TEACHERS *of* TOMORROW

TEACHER CERTIFICATION

Making a difference, one *teacher* at a time.

Teachers of Tomorrow develops confident educators who believe in the potential of every student.

The Problem

North Carolina, like all states, is facing a critical teacher shortage:

- Nationwide: Education School enrollments are **down from 9.9%** of all college students in 2005 to 4.2% in 2015.
- In North Carolina, Ed School enrollments are **down 27%** over the last 4 years.
- Teacher vacancies before the start of school last year:
  - Winston Salem had 81 vacancies – 47 in elementary
  - Charlotte Mecklenburg – 200 vacancies with half in elementary
- The census bureau calculates the North Carolina's student population will grow by 812,000 new students by 2030.
- Baby boomers are retiring at an average of 10,000 per day.
- The Bureau of Labor Statistics says the average person changes jobs 10 times before they are 40.

Summary – teachers are retiring and leaving the profession, your student population is growing, and your colleges of education are producing less.

It is a perfect storm.

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The Solution

North Carolina must have an efficient route for career changers to enter the classroom:

- Well over one third of all U.S. teachers come through alternative routes – 22% in North Carolina.
- Alternative routes fill hard to staff positions such as STEM and bilingual teachers.
- Alternative certification attracts a more diverse population into teaching.
- Career changers cannot stop working to attend a college of education.
- A Harvard study found alt cert teachers performed as well as or better than teachers coming through traditional routes in raising student achievement.

Quality Alternative Certification programs provide the pre-service training these professionals need to be effective teachers in addition to ongoing support throughout the first year to ensure they are successful.

North Carolina needs alternative certification so that every student has a great teacher that is well-prepared and knows their subject matter.

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Why Teachers of Tomorrow

35,000+ new teachers provided to school districts since 2005

Teachers of Tomorrow started as Texas Teachers and has an 11-year history of building the pipeline of qualified candidates to fill critical positions for our partner school districts.

- 6,000 new teachers hired this year by our partner districts –over 43% of the alternative certified teachers in the state of Texas
- 46% of our teachers are non-white
- 87% of our districts increase hiring through our program every year.
- 87% of campus principals said our teachers were prepared for their first year teaching.

Teachers of Tomorrow "widens the funnel" of qualified candidates for school districts, helping principals and HR professionals fill all open teaching positions on an efficient and consistent basis.

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North Carolina Teachers

When we come to North Carolina, we will create a customized program to meet the needs of North Carolina students.

- The program will be called North Carolina Teachers with offices in-state. We will have local staff in our offices to provide support throughout the process to all program candidates.
- We will partner with you to create a program that is unique to NC – we will ensure the content meets NC teaching standards by aligning preservice requirements to include NC:
  - Identification and education of children with disabilities
  - Positive management of student behavior
  - Effective communication for defusing and deescalating disruptive or dangerous behavior
  - Safe and appropriate use of seclusion and restraint
- We will immediately start working with districts to understand their needs, build lasting relationships and recruit the teachers they require for the next school year.
- There is NO COST to the state or district, and the teacher candidates only pay a small initial fee to start the program. The majority of their program fees are due ONLY after they secure a teaching position, paid in manageable monthly installments.

But we have expert advisors ready to provide guidance and motivation.

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Teacher shortages are already critical and becoming worse every year. In working with Teachers of Tomorrow, North Carolina can create a program designed to ensure the success of its students by building the pipeline of much needed qualified teachers. Teachers of Tomorrow has a proven record and will not cost anything for the state of North Carolina or its school districts.

We are ready to move forward with you.

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