

# Regional Partnership Approaches to Teacher Recruitment & Retention

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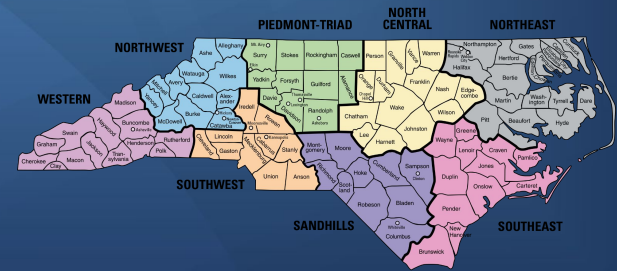
Somer Lewis, PDS Director, UNCW Watson College of Education

# What Works! Regional Partnership

Dr. Beth Metcalf, Southeast Regional Director and Team Lead



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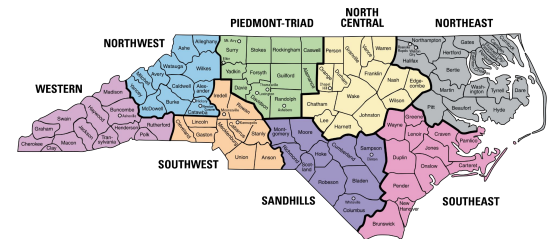
# What Works! Regional Partnership

What Works! started in March 2022 and is a southeast regional partnership between the NCDPI Southeast Regional Support Team and the UNCW Watson College of Education. The partnership began with multiple goals:

- Reignite the pre-Covid regional educational leadership partnerships and collaborations with regularly scheduled times to collaborate / communicate;
- Open communication with *all* regional partners to solve shared regional issues at predictable intervals;
- Gather feedback from superintendents and senior district leaders to serve their needs, and work to solve regional and state issues.



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# What Works! Is a Responsive Partnership

Information Exchange and Ongoing Collaboration

Communicating Potential Issues

Scaling Actionable Ideas

Sharing “What Works!” Across Educational Leadership Groups

## Partnership Topics to Date:

- Teacher/Educator Recruitment and Retention
- Science of Reading Implementation
- Grow Your Own Recruitment Initiatives
- Teacher Licensure Pathways
- Perception and Branding of Public Education
- Mental and Behavioral Health Needs of Students and Staff
- Portrait of a Graduate Development

# What Works! Recruitment and Retention Project

In the spring of 2023, What Works! southeast regional superintendents reviewed regional attrition data shared via the Annual Report on the State of the Teaching Profession. After discussing the implications of this data, the group decided to form a regional task force that would further examine attrition data and identify next steps to gather information from “stayers”.

The resulting group consisted of representatives from NCDPI, UNCW WCE, Clinton City, Sampson, Brunswick, Pamlico, Craven, Columbus, Pender, and Lenoir Counties. After convening in June 2023, the group decided to launch two teams worked simultaneously during the summer and fall of 2023.

# What Works! Recruitment and Retention Project

## *Data Review Workgroup*

Focus was to collect and review available data focused on teacher attrition and retention efforts. They were led by two main questions:

- Why do teachers stay in the southeast region?
- Is there a relationship between attrition and positive or negative school performance in the southeast region?

## *Survey Development Workgroup*

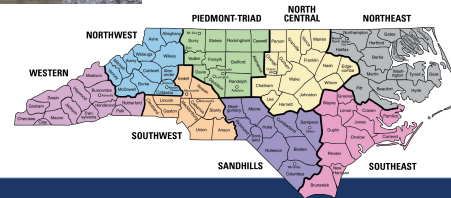
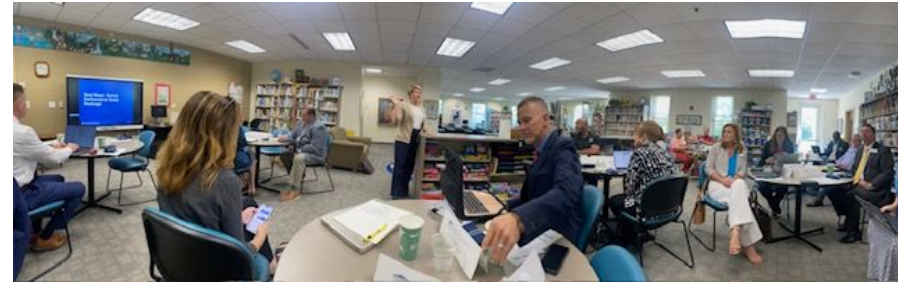
The group developed survey for certified personnel to seek further information.

The Regional Certified Personnel Survey launched during the final week of September 2023 and closed the first week of November 2023. Overall, the survey received 2,454 responses out of an estimated 5,000 total potential responses.

# What Works! Recruitment and Retention Project Findings and Continued Impact

- Reasons Reported for Staying at Current Site
- Reasons For Staying an a School District
- Top Incentives To Stay
- Most Immediate Items That Need To Be Addressed To Retain Certified Staff
- Top Reasons Reality Differs from Teaching Expectations





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# Beginning Teacher Retention and Support Partnerships

Somer Lewis, Director of PDS at UNCW Watson College of Education



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# UNCW PDS School-University Partnership

- 2014 & 2024 National Exemplary PDS Award Recipient
  - Shared commitment to teaching, learning, and leadership
  - Aligned to the 9 Essentials of the National Association of School-University Partnerships, formerly NAPDS
- Established Continuum of Professional Learning
  - Begins with future teachers and extends through collaborative supports for veteran teachers and school leaders
  - Intentional, flexible touchpoints for faculty, students and school partners



# Establishing an Ecosystem of Beginning Teacher Support

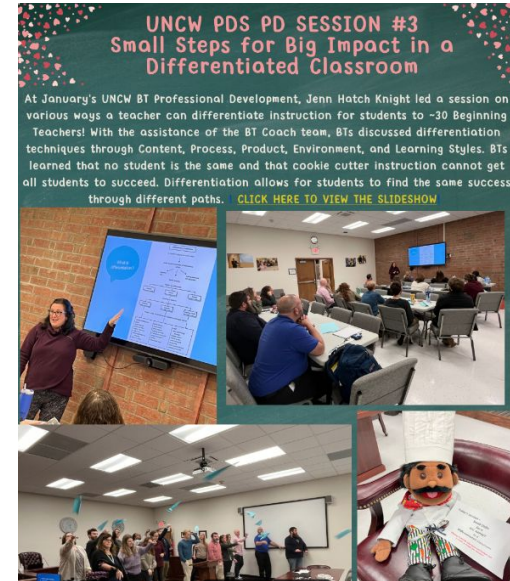
- **NC New Teacher Support Program**
  - University-based Induction Support - Regional IHE Partner since 2018
  - 1:1 Instructional Coaching, Professional Development, Statewide Institute
  - Currently supporting 81 beginning teachers in 2 districts; 266 teachers over 5 years
- **2024 Beginning Teacher Learning Labs**
  - Personalized and responsive to beginning teacher needs
  - Back to Basics: Focus on Planning, Instruction, Assessment (25 teachers; 6 Districts)
- **UNCW PDS Promise of Leadership Program**
  - Established 2011; 99 Beginning Teachers; 86.7% (Retention, Legacy Year 10th year)
  - Recognizing, Growing & Supporting Beginning Teacher Leaders
- **Educators of Color Network**
  - Established 2022; Focus on diversifying the educator pipeline; 191 members
  - Established 5 Local Affinity Group District Partnerships (\$2500/partner)
    - TA to Teacher Scholarships; Future Teacher Programming; Culturally Responsive Professional Learning Opportunities



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# On-Site District Collaboration & Support

- **Pender County Schools BT Coach Partnership**
  - Co-designed sustained, collaborative professional learning opportunities responsive to the needs of district beginning teachers
  - Team approach in partnership with Pender BT Coaches, 7 hybrid sessions; 25-45 attendees
  - Differentiated for BT 1s, 2s, 3, in 2024-2025
- **Onslow County Schools BT to Boards (Est. 2020)**
  - Co-designed Onslow Beginning Teacher to National Board Certified Teacher; 2-Year Cohorts (3 Years to Certification)
  - 43 teachers Cohorts 1 & 2; 13 Certified since start of BT2NBCT
  - Utilizing a gradual release model for district sustainability and ownership with ongoing connections to UNCW NB Coordinator in Cohort 3, if needed



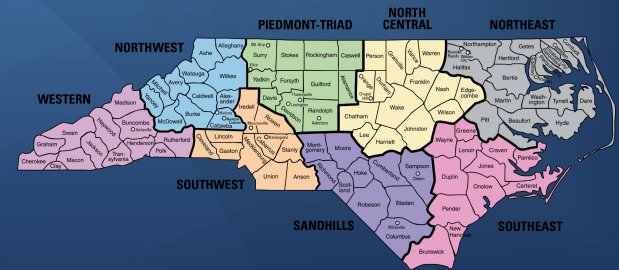
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# Southeast Regional Partnership Future Work

Dr. Beth Metcalf, Southeast Regional Director and Team Lead  
Somer Lewis, Director of PDS at UNCW Watson College of Education



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# What Now?

- Continuation of What Works!
  - Regularly scheduled times to collaborate, communicate, and problem-solve
  - Continue to open communication with all regional partners to solve shared regional issues at predictable intervals
  - Respond to the regional needs jointly to increase efficiency and effectiveness
- Watson Wellness: The Resilient Educator
  - \$50,000 Research Practice Partnership funded by NC New Teacher Support Program
  - Spring 2024 Pilot WCE Students; Fall 2024 Pilot Sampson County Beginning Teachers
  - Focus on building skills in resilience and well-being for current and future educators

# Teacher Leadership Council

Julie Pittman, Special Advisor to State Superintendent, Teacher Engagement



# Teacher Leadership Council: BT Workgroup

The BT Workgroup spend six months examining both strategies implemented by other states to retain and support beginning teachers and the existing support structures within North Carolina.

- Teachers who do not have proper mentoring and other supports leave teaching at two times the rate as those who do.
- Increased flexibility in mentor selection criteria (policy change).
- Enhanced mentor training and support.
- Limit mentor to mentee ratio.
- Legislative changes or grant opportunities to attract and support beginning teachers.

# Questions?