

## **North Carolina Education Cabinet Action Plan for Improving Teacher Recruitment and Retention**

Research has shown that the classroom teacher is the single most important school-based factor in improving student achievement. However, for many years, multiple LEAs in North Carolina have struggled with recruiting and retaining high quality educators for our public school classrooms. Governor Cooper has charged the Education Cabinet with working collectively to improve teacher recruitment and retention across the state. In response to that charge, the Education Cabinet is developing a plan to assist LEAs and local institutions of higher education with creating targeted teacher preparation partnerships. These partnerships build on the existing work and some new initiatives of the Department of Public Instruction, the NC Community College System, the UNC System, NC Independent Colleges and Universities, and the Department of Commerce, and will help LEAs in recruiting, preparing, and supporting teachers from within their own communities.

Two recent examples of teacher preparation partnerships are in Charlotte-Mecklenburg Schools (CMS) and Johnston County Public Schools (JCPS).

- CMS, in partnership with UNC-Charlotte, launched in 2017 the state's first teacher early college high school. Building on North Carolina's strong foundation of dual enrollment, students in UNCC's teacher early college high school simultaneously take core high school courses taught by high school teachers and postsecondary core courses and educator preparation courses taught by UNCC instructors. The goal is for the students to earn their high school diploma and up to two years of college credit towards their education degree within four years. Students, if accepted, can continue on at UNCC after graduation to complete their bachelor's degree.
- JCPS, in partnership with Johnston Community College (JCC) and the NC State University College of Education, is developing a dual enrollment pathway where students in high school will start a series of educator preparation courses that will count towards credit at JCC and the NCSU College of Education. Students will have the option to complete an AA degree at JCC and then complete their bachelor's degree from the NCSU College of Education.

The Cabinet's work in developing these partnerships will focus on three key areas: developing a framework for teacher preparation partnerships between high schools, their local community colleges, and/or a local college/university school of education; enhancing state-level policy supports around dual enrollment and course credit transfer; and providing resources for teacher induction support.

The partnerships that the Cabinet will help to develop will include the following required components:

- Include dual enrollment high school courses and community college and/or four-year college/university courses;
- Include an option for students to complete their bachelor's degree in their home communities;

- Include a certified career pathway<sup>1</sup> focused on teachers, that will include degree paths for both high school and college students and for mid-career professionals interested in becoming preK-12 teachers; and
- Ensure the timely completion of a student’s bachelor’s degree with as little debt as possible.

Below is the Education Cabinet’s action plan for developing teacher preparation partnerships.

<b>Action</b>	<b>Responsible Education Cabinet Agencies</b>	<b>Target Date for Completion of Action Item</b>
Develop framework to guide the development of local teacher preparation partnerships based on required components	Department of Public Instruction, NC Community College System, UNC System, Department of Commerce, NC Independent Colleges and Universities, Governor’s Office	January 2019
Develop framework for certified career pathways for teachers that will include degree paths for both high school and college students and for mid-career professionals looking to enter teaching	Department of Commerce, Department of Public Instruction, NC Community College System, UNC System, NC Independent Colleges and Universities, Governor’s Office	January 2019
Develop Career and College Promise (CCP) pathway for education	Department of Public Instruction, NC Community College System, UNC System, NC Independent Colleges and Universities, Governor’s Office	January 2019
Develop an articulated Associates in Arts in Education degree	NC Community College System, UNC System, NC Independent Colleges and Universities, Governor’s Office	May 2019

<sup>1</sup> Certified career pathways are integrated, seamless systems of education and workforce development programs and resources which focus on matching worker preparation to employer needs in high-demand occupations. NC Works manages the certification process for NC’s certified career pathways.

Implement Future Teachers of North Carolina program in 20 high schools around the state	Department of Public Instruction, UNC System	August 2018
Continue expansion of UNC New Teacher Support Program, with emphasis on LEAs that have specific teacher recruitment and retention needs, like high numbers of low-performing schools or high teacher attrition rates	UNC System, Department of Public Instruction, Governor's Office	Ongoing

Education Cabinet staff will be developing work plans around each of these action items and will continue to refine and add to this action plan as other areas of need arise.