



EDUCATOR PREPARATION ADVISORY GROUP

Update to North Carolina's B3 Interagency Council

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BACKGROUND

Background

In 2018, the UNC System Office released a report, *Leading on Literacy*, to **examine teacher preparation programs within UNC institutions.**

Impetus for the review

- Stagnant achievement & persistent achievement gaps in NC public schools
- Impact of highly-effective teachers upon students' academic and lifetime success
- Significance of the UNC system as the single largest route to teaching in NC

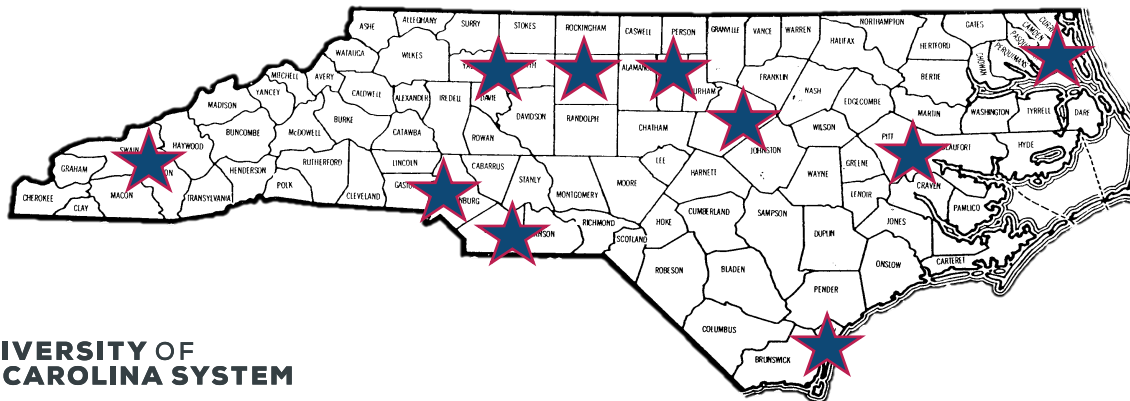
Findings from the report

- Opportunities for improvement in teacher preparation, particularly in effective reading instruction
- Several ways that the UNC System Office could better support EPP leaders and faculty

One of the UNC System's first actions, recommended in the report, was to convene the **Educator Preparation Advisory Group**, with the mission to support and accelerate improvement of teacher preparation in North Carolina.

Educator Preparation Advisory Group

- The Educator Preparation Advisory Group is co-chaired by:
 - **Ann Clark**, former superintendent of Charlotte-Mecklenburg Schools
 - **Dr. Anthony Graham**, provost at Winston-Salem State University
 - **Dr. Kim Winter**, dean at Western Carolina University
- Membership represents P12 schools and higher education:
 - **6 deans and faculty** from UNC System educator preparation programs;
 - **6 public school representatives** including state leaders, superintendents, Board members, teachers, and principals; and
 - **5 local and national partners** from philanthropic and policy organizations.





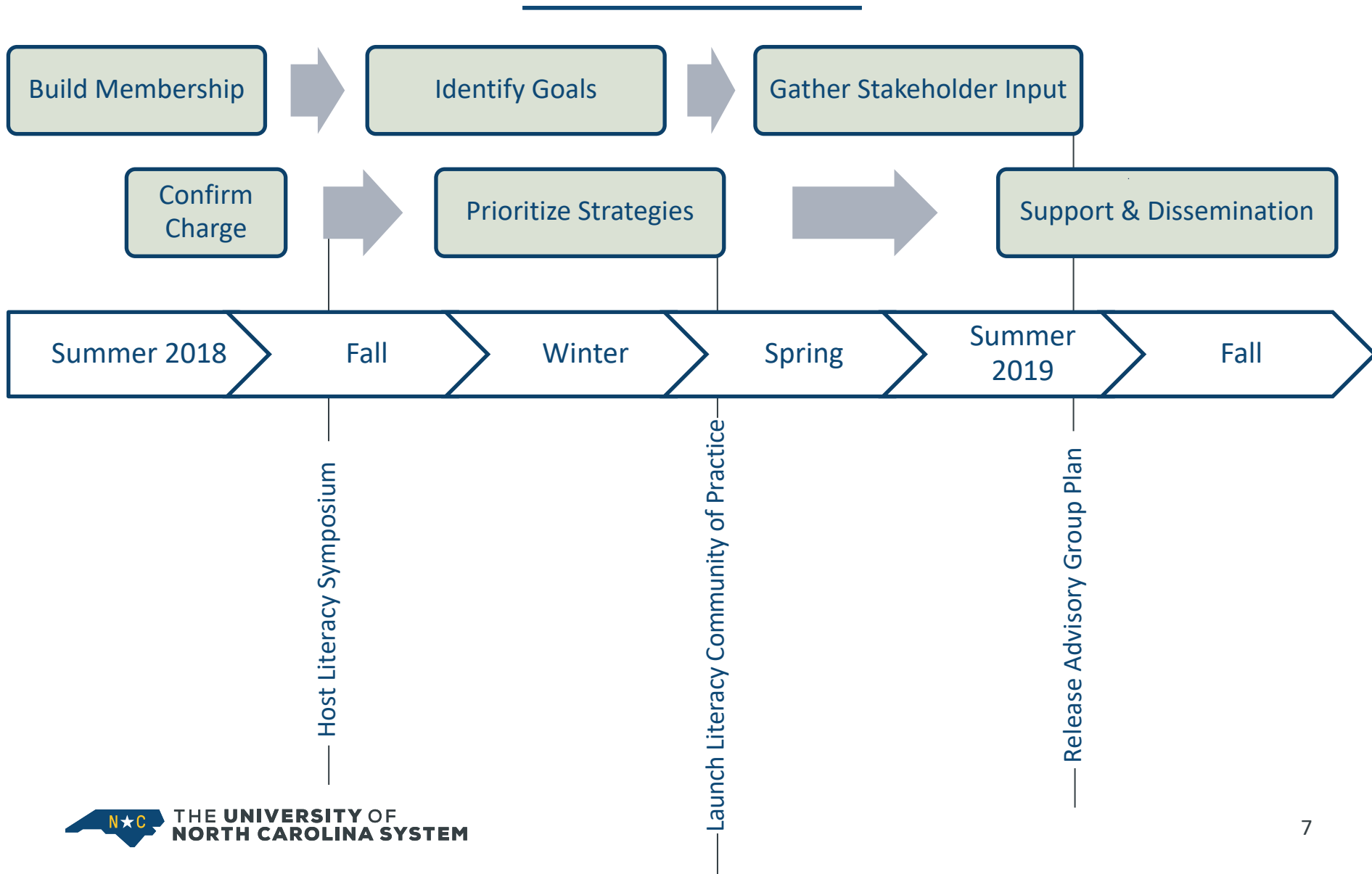
ADVISORY GROUP CHARGE & PROCESS

Advisory Group Charge

The Advisory Group's charge includes:

- **Developing concrete, measurable goals** for teacher preparation across the UNC System;
- **Prioritizing strategies to accelerate improvement** in teacher preparation across the UNC System, beginning with recommendations from the *Leading on Literacy* report; and
- **Defining oversight and dissemination roles** for the advisory group and the System Office to monitor and share information about programs' progress toward those goals.

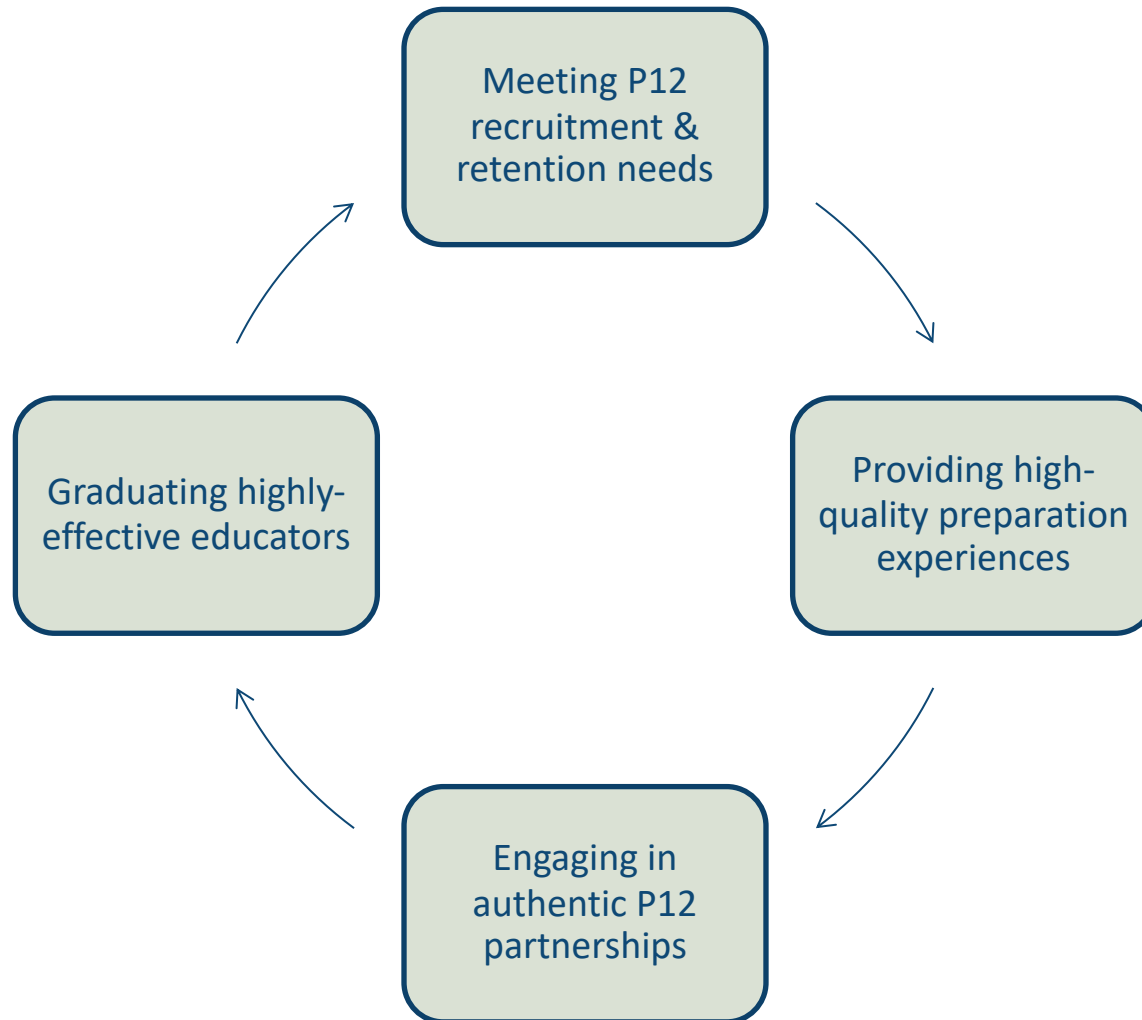
Advisory Group Process





GOALS, STRATEGIES & METRICS

Goals, Strategies & Metrics



UNC System Goals for Teacher Preparation

Meeting P12 recruitment & retention needs

- Recruit, select, and support a highly-qualified pool of teacher candidates and beginning teachers that closely reflects the demographics of the public school student population.

Providing high-quality preparation experiences

- Ensure candidates attain essential pedagogical content knowledge and accomplish mastery of their content area, especially in evidence-based reading practices for all students, including students with learning differences and those from diverse gender, racial, ethnic, economic, geographic, and linguistic backgrounds.
- Structure candidates' coursework and clinical opportunities to enable them to see key practices and routines modeled, followed by rehearsal and practice with feedback in a variety of classroom settings.

Engaging in authentic P12 partnerships

- Assess, build, and strengthen strategic partnerships between each UNC System Educator Preparation Program and its public school partners to ensure relevancy, continuous improvement, and preparation of high-quality teacher candidates.

Graduating highly-effective educators

- Contribute to the state's critical teacher workforce needs by preparing high quality teachers to successfully serve students from diverse gender, racial, ethnic, economic, geographic, and linguistic backgrounds, with a particular emphasis on hard-to-staff subject areas and low-performing schools.

Strategies to Accelerate Improvement

Meeting P12 recruitment & retention needs

- Help EPPs within the UNC System identify successful recruitment, induction support, and retention strategies for teacher candidates.

Providing high-quality preparation experiences

- Prepare graduates who understand and can use evidence-based instructional practices in literacy, particularly including direct instruction strategies across all content areas, that are effective with a variety of learners.

Engaging in authentic P12 partnerships

- Make early, deliberate, and scaffolded clinical experiences more consistent across the UNC System, so that candidates' coursework and field work are closely aligned.

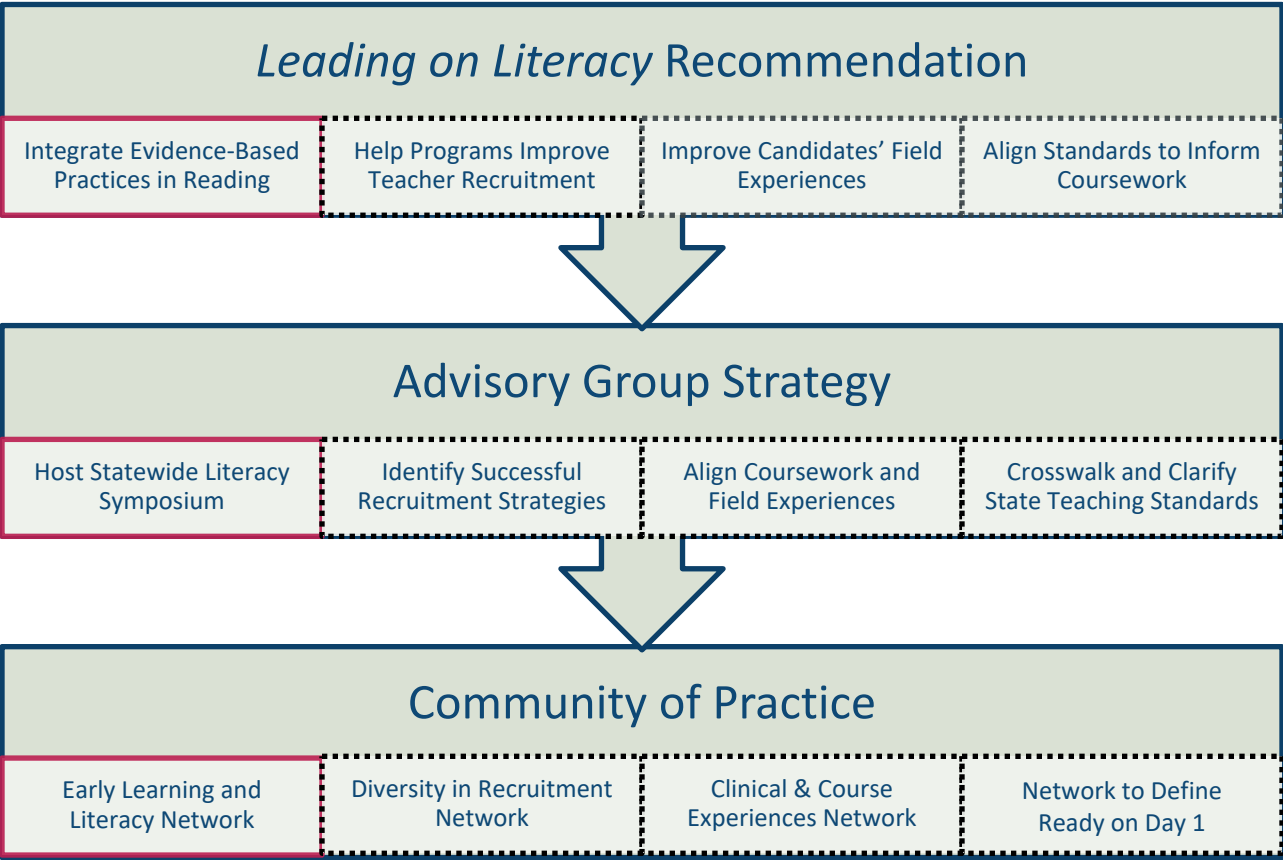
Graduating highly-effective educators

- Assist EPPs within the UNC System in identifying essential practices that all teachers need to be ready on day one, in alignment with the North Carolina Standard Course of Study and professional standards for teaching.



TAKING ACTION

Taking Action



Early Learning & Literacy Network

- Builds on the Advisory Group's priority to **increase evidence-based reading practices** in teacher preparation
- Comprised of five university-based educator preparation programs:
 - **UNC-Charlotte's** Cato College of Education
 - Elon University's School of Education
 - **UNC-Pembroke's** School of Education
 - **Western Carolina University's** College of Education and Allied Professions
 - **Winston-Salem State University's** Department of Education

Supporting partners:



Early Learning & Literacy Network

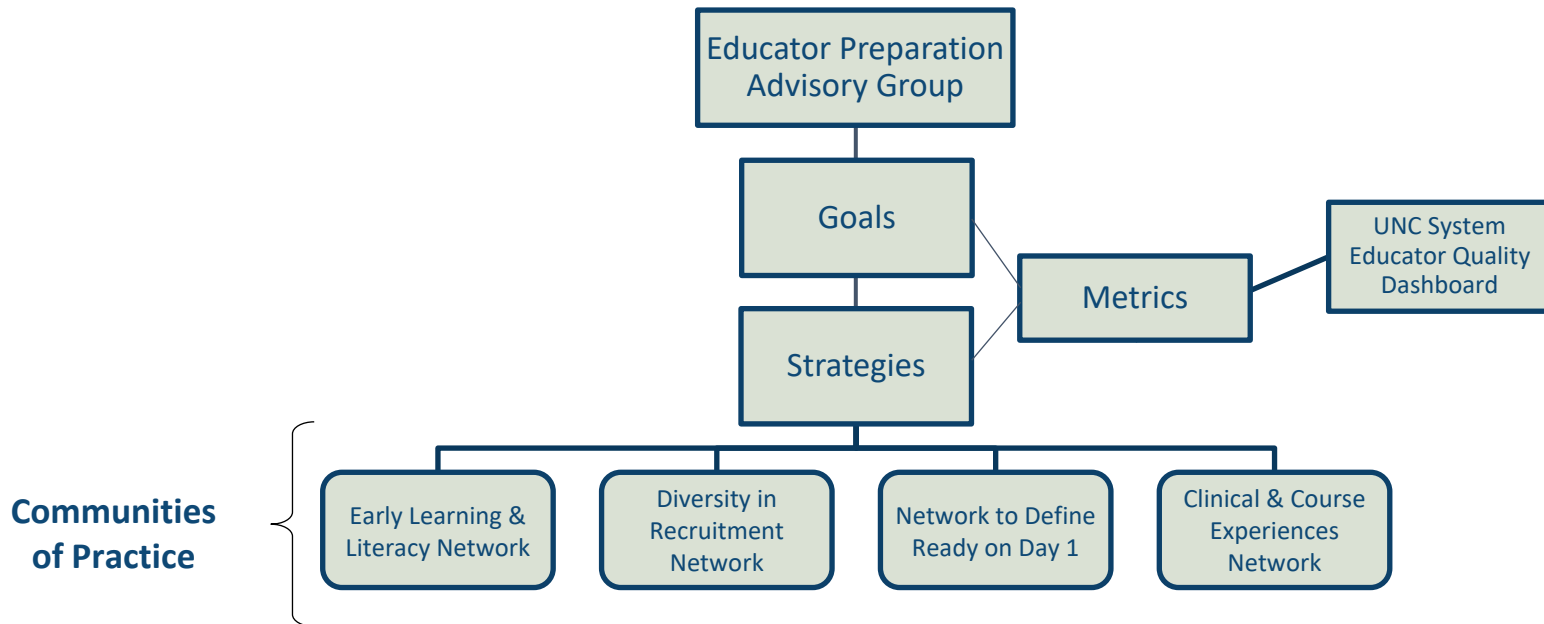
The Charge:

- Engage with the latest research on evidence-based practices in early learning and literacy
- Identify and make a plan to implement changes to make the teaching of reading stronger in each educator preparation program
- Share recommendations and lessons learned with the UNC System; and across the state & nation



Next Steps

Over the next several months, the UNC System Office will work with the Educator Preparation Advisory Group to support and launch 3 additional Communities of Practice, to catalyze action on the group's other priorities.



Implications for the B3 Council

- Continuing to **prioritize educator quality** as the most impactful in-school factor for student success
 - Recruitment
 - Preparation
 - Support
- Articulating a position on the **science of reading**
 - All approaches are not created equal
- Supporting **aligned groups & task forces**
 - Early Learning & Literacy Network (policy recommendations forthcoming)
 - State Board of Education/DPI Literacy Task Force (emerging)

QUESTIONS?



THANK YOU

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