

Joint Legislative Education Oversight Committee

*Renew and Retain: Keeping
High Quality Teachers
in the Classroom*

The North Carolina Center
for the Advancement of Teaching

Dr. Mary McDuffie
Executive Director

April 8, 2008



From the mountains



to the sea...



advancing teaching as an art and a profession

A yellow silhouette of a teacher and three students. The teacher is on the left, pointing towards the right. Two students are in the center, looking at a large circular object. A third student is on the right, holding a small object. The background is white.

NCCAT: A Teacher's Vision

“To attract and retain the best teachers, we must find a way to enhance their self-worth, pride of accomplishment, and enthusiasm.”

Jean Powell, 11-29-83

NC Teacher of the Year

From the mountains to the sea...

advancing teaching as an art and a profession.

The background of the slide features a light yellow silhouette of three people. On the left, a person stands with their arm extended, pointing towards the right. In the center, a person is seated, facing forward. On the right, a person stands with their back to the viewer, looking towards the center. The overall scene suggests a collaborative learning or teaching environment.

NCCAT Programming

- Seminars are **interdisciplinary** by design.
- Seminar topics span a **multitude of subject areas**.
- Programs align with state goals and the **NC Standard Course of Study**, as well as No Child Left Behind.
- All NCCAT seminars are **research-based** and structured on the principles of adult-learning theory.
- **Best practices** are modeled in all seminars.

NCCAT: A Continuum of Professional Development Support

Renewal Seminars

National Board Certification

Beginning Teachers Programs



The background of the slide features a light yellow rectangular area. Within this area are the silhouettes of three people. On the left, a person is pointing their right hand towards the center. In the middle, a person is standing with their arms slightly out. On the right, a person is holding a small ball or object above their head with their right hand. The silhouettes are dark and set against the light yellow background.

In 2006-2007, NCCAT:

- Conducted **108 five-day Seminars** (and will conduct **122 five-day Seminars** in 2007-08).
- Conducted a multitude of **weekend and in-district programs** for both beginning and experienced teachers.
- Operated **two residential campuses** open year round
- Served **114 of 115** School Districts and **all 3** Federal School Systems and **ALL 100** Counties

Key Issue



Retention of Quality Teachers in the Classroom

“With the nation expected to need two million new teachers in the next 10 years, a function of rising retirements and enrollments, districts are trying to extend the careers of teachers.”

The New York Times, January 7, 2001

“When we read about how many teachers a school district must hire in the fall, we should be asking instead about how many left last spring—and why.”

No Dream Denied, National Commission on Teaching & America’s Future. January, 2003

EACH YEAR IN THE U.S...

- *An estimated 157,000 teachers leave the profession*
- *Approximately 232,000 move*
- *Almost 84,500 retire*

National Center for Education Statistics, 2007

This is especially problematic for high poverty schools.

Teacher Pool

National **Ten-Year** Rate 1995-2005

Entrants	Exits	Net Loss	Change
2.25 Million	2.7 Million	450,000	-20%

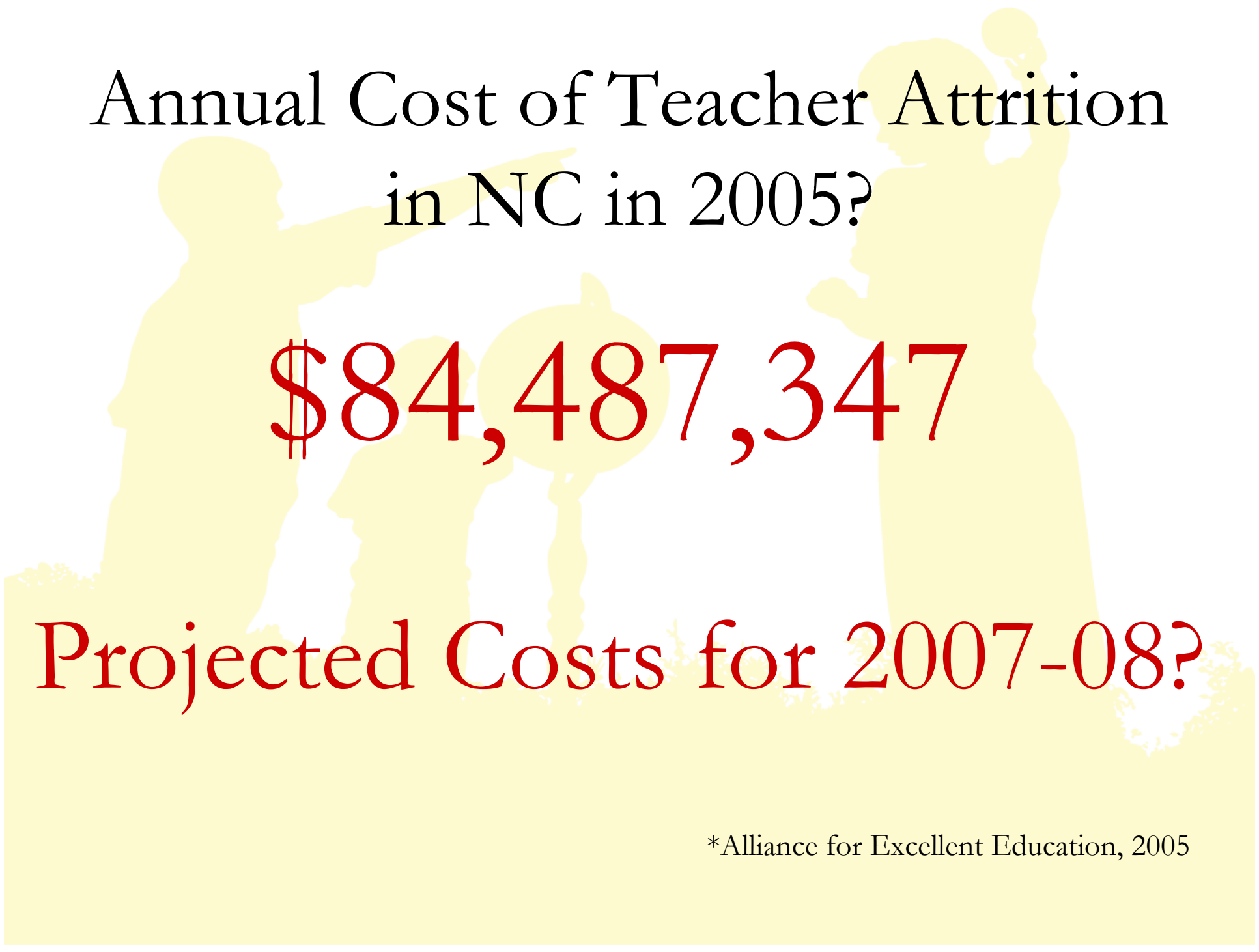
NC **One-Year** Rate 2006-2007

Entrants	Exits	Net Loss	Change
10,617	12,776	2,159	-17%

“The teacher dropout problem is costing the nation *billions of dollars*, draining resources, diminishing teaching quality, and undermining the nation’s ability to close the achievement gap.”

The High Cost of Teacher Turnover, National Commission of Teaching and America’s Future, June, 2007





Annual Cost of Teacher Attrition
in NC in 2005?

\$84,487,347

Projected Costs for 2007-08?

*Alliance for Excellent Education, 2005

Beginning Teacher Attrition

Cohort Percent of Teachers Leaving the Profession Each Year

Entered 2001-02	After 1 Year	After 2 Years	After 3 Years	After 4 Years	After 5 Years
United States*	14%	24%	33%	40%	50%
North Carolina**	21%	37%	46%	49%	51%

*National Center for Education Statistics, 2005

**NCDPI, 2007

Attrition of Beginning Teachers

“The goal of ‘a competent, caring, qualified teacher for every child’ will be an unattainable goal so long as nearly half of all new teachers leave the profession before their fifth anniversary as teachers.”

National Commission on Teaching and America's Future, Jan 2003

It takes new teachers an average of five years to maximize the learning of their students.

R. Ingersoll, *Quality Programs for New Teacher Support*, AERA, Summer 2007

Fully 50% of beginning teachers in NC have left the classroom by then...

The bottom line is that strong, comprehensive induction programs with supportive mentoring help KEEP new teachers in the profession and are **very cost effective for the state.**

Cost of Hiring New Teachers in NC

- \$11,820 for recruiting, hiring, orienting, and providing professional development for each replacement (NC Avg)*
- \$12,800/year/person for a college education= \$51,200 in state support for a 4-year degree in teaching in NC
- Each teacher educated in our university system RETAINED provides a potential savings to the State of NC of \$63,020!

How do we help keep them?

*Alliance for Excellent Education, 2005

Renewal Seminars for Experienced Teachers



*Networking with
Other Teachers*



New Knowledge



Experiential Learning

- **Strong Intellectual Thrust**
- **Best Practices**
- **Learning Communities**
- **Teacher Leadership**
- **Atmosphere of Respect**
- **Passion for Teaching**

National Board Support Seminars

Research shows that students who have highly qualified teachers are more likely to succeed academically—and National Board Certified Teachers are more likely to remain in education.



NCCAT's 5 day residential programs include:

- ☐ Portfolio planning and development
- ☐ Reflection on best practices
- ☐ Individualized mentoring with certified facilitators
- ☐ Collaboration with other NB candidates in grade level and subject areas

NCCAT *Connections*—Beginning Teachers in Year 1

Connect to Your Future—Beginning Teachers in Years 2 & 3



High quality, focused, professional development
designed to strengthen and retain novice teachers