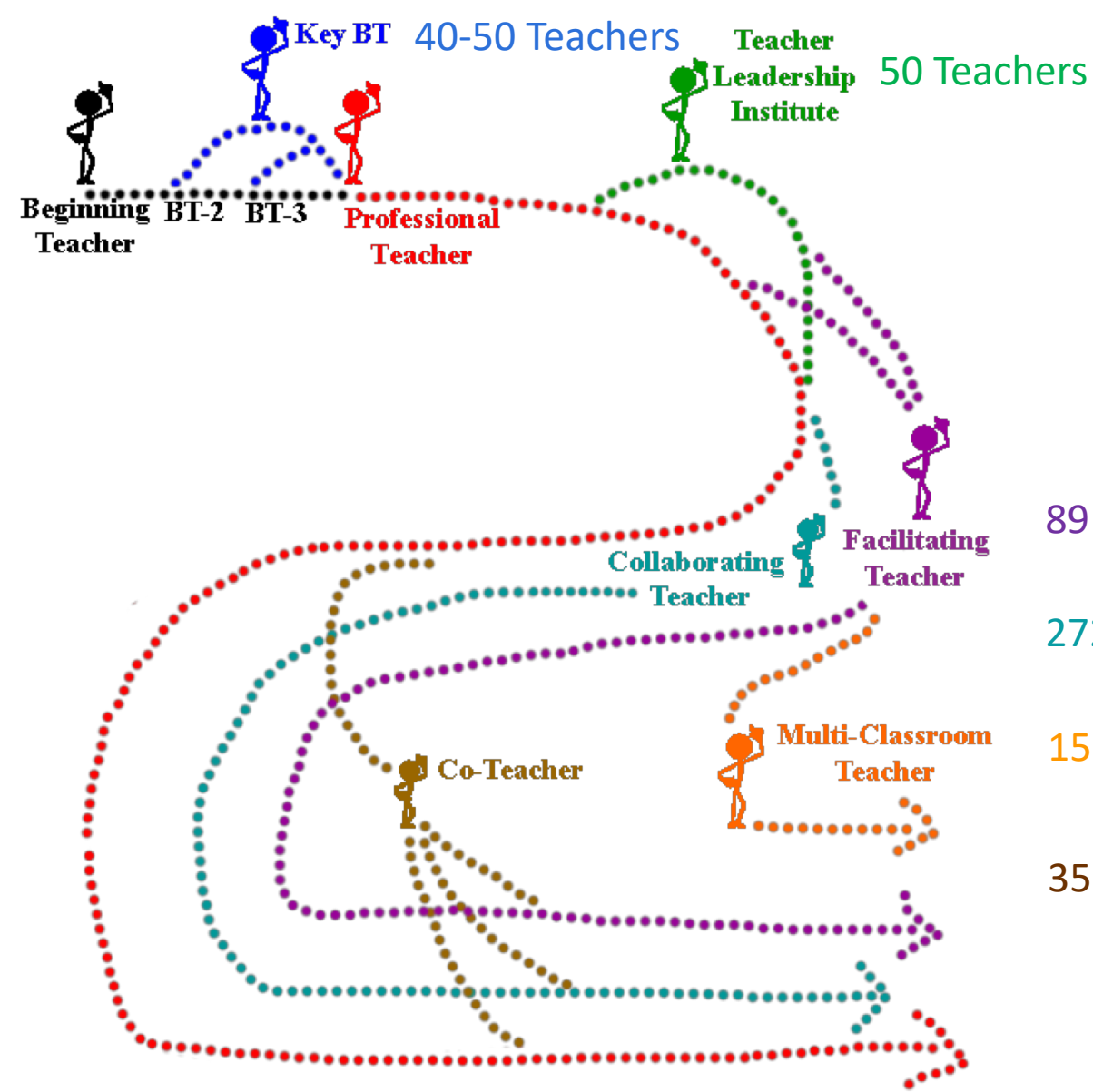
Key BT



Teacher Leadership Institute



Career Pathways



89 Facilitating Teachers

272 Collaborating Teachers

15 Multi-Classroom Teachers

35 Co-Teachers



R3 Framework & Career Pathways

What's working well

- Teacher's have choice – multiple ways to lead while teaching
- Significant Impact - 411 teachers & all their students
- Rewards Teacher Leaders as they collaborate to impact an instructional problem of practice to improve student learning
- Retention



R3 Framework & Career Pathways

Room for Improvement

- As TLs grow, our School Leaders need to lead differently
- Working to identify, data points to determine the level of program impact on student achievement
- Providing time within the school day to allow for collaboration
- Clarifying expectations with all stakeholders



R3 Framework & Career Pathways

Scaling the initiative

- Start slow to go fast
- Be focused and start by build a pipeline to increase capacity
- It takes time to build teacher capacity to lead other teachers
- Use regional partnerships to build critical mass



R3 Framework & Career Pathways

Needs from the State

- Increase the state's investment in teacher leadership
- Allow funding flexibility to find reoccurring funding streams
- Provide time to collaborate with other districts
- Support regional groups, esp from rural, high-need districts
(proximity is key)
- Continue class size waiver
- Calendar flexibility to train teacher leaders during the year
- Funds to fully evaluate the pilot programs



...we could transform schools...



Beth Ulffers, K-2 Music Teacher,
Wintergreen Primary School