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Community Conversation



North Carolina's Teacher Pipeline Crisis

Welcome

Adam Rhew

Director, Public Policy & Communications

MeckEd

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Northeastern University
Charlotte

Welcome

Dr. Cheryl Richards

Northeastern University Charlotte



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Charlotte



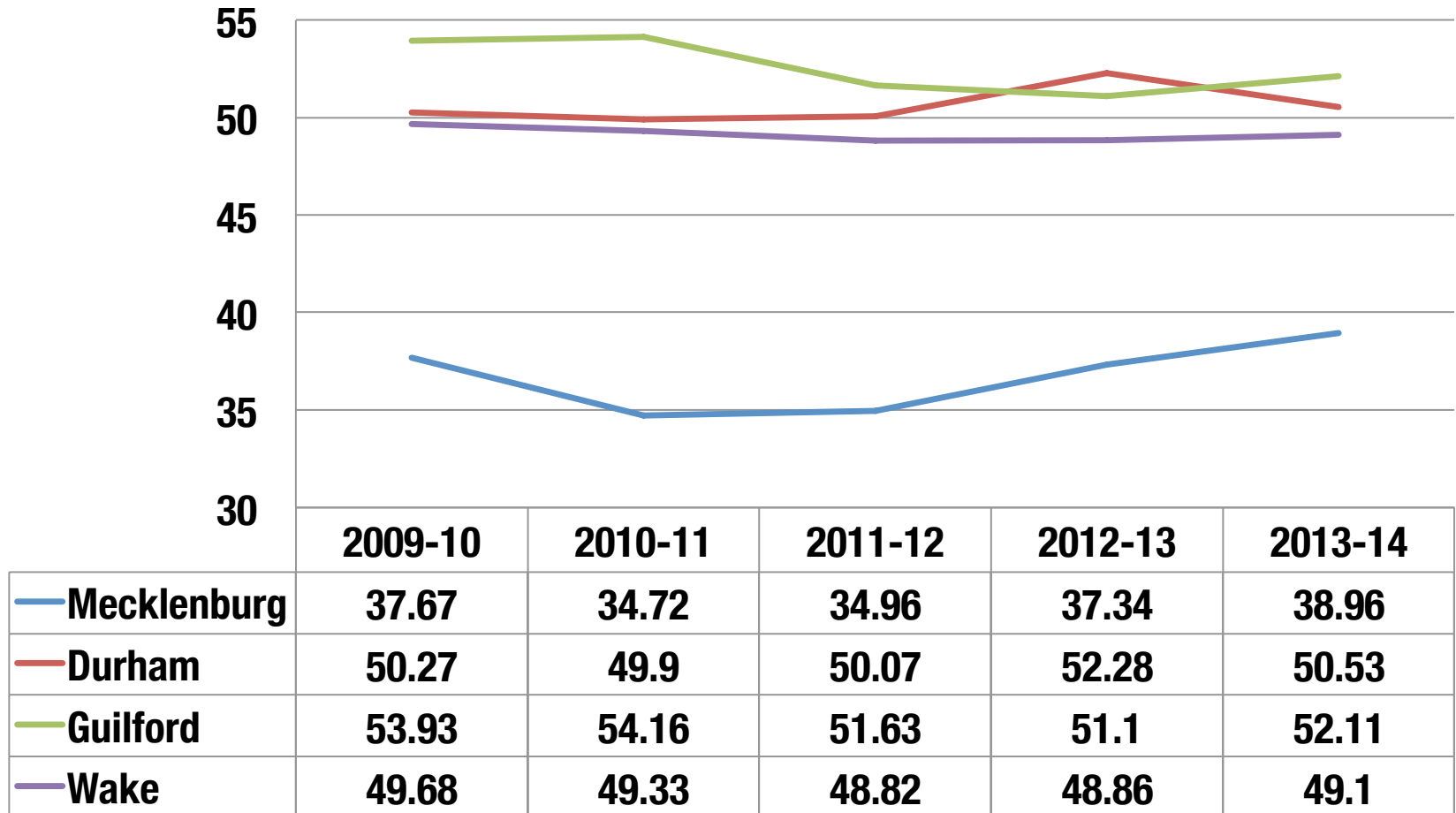
North Carolina's Teacher Pipeline

Remarks

Dr. Bill Anderson
Executive Director
MeckEd

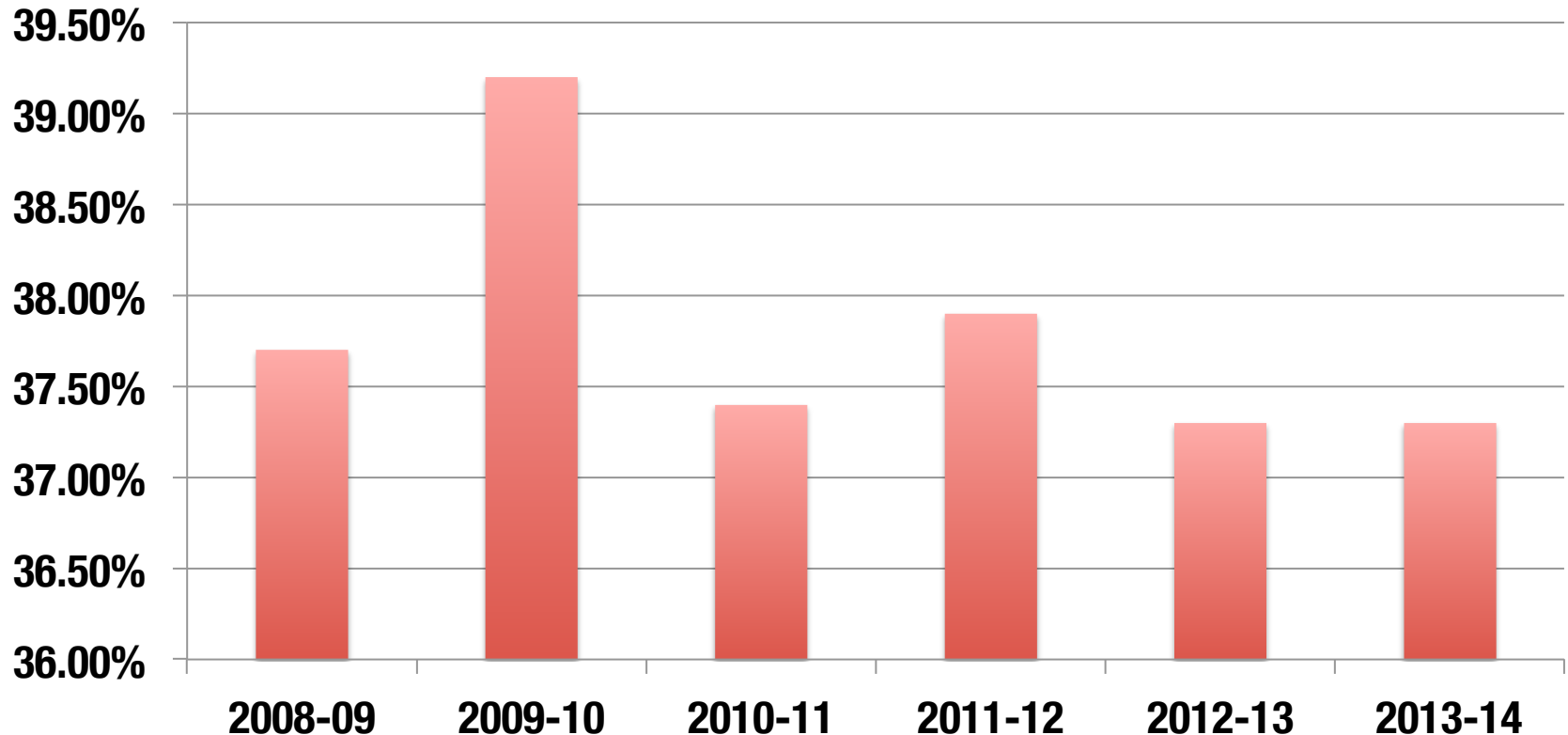
County Funding for Public Education

Percent of County Property Tax Revenues Dedicated to Public Schools



State Funding for Public Education

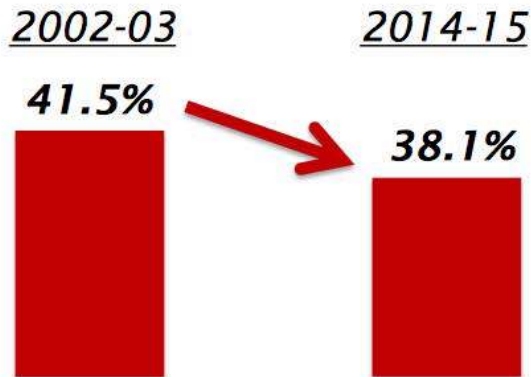
Percent of NC Budget Devoted to K-12 Education



State and County Allocations

Impact of declining state and county allocations for K-12 education

K-12 education as a % of total state budget



If % of state budget for K-12 education remained at 41.5% =

+\$701 million this year

*K-12 operating allocation as a % of county revenues
(excludes capital)*



If % of county revenues for K-12 operating allocation remained at 37.1% =

+\$33 million this year

Rising Employee Benefits Costs

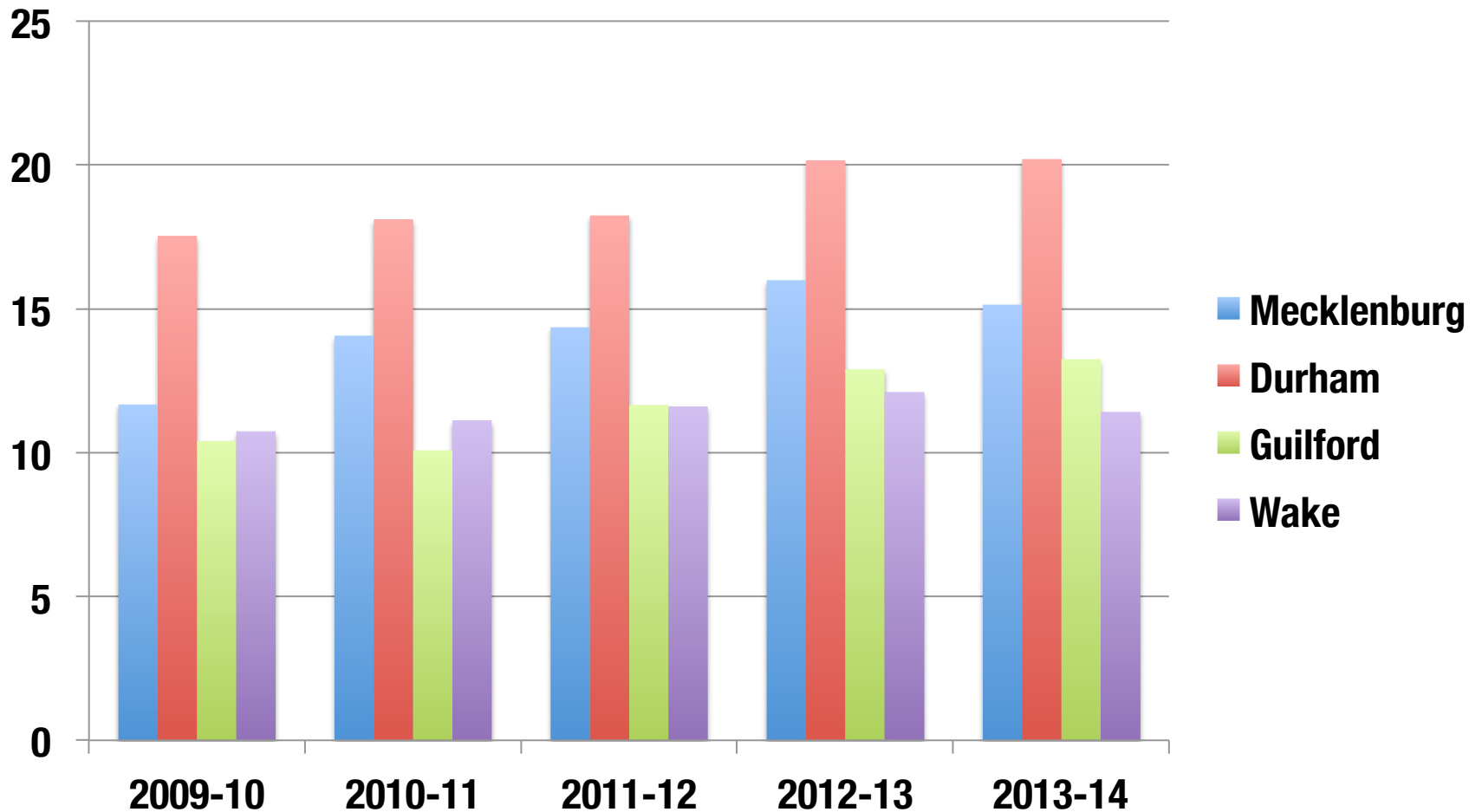
An example: How benefits costs have affected employee salaries since 2008

Not adjusted for inflation or increases in deductibles, coinsurance, housing, food, gas and other living expenses

July 2008	Sample employee salary	\$ 35,000
July 2009	2009-10 Increase in health benefit cost*	\$ (523)
July 2010	2010-11 Increase in health benefit cost*	\$ (569)
July 2011	2011-12 Increase in health benefit cost*	\$ (628)
July 2012	2012-13 Salary increase – 3% state/local	\$ 1,050
	2012-13 Increase in health benefit cost*	\$ (401)
January 2014	2013-14 Increase in health benefit cost*	\$ (765)
July 2014	2014-15 Salary Increase - state	\$ 500
	Sample employee net salary	\$ 33,664
	Net decrease in salary since 2008	\$ (1,336)
	% decrease in salary since 2008	(3.8%)

* Fixed amount per employee; not salary dependent; assumes family coverage

Percent of Teacher Turnover



Remarks

Keith Poston

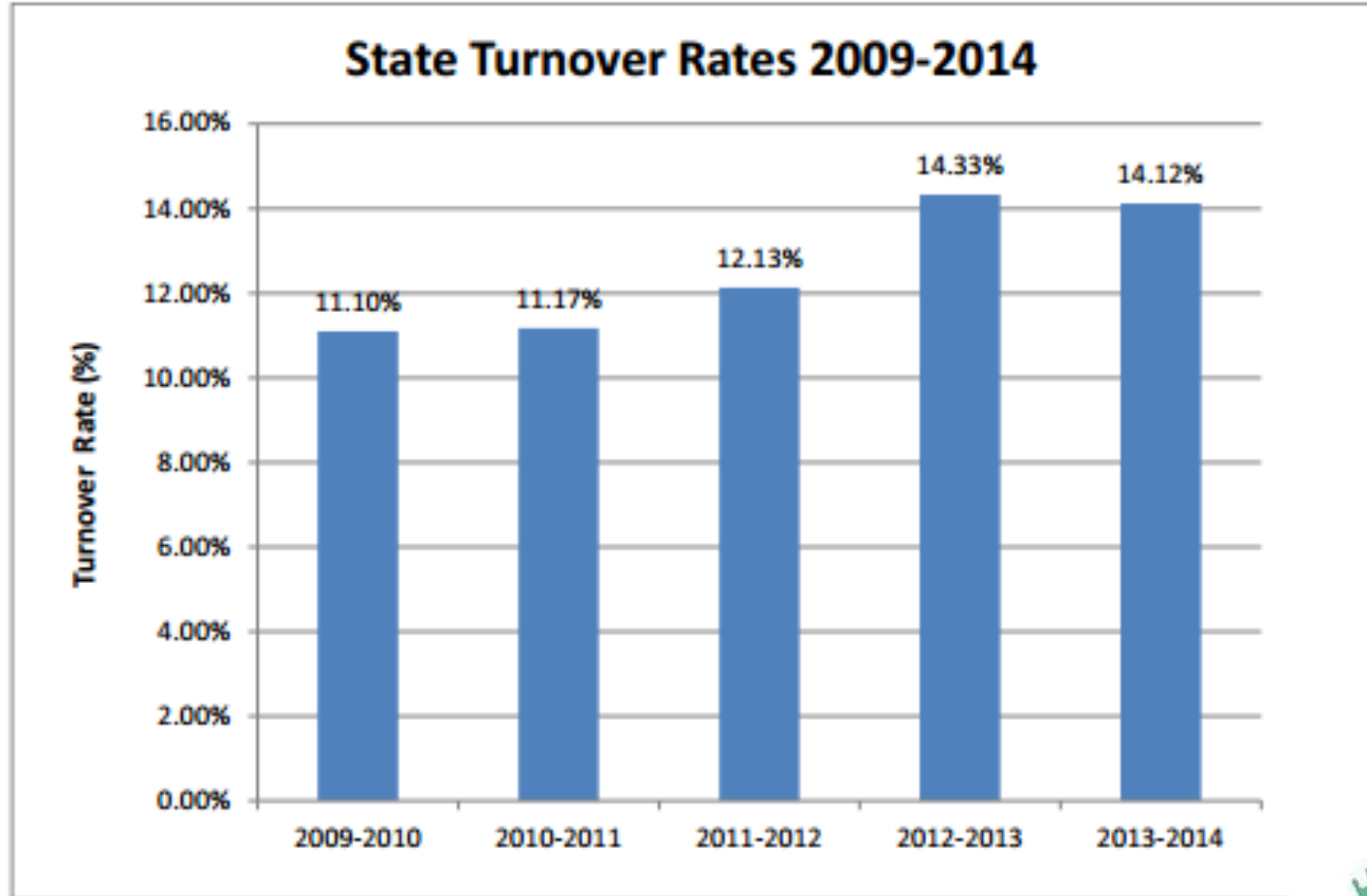
President and Executive Director

Public School Forum of North Carolina

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Teacher Turnover in North Carolina



Teacher Turnover Data (2013)

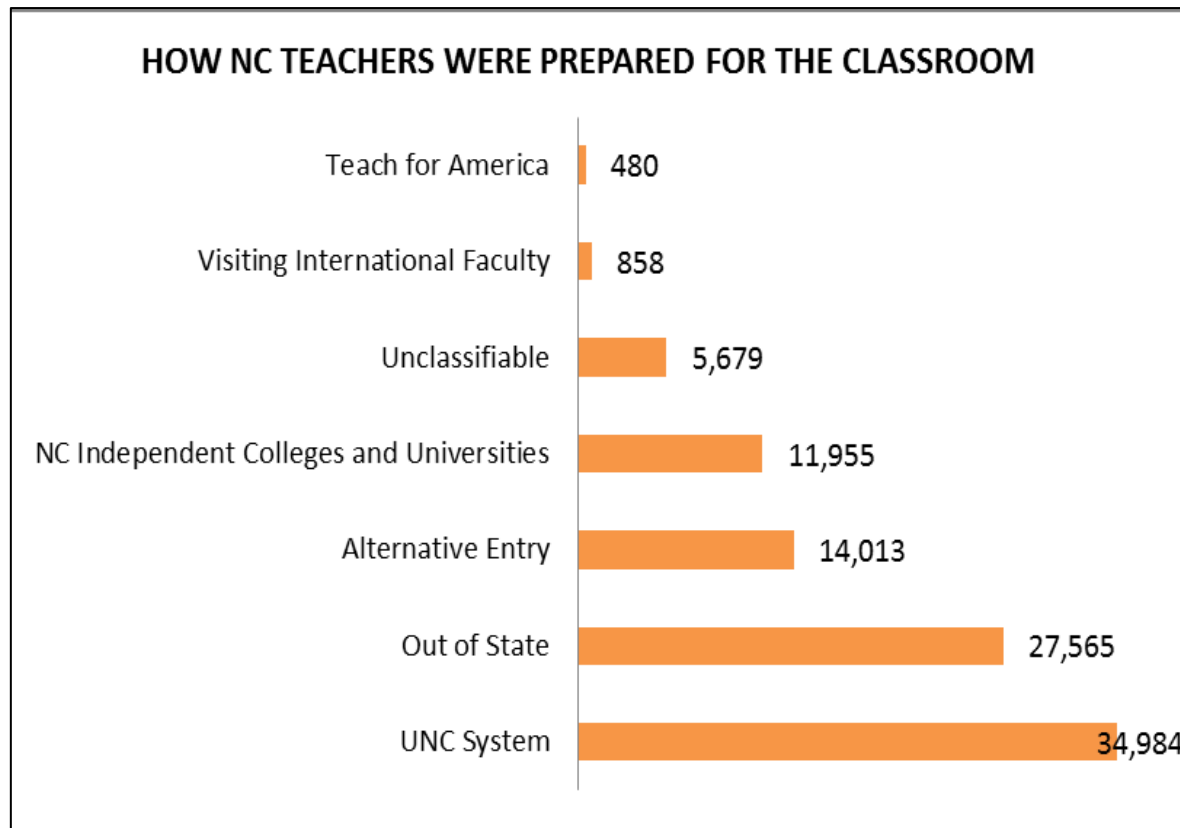
	Total Teachers Employed	Teacher Turnover (# of Teachers)	Teacher Turnover (%)
All teachers (statewide)	96,010	13,557	14.1%
All teachers (CMS)	8,586	1,300	15.1%
Beginning teachers (statewide)	15,552	3,143	20.2%
Tenured teachers (statewide)	59,764	5,107	8.6%
TFA teachers (statewide)	402	167	41.5%

Teacher Turnover – District Trends (09-14)

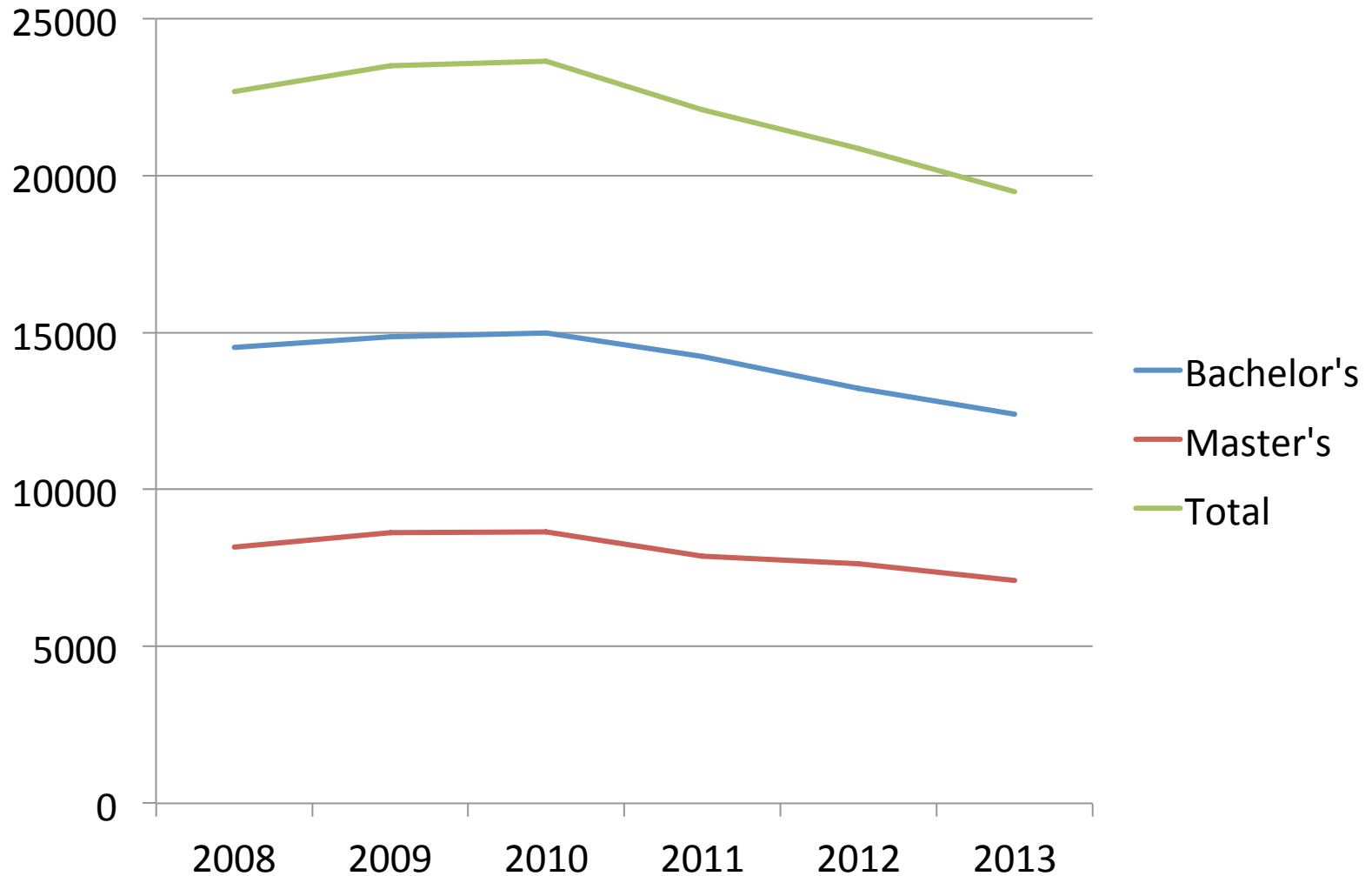
	Turnover 2009-10 (%)	Turnover 2010-11 (%)	Turnover 2011-12 (%)	Turnover 2012-13 (%)	Turnover 2013-14 (%)
Anson	14.5	15.1	16.1	18.0	20.4
Cabarrus	7.6	9.3	10.5	13	13.3
CMS	11.7	14.1	14.4	16.0	15.1
Durham	17.5	18.1	18.3	20.2	20.2
Edgecombe	16	15.6	17.9	22.1	26.1
Washington	17.9	15.3	28	27.9	34.4
Weldon City	12.3	14.8	28.4	26.2	32.9

Who's Preparing NC Teachers?

The majority of North Carolina teachers were prepared through the UNC system or out of state



UNC System Enrollment in Teaching Programs



Source: University of North Carolina

Enrollment in Bachelor's Degree Education Programs



-23%



-36%



-7%



-23%

Percent change in enrollment, 2008 to 2013
Source: University of North Carolina

NC's Narrowing Teacher Pipeline

CHANGE IN EDUCATION DEGREE ENROLLMENT (2010-13)

UNC SYSTEM PROGRAM	ENROLLMENT CHANGE (# OF STUDENTS)	ENROLLMENT CHANGE (%)
Appalachian State	-641	-16.9%
East Carolina	-328	-9.6%
Elizabeth City State	-241	-36.8%
Fayetteville State	-218	-28.5%
N.C. A&T	-201	-15.9%
N.C. State	-376	-20.7%
UNC-Asheville	-39	-39.8%
UNC-Chapel Hill	-164	-29.1%
UNC-Charlotte	-403	-12.8%)
UNC-Greensboro	-481	-20.1%
UNC-Pembroke	-443	-29.0%
UNC-Wilmington	-31	-3.4%
Western Carolina	-330	-17.0%
Winston-Salem State	-237	-39.4%

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Source: Browder, C. (2014, August 15). "Fewer NC students seeking teaching degrees." WRAL.com.

Most Difficult Licensure Areas to Staff

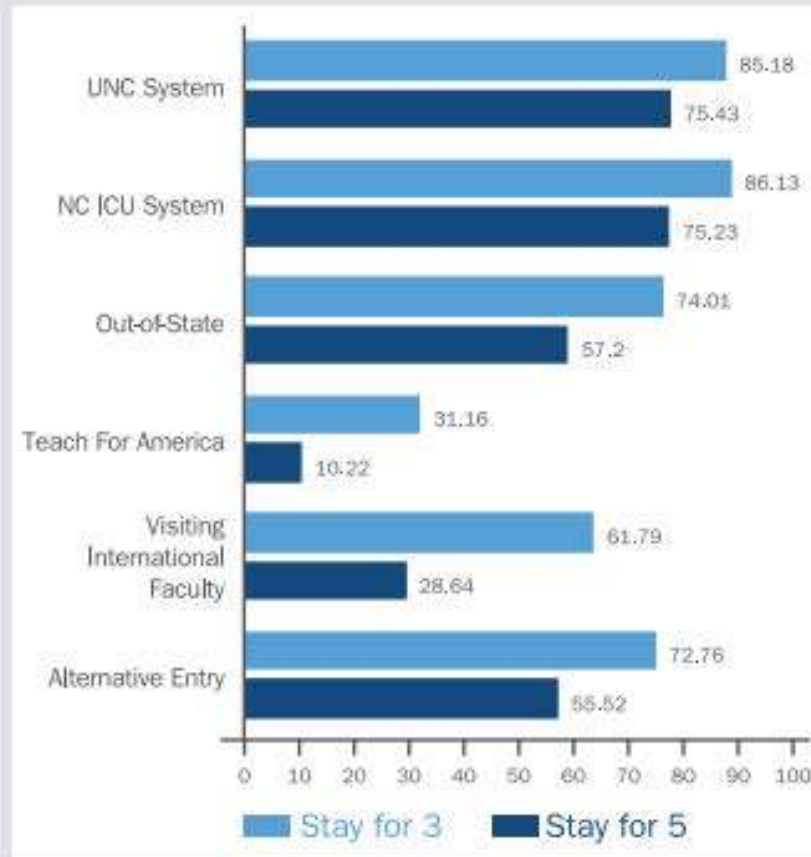
License Area	# Identifying (out of 115 LEAs)	
	2011-12	2012-13
9-12 Mathematics	93	52
Special Education (General)	78	54
9-12 Science	74	65
6-9 Mathematics	54	37
6-9 Science	51	40
Special Education (Adapted)	40	39

Sources: DPI, 2011-12 and 2012-13 Teacher Turnover Reports

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NC's Leaky Teacher Pipeline

Figure 3: Teacher Persistence in North Carolina Public Schools



NOTE: For four cohorts of first-time teachers (2005-06, 2006-07, 2007-08, and 2008-09) this figure depicts the percentage of teachers who return for a 3rd and 5th year of teaching in North Carolina public schools.

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Source: Bastian, K. C. & Patterson, K. M. *Teacher Preparation and Performance in North Carolina Public Schools*. Education Policy Initiative at Carolina, 2014.

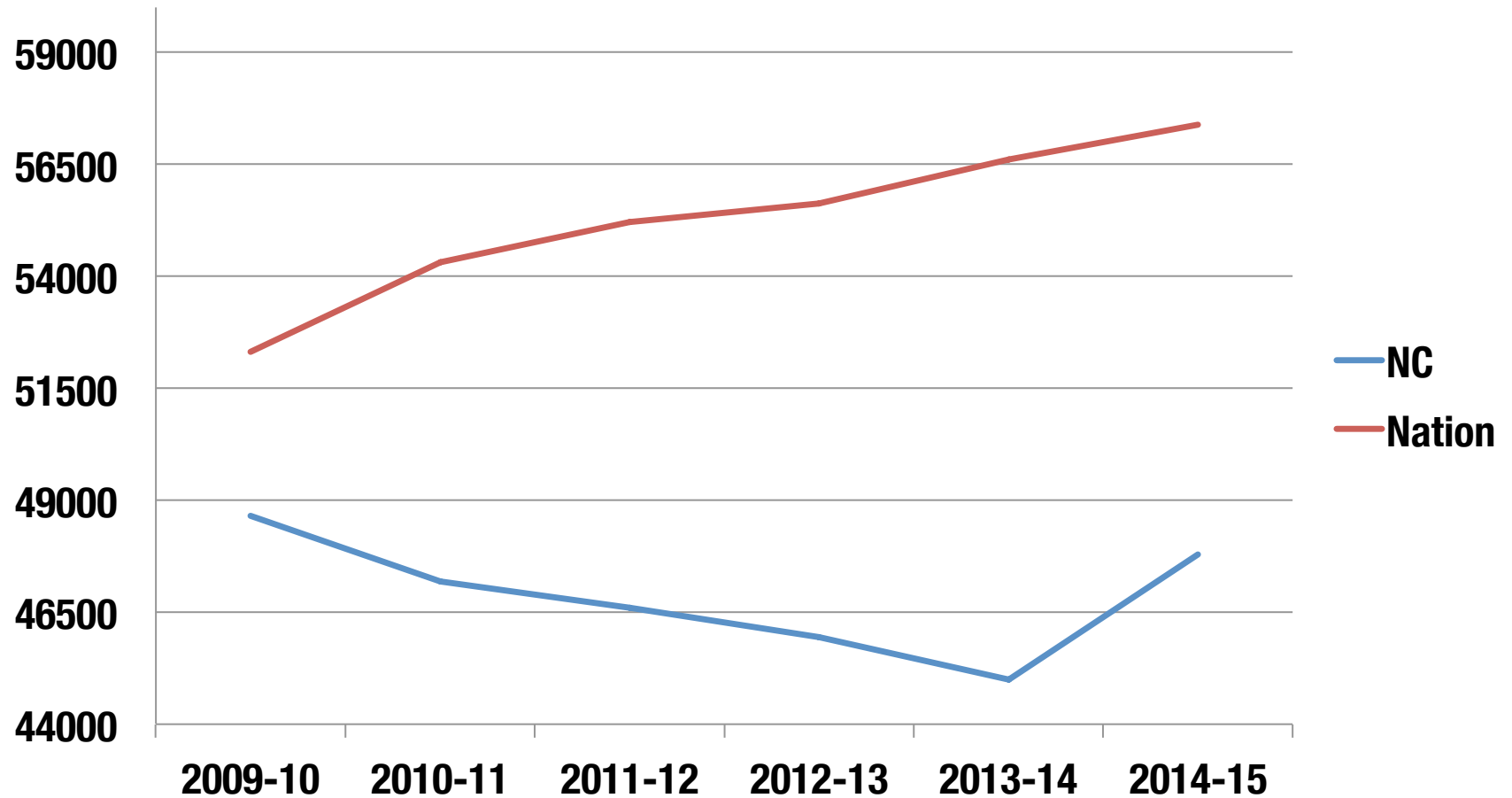
Teacher Salary Trends

Rank	State	Change in avg. salary, 1999-2013
1	Wyoming	+24.2%
5	Louisiana	+13.6%
	D.C.	+10.2%
6	Maryland	+ 8.4%
23	Kentucky	+ 1.2%
	US AVERAGE	- 1.3%
34	Tennessee	- 2.7%
35	South Carolina	- 2.8%
36	West Virginia	- 3.0%
38	Mississippi	- 3.5%
43	Georgia	- 5.7%
44	Virginia	- 5.8%
46	Florida	- 6.5%
49	Indiana	- 10.0%
50	North Carolina	- 14.7%

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Average Teacher Salary

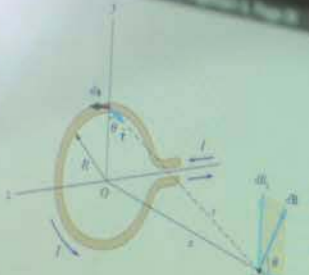


2014-15 Teacher Compensation

The
Numbers
Say It All



The average teacher salary in North Carolina is **lower** than in **any** of our neighboring states.



$$r = \sqrt{x^2 + R^2}$$

$$\sum dB_{\perp} = 0$$

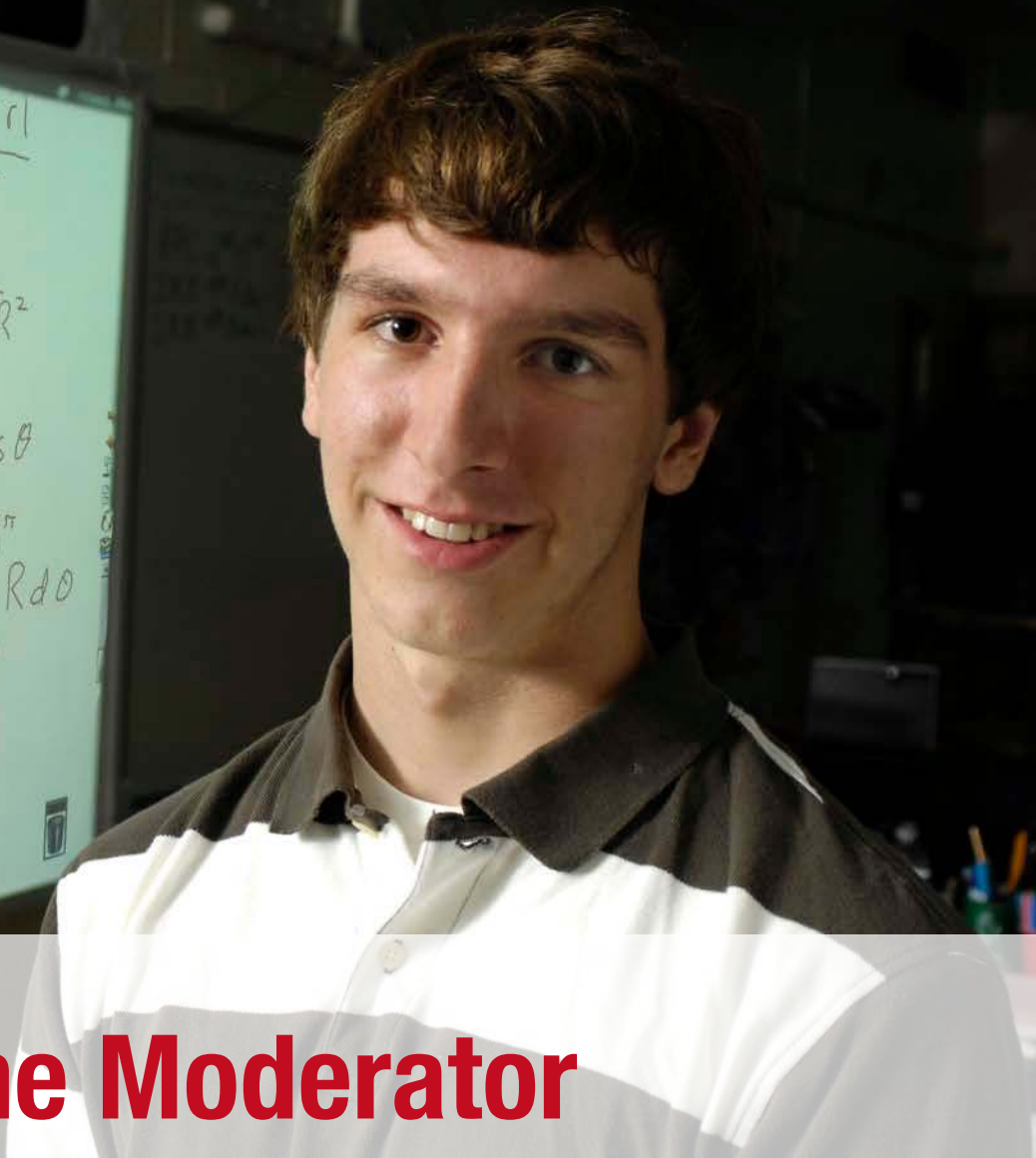
$$dB = \frac{\mu_0 I}{4\pi} \oint \frac{|\vec{ds} \times \vec{r}|}{r^2}$$

$$dB = \frac{\mu_0 I}{4\pi} \oint \frac{ds}{x^2 + R^2}$$

$$B_x = \oint dB_x = \oint dB \cos \theta$$

$$B_x = \frac{\mu_0 I R}{4\pi (x^2 + R^2)^{3/2}} \int_0^{2\pi} R d\theta$$

$$B_x = \frac{\mu_0 I R^2}{2(x^2 + R^2)^{3/2}}$$



Questions from the Moderator



Open Q&A

Call to Action

Dr. Bill Anderson, MeckEd

Keith Poston, Public School Forum

Conclusion

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