

NC NEW TEACHER SUPPORT PROGRAM

A University-based model of induction support



Program Development



To address challenges faced by beginning teachers in high needs schools, and meet the needs of the state, the University of North Carolina General Administration created the North Carolina New Teacher Support Program (NC NTSP) as part of its Race to the Top proposal.

Rationale:

- ¼ of the teacher workforce has less than 5 years of experience
- Beginning teachers are: 1) significantly less effective at raising student achievement; 2) more likely to exit the profession within their first 3 years; 3) more likely to work in high-needs schools
- 15% turnover rate among beginning teachers in NC
 - Costs nearly \$12,500 per teacher or \$84.5 million per year

The NC NTSP Mission



The NC NTSP seeks to *improve student achievement* by improving beginning *teacher effectiveness* & *teacher retention* with three core services.

Institutes	Regional PD	Instructional Coaching
Instructional boot camps Early Fall	Designed to meet district needs	Intensive, individualized
Designed to meet the needs of 1 st year teachers		Designed to meet teacher, school, and district needs

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2018-19 Partnership Delivery Model



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PEMBROKE

Appalachian
STATE UNIVERSITY

UNCW
UNIVERSITY of
NORTH CAROLINA
WILMINGTON

East Carolina
UNIVERSITY

THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL

THE UNIVERSITY of NORTH CAROLINA
GREENSBORO

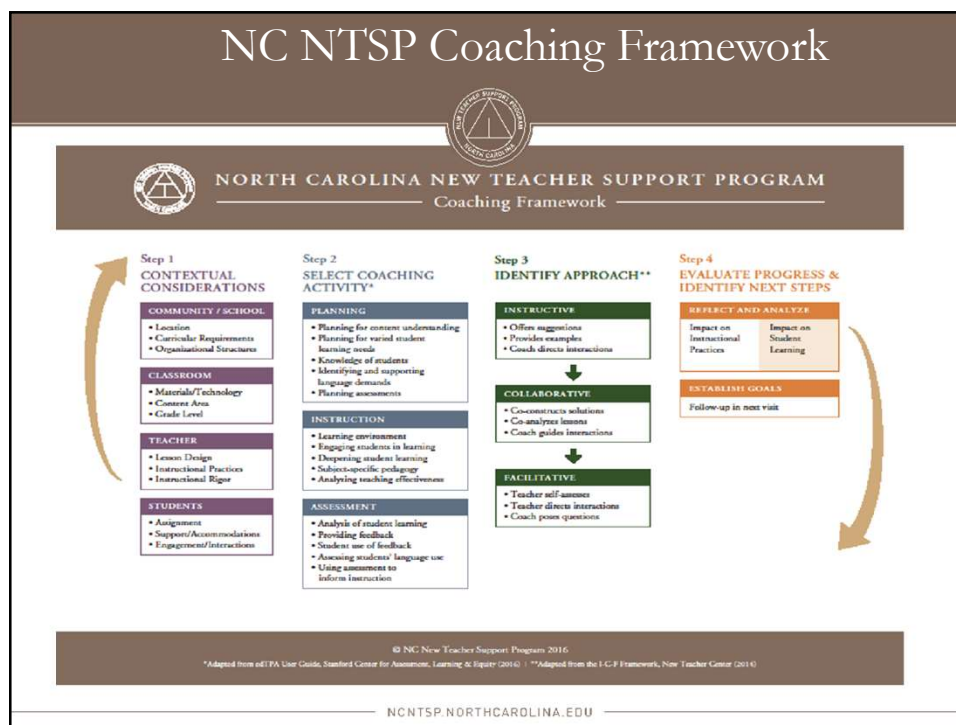
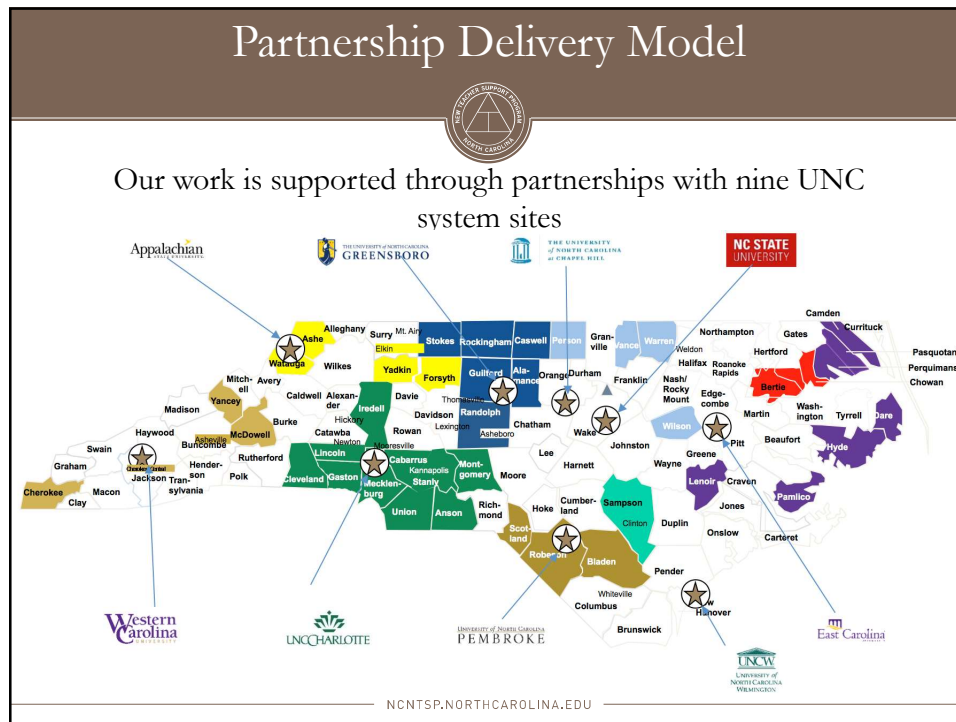
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2017-18 Statewide Service Data



- **32,805** Total Coaching Interactions
- **1.4 million** minutes of Instructional Feedback
- **31.8** Coaching Interactions per teacher
- **Over 22** hours of intensive Instructional Support per teacher

What We've Accomplished



- Teachers served by the NC NTSP in their second and third year performed significantly higher in all five areas of their NCEES evaluation than teachers not supported by NC NTSP.
- Lateral entry teachers served by the NC NTSP performed significantly higher in four of five areas of their NCEES evaluation than teachers not supported by NC NTSP.
- Teachers served by the NC NTSP in their second and third year significantly outperformed teachers not supported by NC NTSP in student achievement at elementary, middle, and high school levels (EVAAS).
- Middle grades lateral entry teachers served by the NC NTSP significantly outperformed teachers not supported by NC NTSP in student achievement (EVAAS).
- 93% of teachers served by the NC NTSP felt their Instructional Coach helped them with the *confidence, knowledge, and skills* in teaching, compared to district/school support (84%).

Questions



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