



# New Hanover County Schools

Educator Development Team

May 6, 2026

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# Meet Our Team

The NHCS Educator Development Team supports, develops, and connects teachers throughout their careers to respond to diverse needs and ensure a high quality education for all NHCS students.



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# Supporting, Developing, and Connecting



## Supporting

Beginning Teacher Support  
Advanced Teaching Roles Program  
Licensure / Renewals  
edTPA Support  
Alternative Licensure  
Internship Placements



## Developing

Professional Development  
Leadership Academy  
National Board Coordinator  
Beginner to Boards Program  
UNC Leads Principal Fellows  
Teacher Cadet  
Professional Learning Day  
NCEES for APs



## Connecting

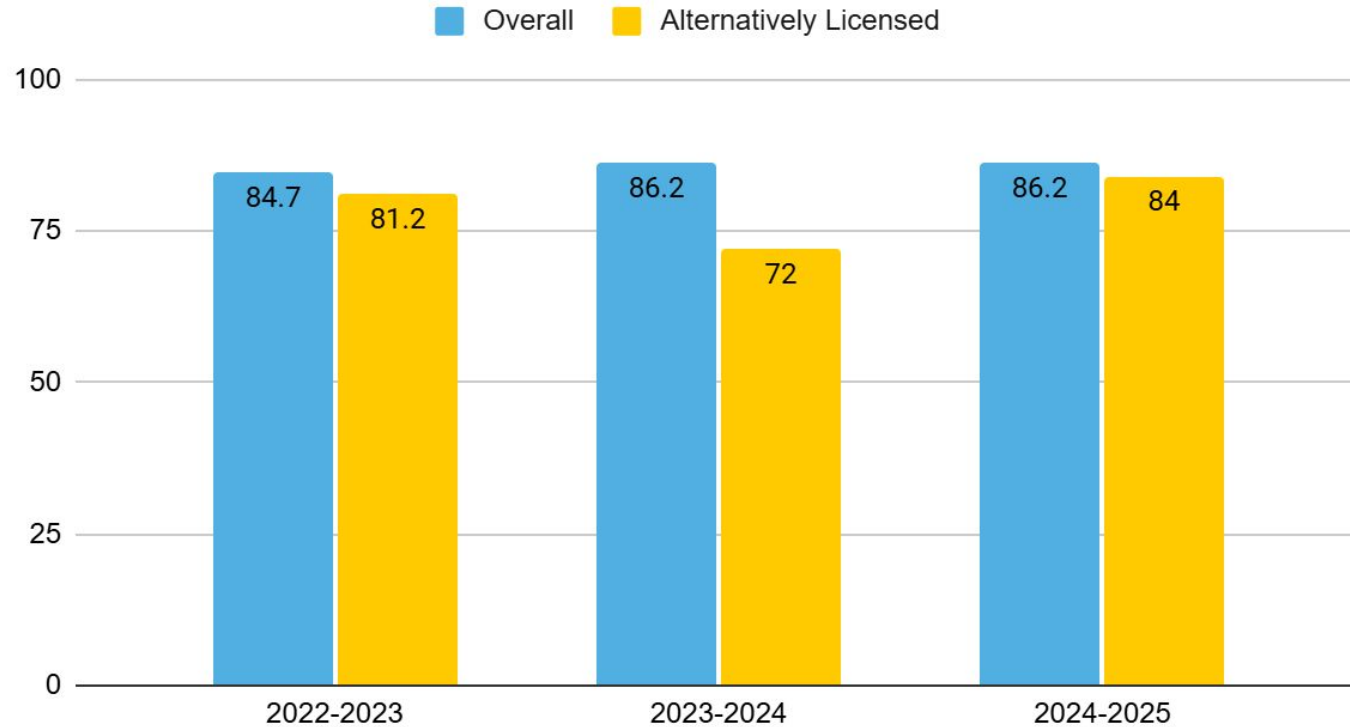
Educator of the Year  
Rookie of the Year  
NCCAT BTOY of the Year  
Mentor of the Month  
Recruitment  
TA to Teacher  
Guided Observations

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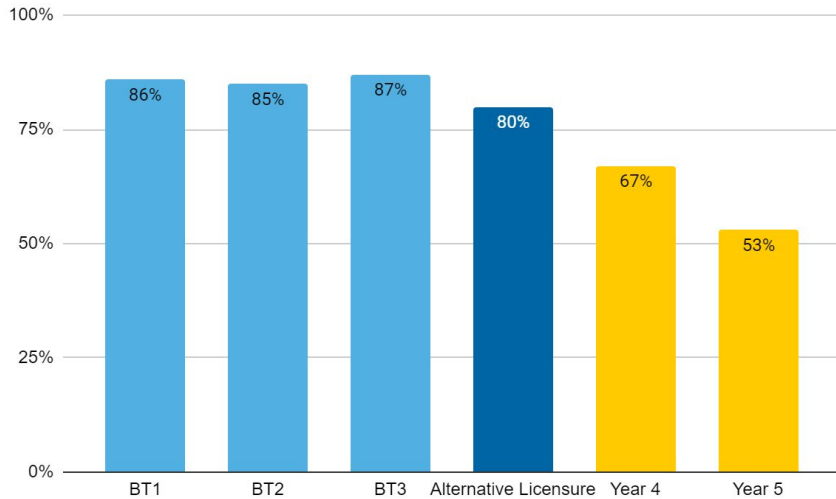


## Beginning Teacher Retention Rates





# Early Career Teacher Retention



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# Stay Interview Data Fall 2025

## Overview

In the Fall of 2025, BT Support Specialists conducted Stay Interviews with 16 teachers in their 4th year working for New Hanover County Schools. Interviews were recorded and transcribed. The following report contains an overview of the qualitative data.

<b>Total Participants</b>	<b>16</b>
Elementary	8
Secondary	8
General Education	12
Special Education	4

## Reasons for Staying:

1. Strong Support Systems - Administrators, Mentors, and Collaborative Teams
2. Geographic / Location Factors
3. Financial Incentives - NHCS Supplement and Hard to Fill Supplement
4. Relationships and Culture

## Significant Barriers to Success:

1. Time / Planning Constraints
2. Financial Sustainability
3. Staffing Shortages and Resource Gaps
4. Student Behaviors and Needs
5. Lack of Training / Resources

## Support Needs and Future Considerations:

1. Post-BT Transition Support
2. Guided Observations and Collaboration Opportunities
3. Leadership Pathways Desired
4. EC- Specific Needs
  - a. Systematic Support Structure
  - b. Caseload Management
5. Work Conditions
6. Financial Solutions



# Educator Development Team

## Recruiting High Quality Teachers

Facilitate the Teacher Cadet Program, Board Scholarship for Future Teachers, Manage interns and MOUs, Attend Job Fairs to target recruitment of hard to fill positions, Facilitate a TA to Teacher Pathway, and On-Boarding for all New Hires.

## Aspiring Leaders

Develop and implement a program to develop potential assistant principals, Facilitate the Principal Fellows Program through UNC and ECU, oversee administrative interns and teacher leadership initiatives.

## PD Facilitators

Develop and implement a program for school-based personnel to facilitate PD, and plan and organize a district wide professional development day led by practitioners

## Enhancing Your Craft

Serve as National Board Coordinator, facilitate the Beginner to Board Program, Facilitate support sessions for all NB Candidates, Assist with grant funding opportunities for National Boards, and assist in implementation of an Assistant Principal to Principals pathway.

## Leadership Academy

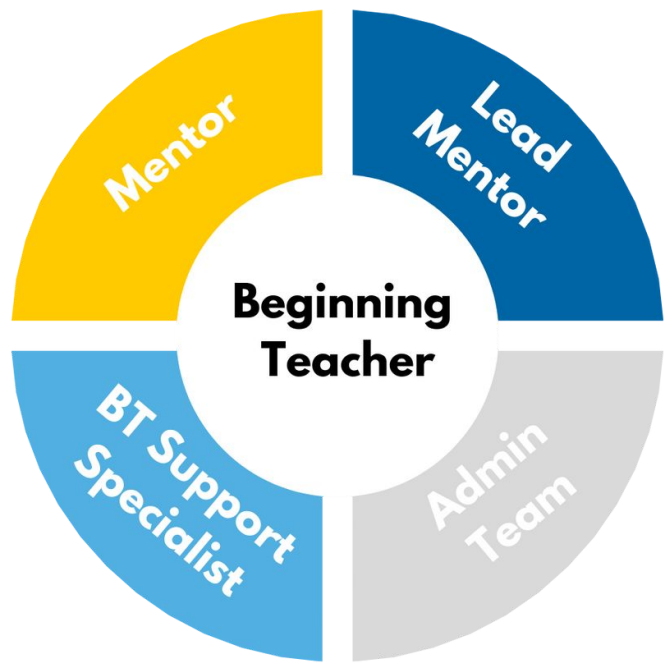
Create and implement a comprehensive year-long professional development program aimed at developing teacher leaders through targeted training in personal leadership, effective communication, and instructional leadership.

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# Overview of the BT Support Program



- Pre-BTs: 11
- BT1s: 82
- BT2s: 83
- BT3s: 76
- Alternative License: 96
- Mentors: 222
- Lead Mentors: 7

### Program Overview:

- Compliance with State Board Policy TCED-016
- BT1 Orientation
- Monthly Professional Development for BTs / Mentors
- Quarterly Walkthroughs in BT's classrooms
- Quarterly Lead Mentor PD
- Guided Observations for BTs
- Licensure Meetings / Support

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# Alternatively Licensed



## Pre - Hiring Support

- Serve as the first point of contact for individuals entering the teaching profession
- Analyze resumes and transcripts to map clear, individualized licensure pathways

It was great talking with you yesterday. I wanted to follow up with a clear summary for your reference:

### 1) Apply for Positions

Start by checking the NHCS job board for middle or high school science positions and submit applications for any that interest you.

### 2) Emergency License (Year 1)

If you are hired, I will apply for an Emergency License for your first year. This is a one-year, non-renewable license. During that year, you will research NCDPI-approved Educator Preparation Programs (EPPs). You should plan to apply and enroll in a program in the spring so you can begin coursework in the fall.

### 3) Residency License (Years 2–4)

Once you are enrolled in an EPP, we will apply for a Residency License for the following school year. This license is issued for one year but can be renewed twice (for a total of up to three years). During this time, you will:

- Complete your program coursework (typically around six classes)
- Pass the appropriate Praxis exam (middle or high school science, depending on your assignment)
- Complete and pass edTPA

### Special Consideration

If you have not yet established North Carolina residency, I recommend doing so as soon as possible to avoid out-of-state tuition costs. While I strongly prefer NC-based universities due to their support and communication, there are out-of-state options if needed.

Please feel free to reach out if you have any questions as you move forward!



# Alternatively Licensed Onboarding Support

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- Design personalized onboarding plans, including pre-service orientation and classroom observations
- Connect new teachers with instructional leads, mentors, and model teaching experiences



10-day Professional Development Plan for Alternatively Licensed Teachers

Teacher Name	School	Subject/Grade Level
	Ashley High School	Digital Design
Start Date	Mentor	Support Specialist
January 20, 2026		Beth Whittington <a href="mailto:elizabeth.whittington@nhcs.net">elizabeth.whittington@nhcs.net</a> C: 910-408-6510

#### Welcome to New Hanover County Schools!

According to [NC State Board Policy LICN-001: General Licensure Requirements](#), "teachers in the first year of their Residency License... must receive 10 days of professional development from the LEA designed to support a successful classroom experience." Of the 10 days of professional development, at least five must be pre-service training days. Teachers hired on an Emergency or Permit to Teach License will convert to a Residency; therefore, they will also be required to complete the orientation.

Note: this is a *tentative schedule* which may be altered to meet the specific needs of the teacher and / or other's schedules.



# Personalized Onboarding Plans



## 10-day Professional Development Plan for Alternately Licensed Teachers

### Pre-Service Orientation Days 1-5:

Five consecutive days of professional development prior to the first day with students. The school principal will provide a workspace for completion of these activities.

Day 1: September 8, 2025

#### Welcome & Orientation

- [NHCS Flipped Orientation](#)
- 12:00pm: Meet Beth Whittington in the front office at Sunset Park to go over 10-day plan

Day 2: September 9, 2025

#### TEACCH Autism Training

Spencer Building Room 111

1802 S 15th Street

8:30-3:30

(Attend either the morning or afternoon session and meet with EC leads during alternate session time)

#### 4PM

BT 1 Monthly Professional Development in Spencer Boardroom

Day 3: September 10, 2025

#### Morning:

- 7:45-10:00 Observe -----'s SDA class at Ogden Elementary
- 10:00-1:00 Work on creating visuals. Here are some resources that may be helpful:

#### Basic Visuals

- [Ready to Work visual](#)
- [Wash hands](#)
- [Bathroom visual task list](#)



## 10-day Professional Development Plan for Alternately Licensed Teachers

### Pre-Service Orientation Days 1-5:

Five consecutive days of professional development prior to the first day with students. The school principal will provide a workspace for completion of these activities.

Day 1: January 20, 2026

#### Welcome & Orientation

- 8:30 AM Meet with Beth Whittington(Beginning Teacher Support Specialist) to go over 10-day plan
- Take advantage of the work day to work in your classroom
- [NHCS Flipped Orientation](#) (Due before you start with students)

Day 2: January 21, 2026

#### Curriculum & Instruction/Begin Lesson Planning

- 9:00 AM Meet with------(Curriculum & Instructional Management Coordinator for CTE)
- Observe -----'s Game Art Design Class in room 412
- Debrief with ----- during 3rd block planning.
- Read "[Leaders of Their Own Learning: Ch 1 Learning Targets](#)"
- Write a learning target for your first lesson and discuss with your mentor or the lead mentor
- Watch "[Formative vs. Summative Assessment](#)" & Read "[75 Formative Assessment Examples](#)"
- Begin to brainstorm how your students will learn the material. Class time should be mostly student-centered. Students have the attention span of about their age in minutes, so do not plan for long periods of lecturing and note-taking!
  - [Lesson Plan Template 1\(Secondary\)](#)
  - [Lesson Plan Template 2\(Secondary\)](#)
  - [Lesson Plan Template 3\(Secondary\)](#)

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# Support for Residency Pathway

## Emergency Licensed Teachers

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### Fall- Licensure Touchpoint

- Understand the status and expiration of your Emergency License
- Learn how to research and choose an Educator Prep Program(EPP)
- Review requirements to clear a Residency License
- Discuss steps for out-of -state teachers to establish NC residency (for tuition purposes)



### TRANSITIONING TO A RESIDENCY LICENSE

- Requirements to obtain a Residency License:
  - Employment in a NC public or charter school
  - Bachelor's degree
  - 2.7 minimum GPA
  - 24 semester hours in the teaching area OR passing Praxis-subject area test
  - Enrollment in an approved NCDPI EPP






# Support for Residency Pathway Emergency Licensed Teachers



## January - Choosing an EPP Support Session

- Representatives from NCDPI approved EPPs share the logistics of their programs
- Current Residency licensed teachers share the “Glows” & “Grows” of their programs
- Forge connections between Emergency Licensed teachers and Residency Licensed teachers




### ECU

ECU's program options for residency teachers include a fast-track program to assist residency licensed teachers in meeting NC DPI licensure requirements.

- \$619 per semester with tuition payment plans offered (3% increase for Fall 2026 - rates not yet released)
- Two cohorts: Fall & Spring each year
- Fall 2026 cohort application will open December 1 (12/1-6/15)

Grade	Term	Course	Course Title	Credits
	Fall 2026	MATE 3223	Teaching Mathematics in the Elementary Grades K-6	3 SH
	Spring 2027	SPED 4008 READ 4500	SPED 4008 - Exceptional Learners in the General Education Classroom READ 4500 - Teaching Literacy in the Elementary Grades	6 SH
	Summer 1 2027	ELEM 4003	Classroom Management and Child Development in the Elementary School	3 SH
	Summer 2 2027	ELEM 4001	Integrated Curriculum, Instruction, and Assessment in the Elementary School	3 SH
	Fall 2027	ELEM 4991	Residency I	3 SH
	Spring 2028	ELEM 4992	Residency II (edTPA submission)	3 SH
*subject to adjustment				<b>TOTAL: 21 SH</b>



**Why choose ECU as your EPP?**

- assigned dedicated academic advisor
- licensure testing support
- edTPA support
- asynchronous, online classes


**UNDERGRADUATE CERTIFICATE OPTIONS  
GRADUATE CERTIFICATE OPTIONS**

**Business and Information Technology (BITE) licensure area**

Licensure Areas	
Birth – Kindergarten (BK)	Middle Grades (6-9) Language Arts, Math, Science, Social Studies
Art (K-12)	Secondary Education (9-12) English, Math, Science, Social Studies
Elementary (K-6)	Spanish (K-12)
Family & Consumer Sciences (7-12)	Special Education – Adaptive Curriculum (K-12)
French, German, Spanish (K-12)	Special Education – General Curriculum (K-12)
Health/Physical Education (K-12)	Theatre (K-12)

[https://education.ecu.edu/al/residency\\_alternativelicensure@ecu.edu](https://education.ecu.edu/al/residency_alternativelicensure@ecu.edu)

**252-328-2700**





# NHCS Residency Tuition Reimbursement

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## Opportunity

- Residency licensed teachers submit 2 essays and 2 letters of recommendation
- A committee scores the application materials
- 10 applicants receive \$1,000 in reimbursement in exchange for 1 year of service after clearing the residency status



### NHCS Residency Tuition Reimbursement

Application is Now Open

New Hanover County Schools is excited to offer a tuition reimbursement opportunity of \$1,000 that will be awarded to ten applicants to help cover the costs of pursuing a residency license.

Application Deadline March 20, 2026

Eligibility Criteria: New Hanover County Schools alternatively licensed teachers pursuing licensure through an NCDPI approved educator prep program



For more information, contact Beth Whittington

(910)408-6510

Elizabeth.whittington@nhcs.net



# Guided Observation Process



- Half Day observation at another school
  - (sub paid through Title II funds)
- BT Support Specialist facilitates
- Pre-conference and post-conference to set goals and reflect
- Request through a Google Form



# Professional Development Opportunities



## Beginning Teachers

Flipped Orientation  
Guided Observations  
Monthly BT1  
Choice Based for BT2s and BT3s  
Beginner to Boards  
edTPA Support Sessions  
Pre-BT Support



## Mentors

Mentor Specific  
Choice Based  
Mentoring Alt License Teachers  
Mentoring Support for edTPA



## Lead Mentors

Support on Site Program  
Lead Mentor PLCs

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# Guided Observation Feedback

It is nice to see what I want to implement, implemented by another teacher and how they do it

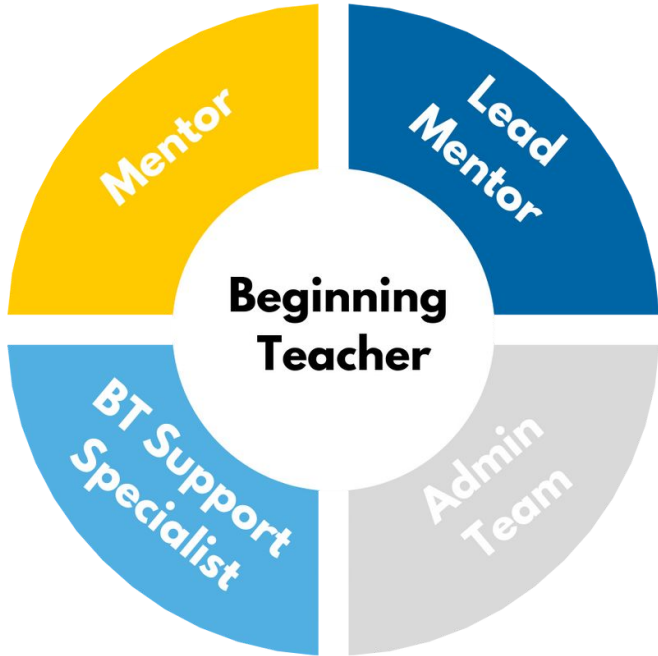
It has helped me to see an additional way to review and check for understanding, and how to implement various knowledge checks at the end of modules/lessons.

It is always wonderful to see others classroom management, anchor charts, classroom style.

This guided observation has given me many ideas and has helped my student engagement during wit and wisdom. I have seen them be more attentive as well as comprehending the lessons a little better.



# Licensure Support



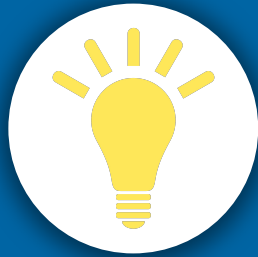
## Initial Licensed BTs:

- Meeting upon being hired to discuss licensure requirements and timelines
- Require proof of Initial Licensure Application before attending Orientation
- Ongoing check points to ensure licensure requirements have been met

## Alternatively Licensed BTs:

- Pre-Hire Guidance & Candidate Support
- Fall virtual licensure touchpoint for Emergency Licensed teachers
- January virtual “Choosing an EPP Support Panel”
- Collaboration with CTE leads to insure all initial CTE Restricted teachers enroll in the NTI

# Funding Sources - Title II & HR



## Four (4) BT Support Specialists

3 Positions paid from Title II

1 Position paid from the Human Resources Budget

## Stipends and Programming

Stipends for Lead Mentors and Mentors

Substitutes for Guided Observations, edTPA Support

BT1 Orientation

