

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2023

H.B. 291
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HOUSE PRINCIPAL CLERK

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HOUSE BILL DRH40146-MTa-98

Short Title: NC New Teacher Support Program Funds. (Public)

Sponsors: Representative Ball.

Referred to:

1 A BILL TO BE ENTITLED
2 AN ACT TO APPROPRIATE FUNDS TO SUPPORT TEACHERS PARTICIPATING IN THE
3 NORTH CAROLINA NEW TEACHER SUPPORT PROGRAM.

4 Whereas, recent graduates of North Carolina educator preparation programs (EPPs)
5 are facing the continued impact on families, students, and schools by the aftermath of the worst
6 of the coronavirus disease 2019 (COVID-19); and

7 Whereas, North Carolina teacher vacancies are in excess of 5,000 or five percent
8 (5%), a fifty-eight and four-tenths percent (58.4%) increase year over year; and

9 Whereas, fewer students are enrolled in the 15 educator preparation programs (EPPs)
10 at constituent institutions of The University of North Carolina; and

11 Whereas, there was a thirteen percent (13%) increase in the number of teachers
12 identified as candidates for a residency license from the 2020-2021 school year to the 2021-2022
13 school year; and

14 Whereas, the attrition rate for beginning teachers is approximately sixty-three percent
15 (63%) higher than their more experienced counterparts; and

16 Whereas, the attrition rate of teachers who entered the teaching profession with a
17 residency license or lateral entry license was fifty-eight and seven-tenths percent (58.7%) higher
18 than traditionally prepared educators; and

19 Whereas, teachers who left employment in the public schools had lower Education
20 Value-Added Assessment System (EVAAS) index scores than those teachers who remained in
21 employment during the measurement period; and

22 Whereas, students in North Carolina are making up learning loss experienced during
23 the COVID-19 pandemic; and

24 Whereas, certain local school administrative units may be more vulnerable to teacher
25 attrition; and

26 Whereas, on-the-job learning and comprehensive induction into the teaching
27 profession between the first and second years of teaching is where the most gains in teacher
28 effectiveness are realized; and

29 Whereas, half of North Carolina's teachers leave the profession after five years, and
30 the personnel costs associated with teacher attrition are twelve thousand five hundred dollars
31 (\$12,500) per teacher; and

32 Whereas, according to the draft report on the 2021-2022 State of the Teaching
33 Profession, 793 of the 6,684 resident teachers in North Carolina are no longer teaching in the
34 public schools, representing a loss of nine million nine hundred twelve thousand dollars
35 (\$9,912,000) annually; and



1 Whereas, teacher effectiveness is the most important factor in delivering positive
2 student outcomes; and

3 Whereas, as of February 8, 2023, the North Carolina New Teacher Support Program
4 has sustained induction support, recording over 35,800 supportive contacts with teachers,
5 delivered distanced professional development to partners, and continues to innovate novel ways
6 to support teachers during school closures and associated disruptions to mitigate loss of learning;
7 and

8 Whereas, the North Carolina New Teacher Support Program is a program of The
9 University of North Carolina and administratively coordinated by East Carolina University and
10 is a comprehensive induction program providing research-based curriculum and multiple
11 services to increase teacher effectiveness, enhance skills, and reduce attrition among beginning
12 teachers; and

13 Whereas, teachers participating in the North Carolina New Teacher Support Program
14 were significantly more likely to return (i) to North Carolina public schools overall, (ii) to the
15 same local school administrative unit, and (iii) to the same school in the following year than other
16 beginning teachers working in similar schools; Now, therefore,
17 The General Assembly of North Carolina enacts:

18 **SECTION 1.** There is appropriated from the General Fund to the Board of Governors
19 of The University of North Carolina the sum of two million one hundred twenty-eight thousand
20 dollars (\$2,128,000) in nonrecurring funds for each fiscal year of the 2023-2025 fiscal biennium
21 for the North Carolina New Teacher Support Program (NC NTSP) to enable additional qualifying
22 new graduates of educator preparation programs (EPPs) at constituent institutions of The
23 University of North Carolina who are teaching in North Carolina public schools to participate in
24 NC NTSP without cost to local school administrative units. New teachers eligible for funding
25 shall be teaching in the following local school administrative units: Anson County Schools,
26 Northampton County Schools, Onslow County Schools, Public Schools of Robeson County,
27 Scotland County Schools, Tyrrell County Schools, Washington County Schools, and Weldon
28 City Schools.

29 **SECTION 2.** The funds appropriated in Section 1 of this act shall be used in
30 programs designed to address the specific and various needs of traditional pathway NC EPP
31 graduates who will begin their teaching careers in North Carolina public schools through a
32 blended model of support to include:

- 33 (1) Participation in the 2023-2024 e-Institute hosted by NC NTSP, a professional
34 conference event for early career educators.
- 35 (2) An assigned instructional coach familiar with the region and local school
36 context to guide improvements in the teachers' proficiency in planning,
37 instruction, and assessment.
- 38 (3) Access to and participation in ongoing, career-embedded professional
39 development to meet their emerging needs with consideration of their
40 professional context.

41 **SECTION 3.** This act becomes effective July 1, 2023.