



ADVANCED TEACHING ROLES

House Select Committee on Education Reform
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BEST NC

About BEST NC



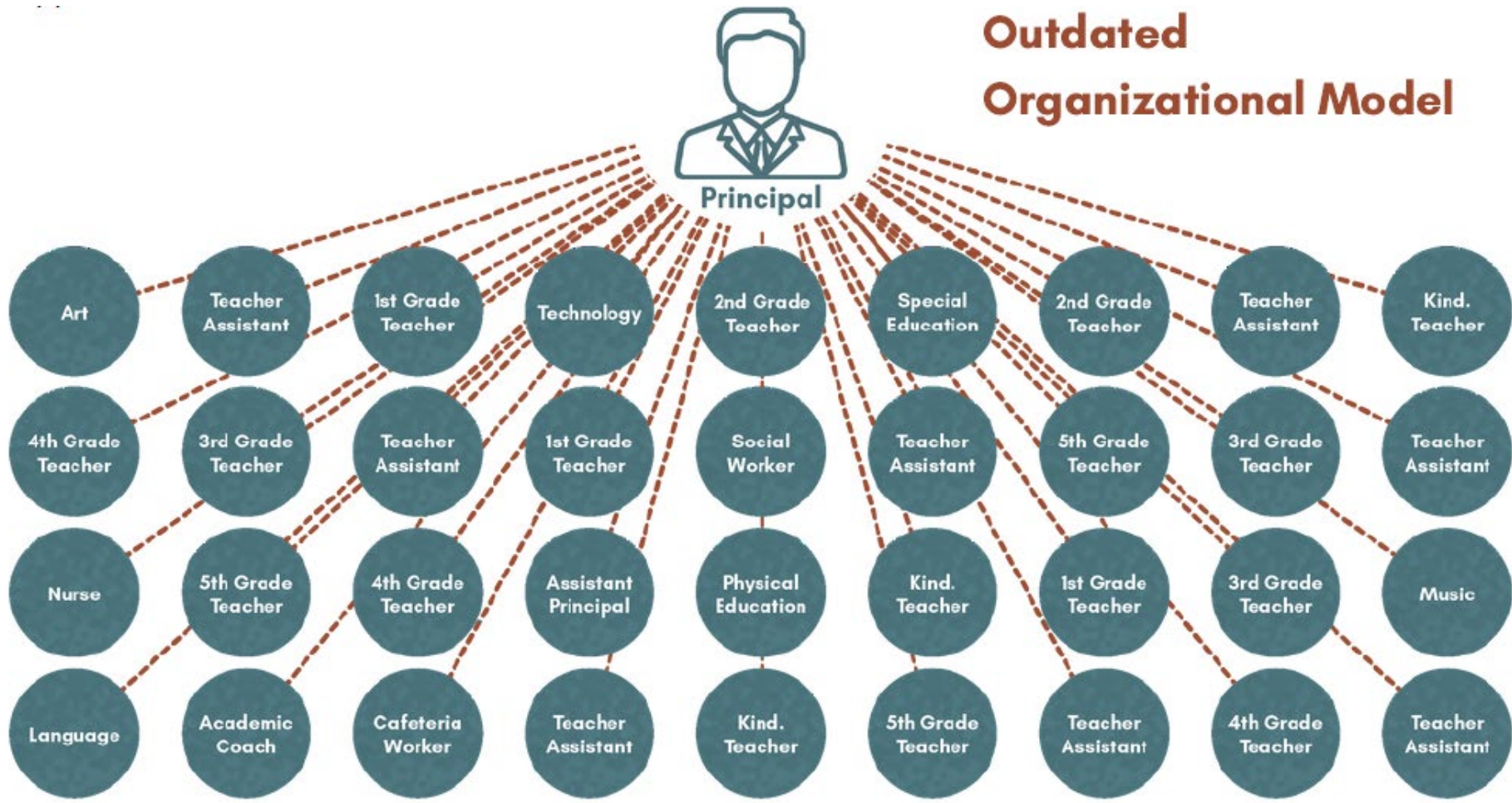
BEST NC is a non-profit, non-partisan coalition of business leaders committed to improving North Carolina's education system through policy and advocacy. We do this by convening a broad constituency; encouraging collaboration around a shared, bold vision for education; and advocating for policies, research, programs, and awareness that will significantly improve education in North Carolina.

Learn more at www.BESTNC.org

Great organizations of all types
have one thing in common:

They invest in great people.

Outdated Organizational Model



The Challenge



As a result of the traditional, flat organizational structure in schools:

- ✓ Principals are stretched too thin and have, on average, 50 direct reports;
- ✓ Experienced, effective teachers lack meaningful opportunities for career advancement (increasing their impact and pay) without leaving the classroom;
- ✓ Novice teachers lack the embedded professional support they need to be successful; and
- ✓ The one teacher, one classroom model restricts students' access to effective educators.

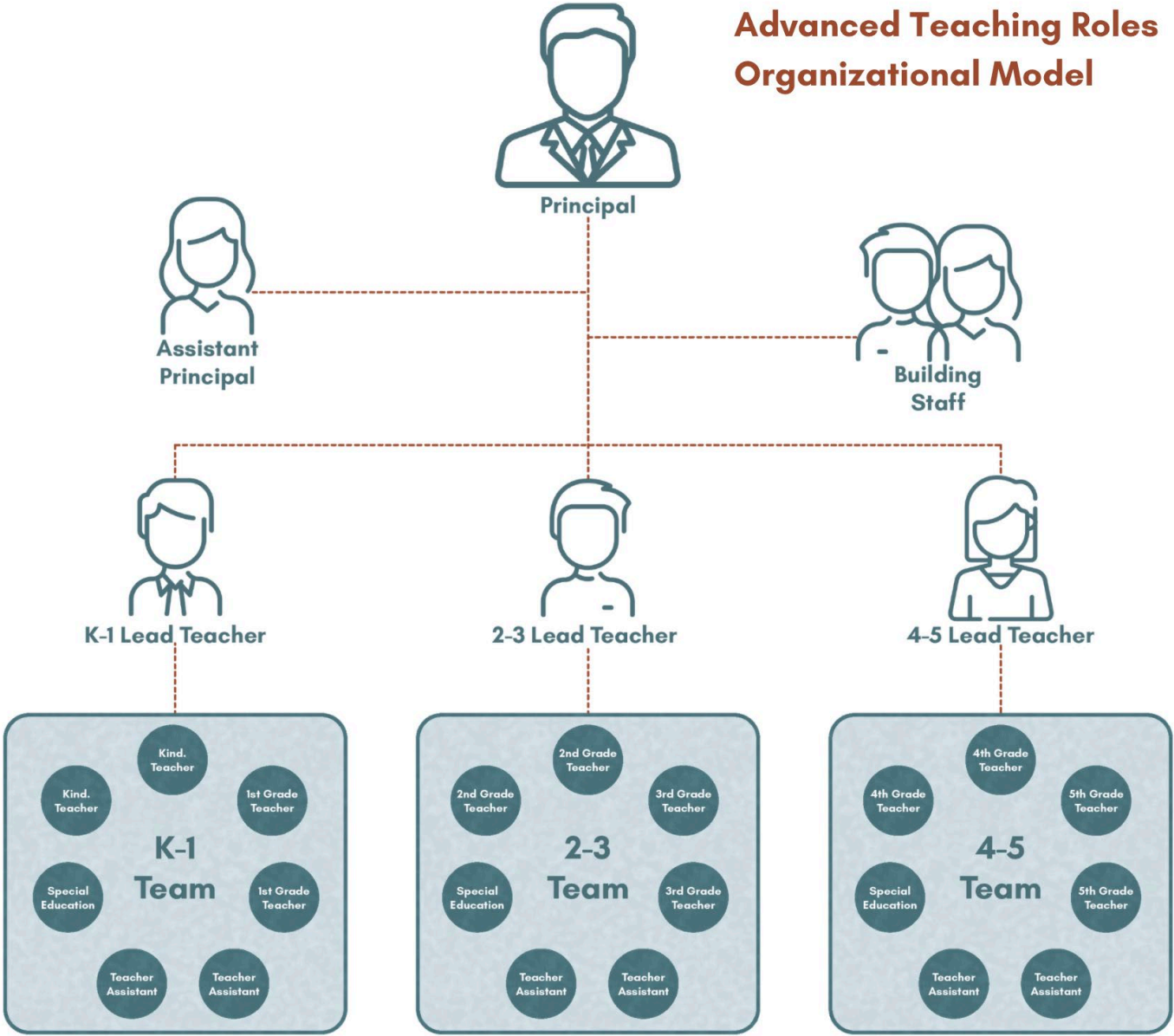
North Carolina's Nation-Leading Advanced Teaching Roles Program



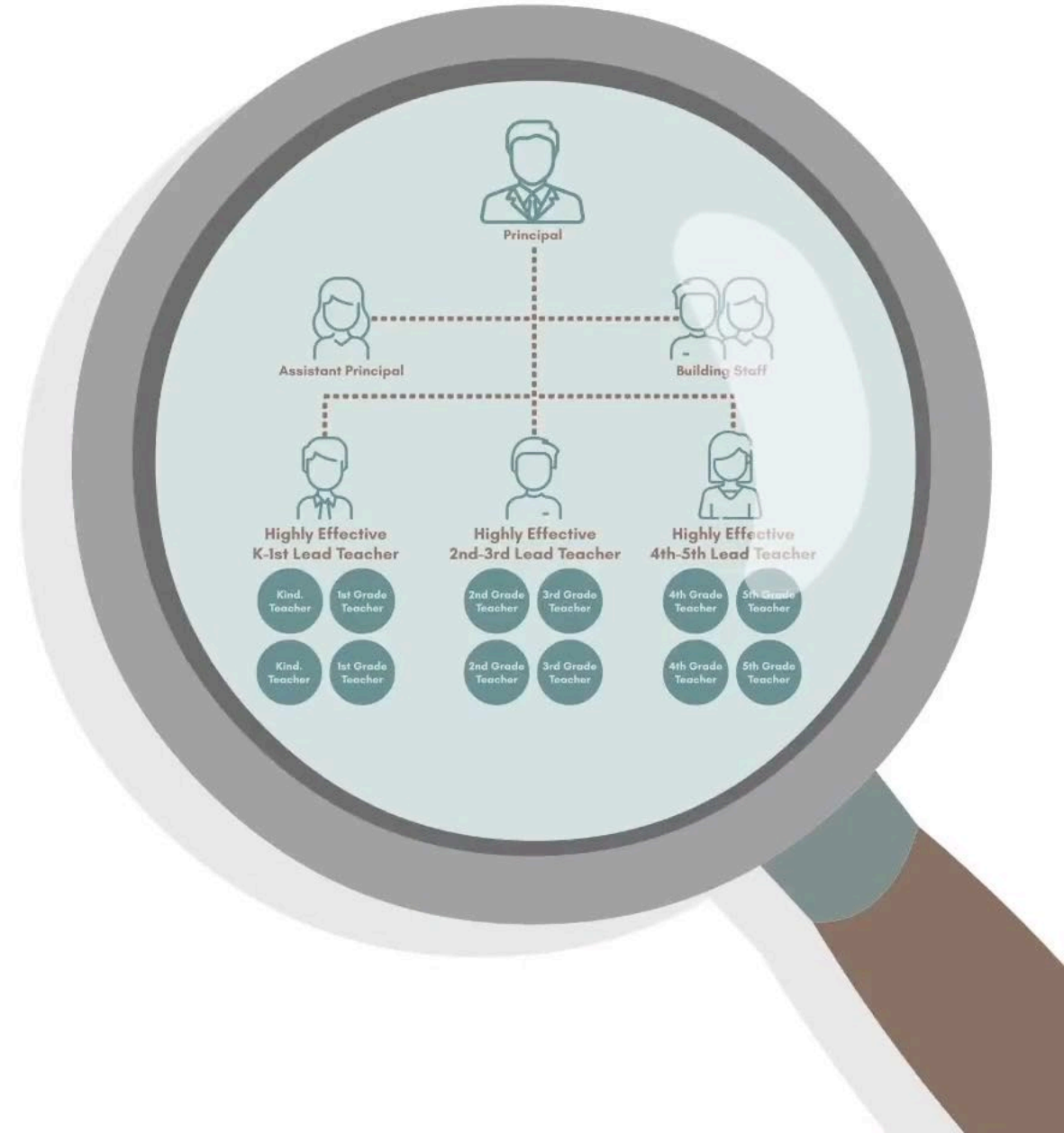
The Advanced Teaching Roles Program was created in 2016 to provide grants to districts to design and implement new organizational models that:

- ✓ Create advancement opportunities for highly effective teachers to earn more for extending their reach to more students and/or teams of teachers,
- ✓ Better align specific student needs with teacher strengths,
- ✓ Utilize existing teacher expertise to support and develop novice teachers, and
- ✓ Increase student access to effective teachers and high-quality instruction.

Advanced Teaching Roles Organizational Model



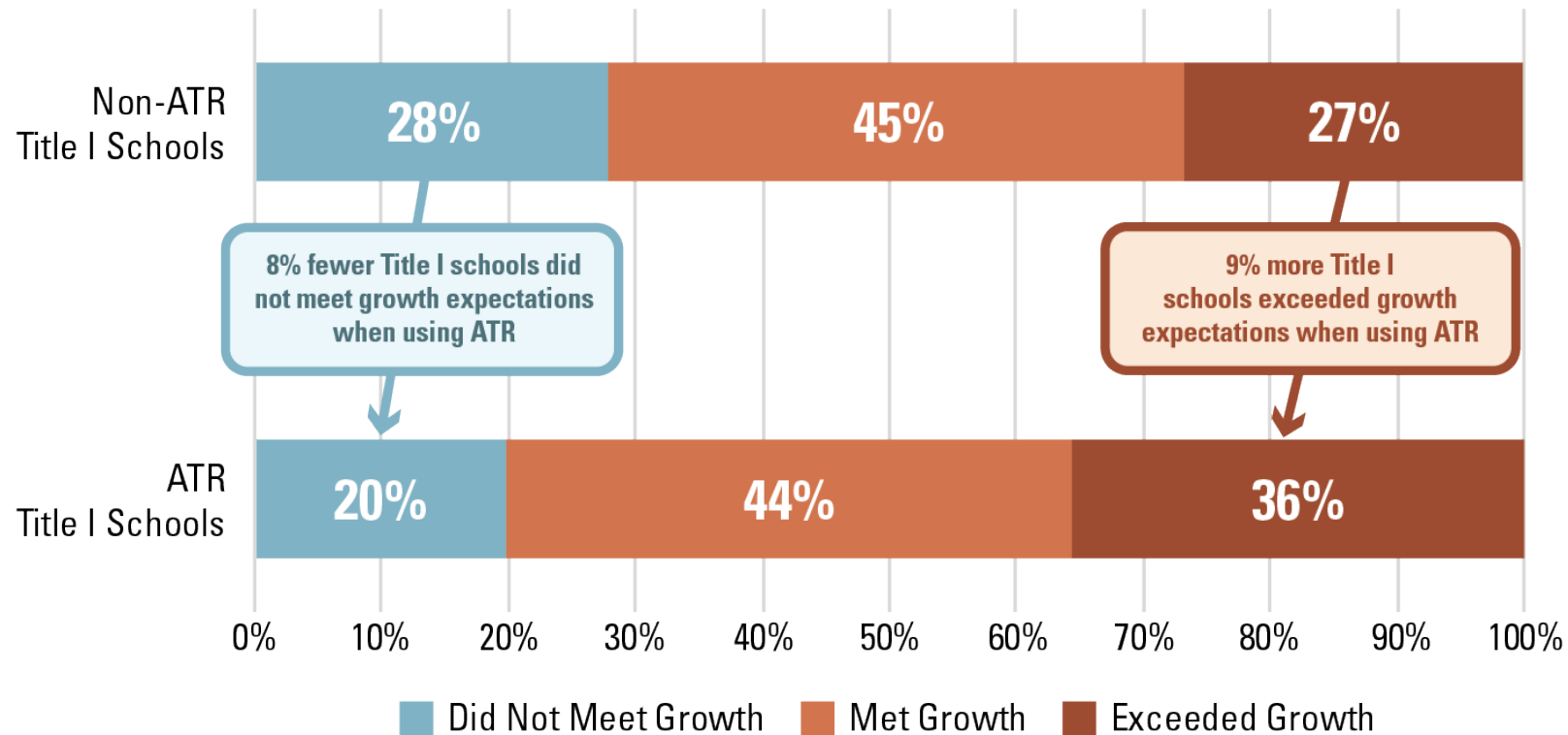
A Closer Look at ADVANCED TEACHING ROLES in North Carolina: *A Culture of Collaboration & Continuous Improvement*



Evidence of Success



School Growth Status of Traditional Public Schools, by Title I Eligibility and Advanced Teaching Roles Status (2021-22)

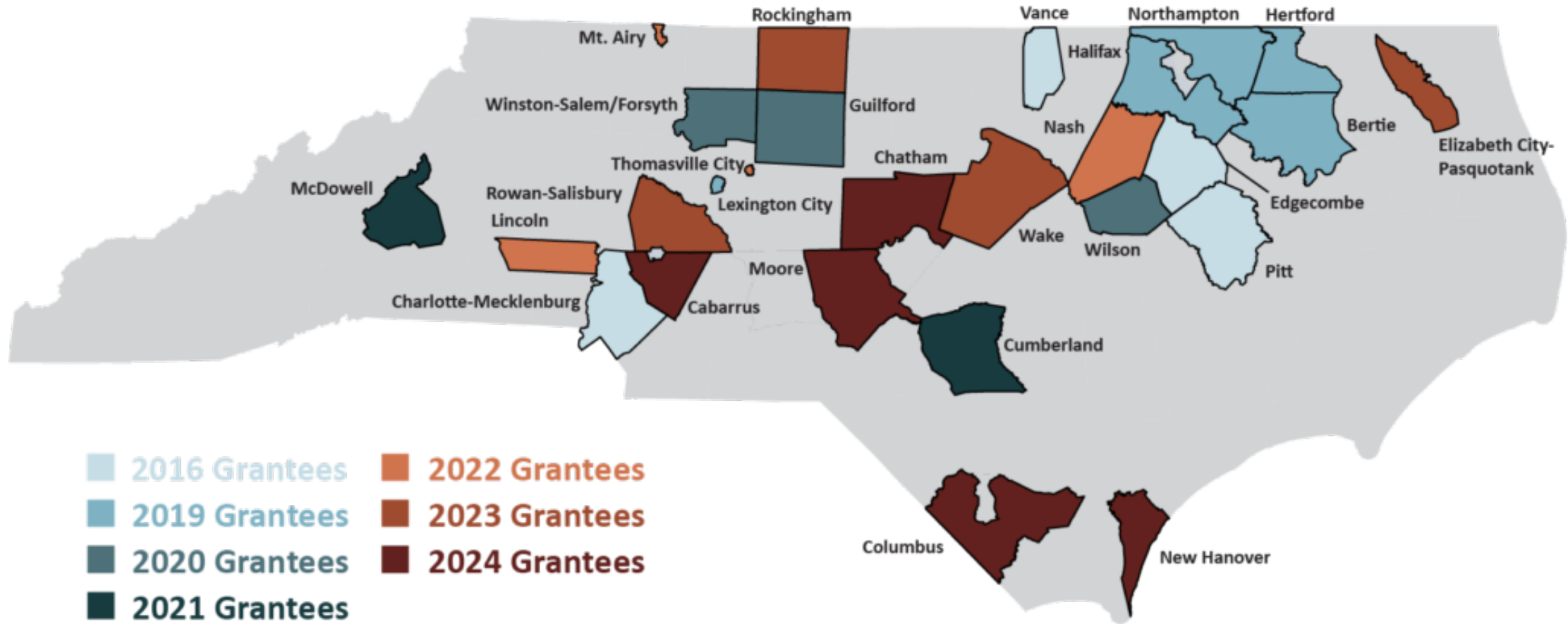


Advanced Teaching Roles Grants



- ✓ Today, there is an annual opportunity for districts to apply for ATR grants, with \$5.5M of recurring funding available.
- ✓ Districts may be awarded up to two three-year grants during which they will slowly phase in ATR to schools across the district.
- ✓ ATR schools receive class-size flexibility during the grant term.
- ✓ ATR grant funds may only be used for design and transition to ATR models, not for salary supplements for teachers.

Advanced Teaching Roles Districts (2024-25)



Advanced Teaching Roles Salary Supplements

After several years of implementation, districts were facing two key barriers to expansion:

- ✓ Available school-based funding can only support ~10% of teachers in ATR positions (the optimal level is 20%).
- ✓ Non-Title I schools and secondary schools generally do not have enough flexible funding to sustain ATR teacher salary supplements.

In 2023, the state budget appropriated \$10.9M for salary supplements for ATR teachers in participating schools. Statute allows for:

- ✓ \$10,000 for adult leadership teachers (up to 15% of teachers in a school; responsible for leading a team of teachers)
- ✓ \$3,000 for classroom excellence teachers (up to 5% of teachers in a school; takes on additional students)

Recommendations for Next Steps



NC General Assembly:

- ✓ Provide additional grant funding to facilitate expansion statewide.
- ✓ Increase teacher salary supplement funding to ensure 20% of teachers in new and existing ATR schools can receive supplements.
- ✓ Provide class-size flexibility to participating schools past the transitional grant term.
- ✓ Consider opportunities to refine state policy language, consistent with best practices.

NC DPI/State Board of Education:

- ✓ Conduct additional research on ATR implementation (i.e., optimal team-teaching structure).
- ✓ Develop process for reviewing district progress and approving “ATR status” on a five-year cycle.
- ✓ Finalize the development of effectiveness measures for ATR teachers.

Questions?

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