

UNC Strategic Priority:

**Preparing More, Higher Quality
Teachers and School Leaders for our Public Schools**

2013-2014 Teacher Portals Analysis

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A Strategic Priority of the University

UNC Overall Goal:

Preparing More and Better Teachers and School Leaders
for North Carolina Public Schools

Key Strategies to Address the Goal

- Recruitment
- Preparation
- New Teacher Support
- Evidence / Outcome-based (UNC Teacher Quality Research)

Teacher Supply and Demand

- **Magnitude of the Teaching Profession**
 - Teachers comprise the second largest employed profession in the US [degreed professionals]
 - 3.7M employed teachers nationally

- **Need for Teachers in North Carolina**
 - Overall Supply / Geographic Distribution
 - Highest Need Licensure Areas – Mathematics, Science, Middle Grades and Special Education
 - Need for New Teachers Driven Primarily by Turnover – 90%+

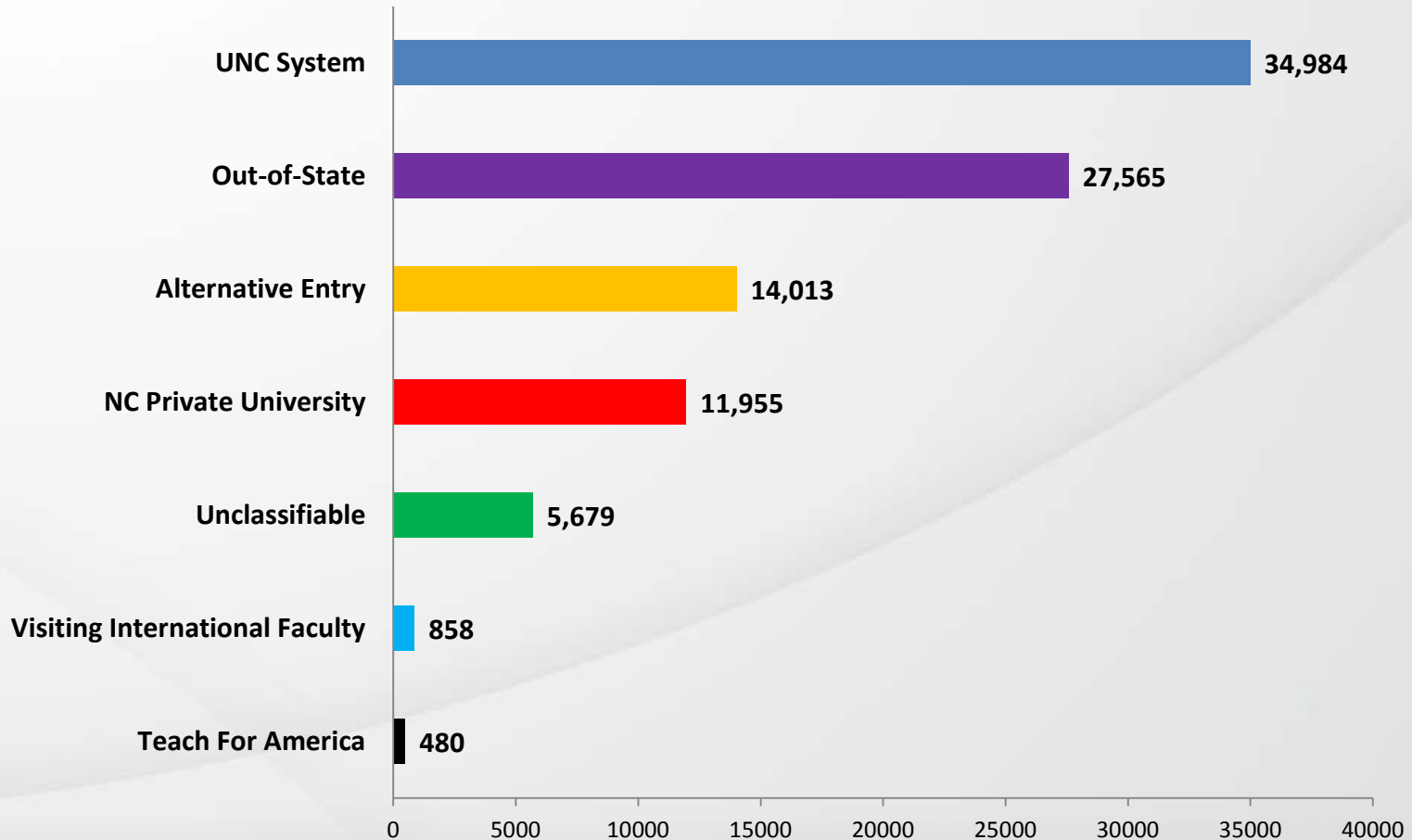
Teacher Portals Analysis: Purpose, Data and Methods

We set out to answer:

- How does the performance of teachers prepared by the UNC System compare to the performance of teachers who enter NC classrooms with other types of preparation, for example, out-of-state, alternative entry, TFA?
- For the report, we analyzed 2.9 million test scores, 1.4 million students, and over 28 thousand teachers with less than 5 years of experience from all school districts in NC
- Value-added effects were estimated using multi-level models with 23 student, 9 classroom/teacher, and 12 school variables

North Carolina Teachers by Preparation Category

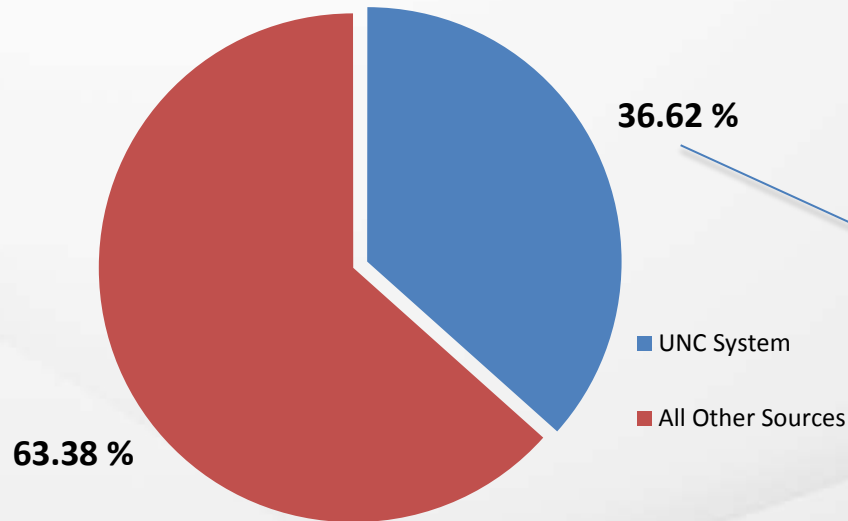
Number of Employed Teachers 2011-12 - 95,543



NC Employed Public School Teachers

Number of Employed Teachers - 95,543

2011-12: NC Public School Teachers by Preparation Category



Characteristics of UNC System Prepared Teachers Employed in NC Public Schools

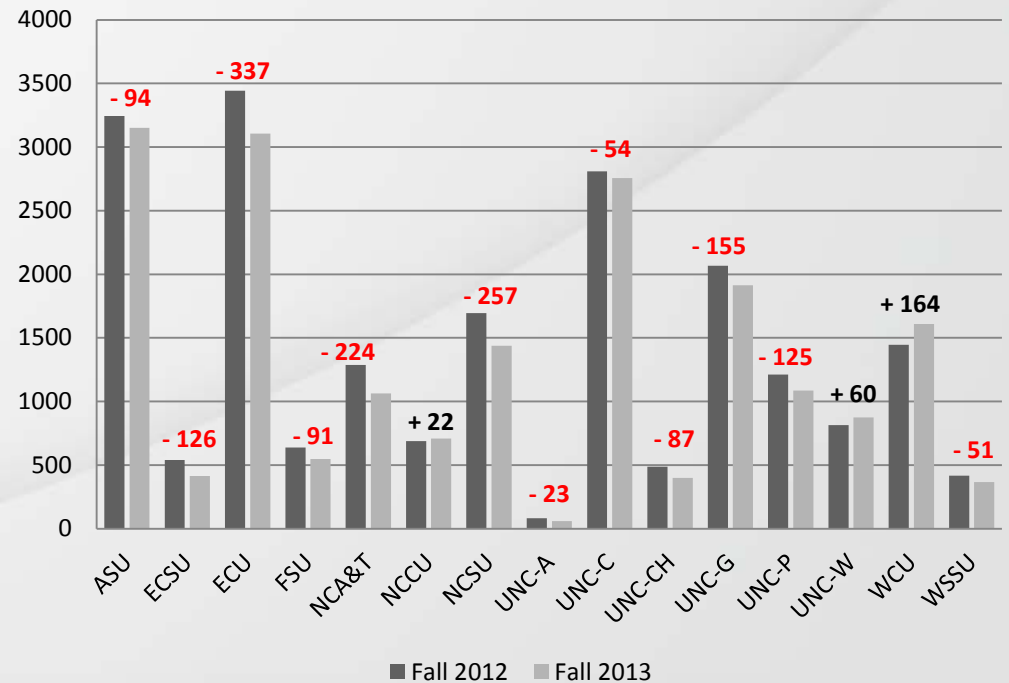
- 83% Female
 - 15% Minority
 - Age in 2011 - 38.7
 - Teaching Experience - 12 Yrs
 - Tested Subject – 30%
 - School FRL – 59%
 - School Minority – 47%
- School Level Percentages:
- Elem & Elem/Middle School – 56%
 - Middle School – 18%
 - High School – 26%

UNC Teacher Preparation Pipeline

UNC Teacher Productivity

- UNC's Fifteen Teacher Education Programs prepare approximately 4,500 teachers each year
- Approximately 65% are prepared through undergraduate traditional preparation programs
- About one third are prepared in high need licensure areas – mathematics, science, middle grades, and special education

Fall 2012 / 2013 Enrollment in Education Programs (Graduate and Undergraduate)



Impact/Outcome by Portal

Teacher Portal Impact Summary: Value-Added Findings for Teacher Preparation Categories

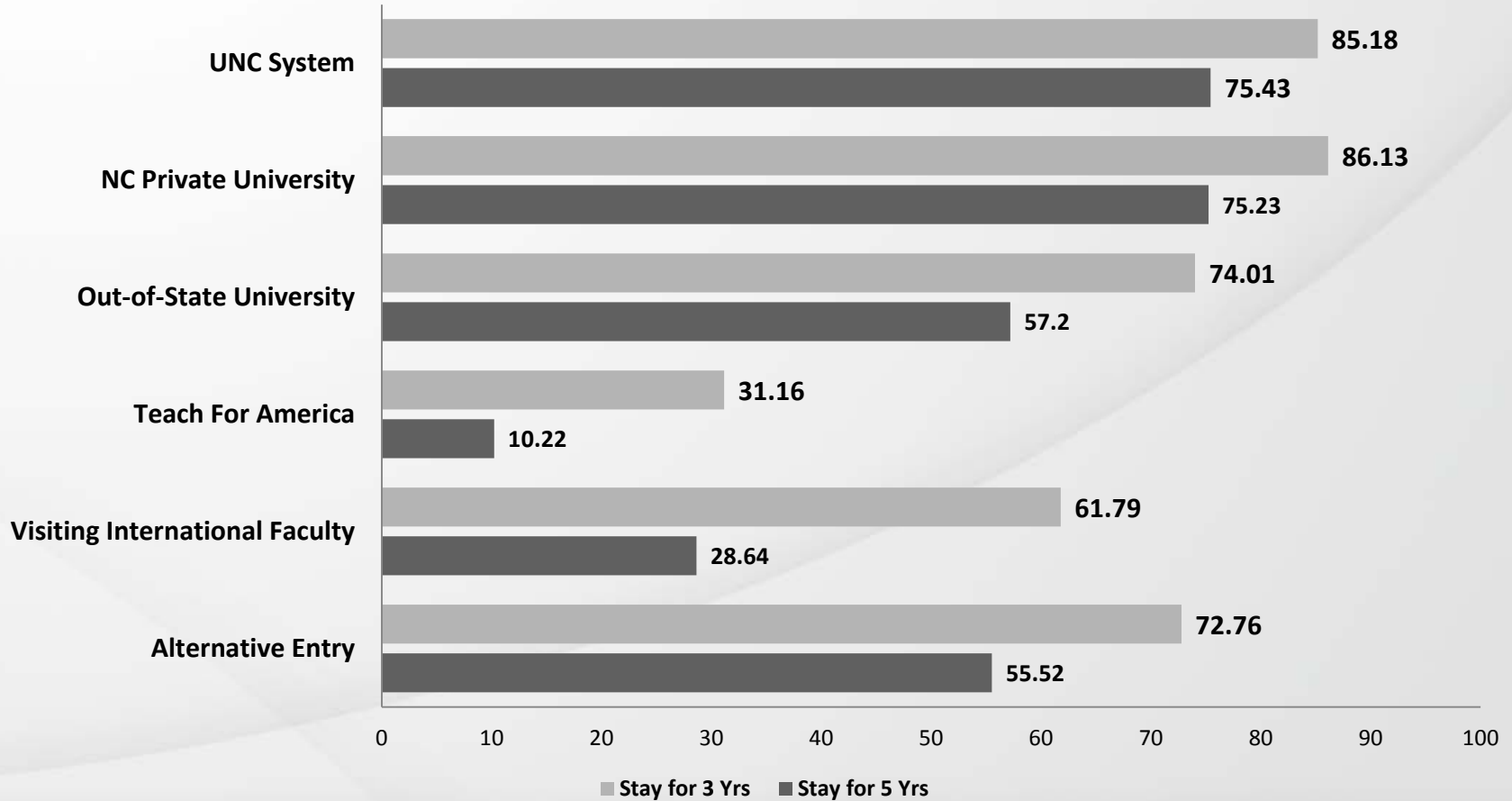
Teacher Preparation Category	<u>Less Effective</u> than UNC System Prepared Teachers	<u>More Effective</u> than UNC System Prepared Teachers	<u>No Different</u> than UNC System Prepared Teachers
NC Private University	3	0	8
Out-of-State University	5	0	6
Teach For America	0	9	2
Visiting International Faculty	1	2	6
Alternative Entry	3	0	8

Teacher Portal Summary: Value-Added Findings by Level and Subject

	Level/Subject	Teacher Categories <u>Less</u> Effective than UNC System Prepared Teachers	Teacher Categories <u>More</u> Effective than UNC System Prepared Teachers
Elementary	Elementary Math	Out-of-State	TFA, VIF
	Elementary Reading	---	VIF
	Elementary Science	NC Private, Out-of-State	TFA
Middle	Middle Math	NC Private	TFA
	Middle Reading	---	TFA
	Middle Science	NC Private	TFA
	Middle Algebra 1	---	TFA
	High School English	---	---
	High School Social Studies	Out-of-State, Alt Entry	TFA
High	High School Math	Out-of-State, VIF, Alt Entry	TFA
	High School Science	Out-of-State, Alt Entry	TFA

Beginning Teacher Retention by Portal

Beginning Teacher Persistence in NC Public Schools



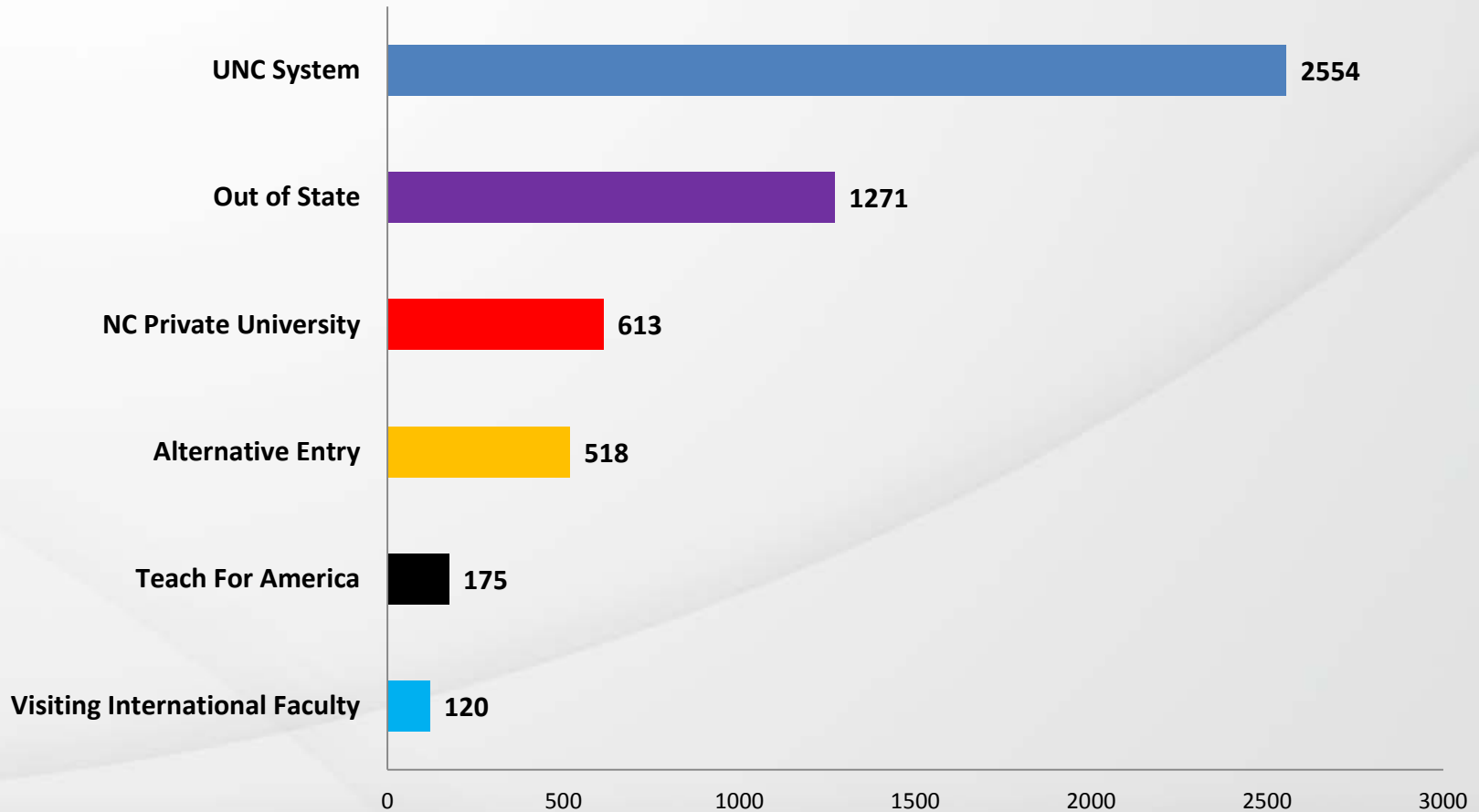
Out of State Prepared Teachers in NC Public Schools

2011-12: All Teachers	
New York	3666 teachers
Pennsylvania	2645 teachers
Ohio	2343 teachers
Virginia	2215 teachers
South Carolina	2186 teachers
Michigan	1543 teachers
Florida	1433 teachers
West Virginia	1089 teachers
Tennessee	917 teachers
Indiana	695 teachers

2011-12: Teachers with Less than Five Years Experience	
New York	786 teachers
Ohio	688 teachers
Pennsylvania	621 teachers
Michigan	619 teachers
South Carolina	352 teachers
Virginia	309 teachers
Florida	191 teachers
Georgia	163 teachers
Indiana	150 teachers
Arizona	149 teachers

New Initially Licensed Teachers

2011-12: First Year NC Public School Teachers by Portal



NC New Teacher Support Program

- Essential Components of the Program
 - For beginning teachers with no prior teaching experience
 - Provides support in first 3 years of service
 - Summer Institute (based on TFA model and 5 days in length)
 - Instructional Coaching (classroom-based)
 - Customized Professional Development
 - Use of CLASS observational instrument
 - Offered to 5% lowest performing schools (NC RttT grant)
- Yr 1 served 35; Yr 2 served 450; **Yr 3 serving 1,250**

Taking Action to Improve Teacher Preparation

Teacher Performance Assessment Pilot (edTPA)

Why Focus on Student Teaching?

- Identify valid/reliable instrument to assess how well student teachers can perform basic teaching functions
- Help teacher educators learn how to use the instrument
- Selected the “edTPA” developed at Stanford University
 - “TPA” = Teacher Performance Assessment
 - “ed” = educative, not just to assess but also to educate student teachers and improve preparation programs
- Pilot-tested in 25 states, including North Carolina

Why Pilot the edTPA in North Carolina

- Ensure the edTPA is really usable and helpful in UNC teacher preparation programs
- Ensure the edTPA results really predict teacher effectiveness in the classroom
- “Effectiveness” = Do teachers with high scores from the edTPA instrument produce high levels of student learning in the classroom?
- Seven UNC Campuses are Participating in the Pilot
 - ECU, UNC-CH, WSSU, NCSU, UNCA, UNCC and WCU

Transforming Research into Action

- UNC is taking ownership and responsibility for “evidence based” program improvements
 - Improve existing UNC teacher preparation programs
 - Develop, pilot and evaluate innovations in UNC preparation programs
 - Increase UNC productivity of new teachers to off-set dependency on lesser performing portals
 - Improve recruitment and selection into UNC teacher preparation programs
- Identifying gaps in lower performing portals that could be addressed through strategies with UNC preparation programs
- Coordinating with our K12 partners to develop, pilot, and evaluate innovations