



PUBLIC SCHOOLS OF NORTH CAROLINA

DEPARTMENT OF PUBLIC INSTRUCTION | June St. Clair Atkinson, Ed.D., *State Superintendent*

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July 22, 2016

TO LEA Superintendents
Charter School Directors

FROM Dr. June St. Clair Atkinson *JSA*
State Superintendent

Dr. Thomas Tomberlin
Director, Educator Human Capital Policy and Research

2015-16 SY POLICY CHANGES TO TEACHER LICENSURE & EVALUATION SYSTEM

During the 2015-16 school year, the North Carolina Department of Public Instruction (NCDPI) has proposed significant changes to NC State Board of Education (SBE) policies related to teacher licensure and the North Carolina Educator Evaluation System (NCEES). NCDPI has requested these changes to policies as a result of feedback from the State Superintendent's Task Force on Teacher Recruitment, Credentialing, and Retention. Additionally, the NC General Assembly has passed legislation that necessitated changes to existing SBE licensure and teacher evaluation policies.

NCDPI has worked diligently to keep LEAs apprised of policy changes as they are approved by the SBE. Given the multitude of policy revisions that have been approved this year, NCDPI believes it would be helpful for LEAs to have a comprehensive list of these policy revisions. This list is being provided for informational purposes and should not be considered an exhaustive list of the policies or the revisions. Please consult the latest version of the SBE policy manual for a complete understanding of the policy revisions. The SBE policy manual can be accessed here: <http://sbepolicy.dpi.state.nc.us/>. Please note the version date on these policies as the most recent changes to SBE policy may not yet be posted. Appendix C contains estimated licensure costs for teachers choosing the different licensing routes.

If you have questions or comments about any of these policy changes, please contact NCDPI. You can send questions to educatoreffectiveness@dpi.nc.gov or use the state's [Let's Talk](#) service.

JSA:TT:mw

c: LEA Human Resource Directors
Rebecca Garland, Deputy State Superintendent, NCDPI
Maria Pitre-Martin, Chief Academic and Digital Learning Officer, NCDPI
Philip Price, Chief Financial Officer, NCDPI

Attachments (4)

EDUCATOR HUMAN CAPITAL POLICY AND RESEARCH

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Summary of Licensure/Teacher Evaluation Changes

<i>SBE Meeting</i>	<i>Policy (Policies) Amended</i>	<i>Approved Change</i>
November 2015	TCP-C-006	Pursuant to NC Gen. Stat. § 115C-105.26, the State Board of Education rescinds all waivers granted to LEAs regarding measuring student growth with the North Carolina Final Exams (NCFE) or Analysis of Student Work (ASW) process. SBE provides for locally created models for NCFEs and ASW.
April 2016	TCP-A-001	Federal definition of Highly Qualified (HQ) no longer applicable – reverts to state definition. SBE defines HQ as holding a NC Teaching License in the area appropriate for the course taught.
April 2016	TCP-A-001	Teachers initially licensed (and HQ) if they attempt all required SBE licensure exams in the first year and successfully pass the exams before or during their second year of teaching.
April 2016	TCP-A-001	Rename Standard Professional 1 (SP1) license to Initial (3-year term) and Standard Professional 2 license to Continuing (5-year renewal cycle).
April 2016	TCP-A-001, TCP-A-004	LEAs and charter schools are no longer required to recommend teachers for a Continuing license. Remove the requirement for teachers to be rated “proficient” or better on all standards of NCEES in order to convert to a Continuing license.
April 2016	TCP-A-001	Remove the yearly coursework requirement for lateral entry teachers. Lateral entry teachers must complete program of study by the end of the third year of teaching.
April 2016	TCP-A-001	Standards 6 and 8 renamed as Student Growth and School Growth, respectively. Student growth is no longer an independent standard in the educator evaluation process.
April 2016	TCP-A-001, TCP-A-004	All teachers (including lateral entry teachers) with fewer than three years of teaching experience must participate in the Beginning Teacher Support Program (BTSP).
May 2016	TCP-A-001	SBE approves changes to requirements for CTE licensure.
June 2016	TCP-A-001	Expand major/coursework requirements for elementary and exceptional children’s lateral entry pathways. See Appendix A.
June 2016	TCP-A-001	Expand emergency permitted educators to be placed in elementary and core subject areas in middle and high school.

July 2016	TCP-A-001	Repeal SBE policy that allows out-of-state teachers with three or more years of experience to teach in NC for one year and then receive a continuing license.
July 2016	TCP-A-001	SBE approves licensure pathways for out-of-state teachers with three or more years of experience. See Appendix B.
July 2016	TCP-A-001	SBE approves special license provisions for spouses of active military personnel stationed in NC. See section 1.22 of policy.
July 2016	TCP-A-001	SBE requires 10-day orientation for lateral entry teachers. LEAs may limit pre-service orientation to five days with the remaining days completed within the first year of teaching.

NOTE:

SECTION 8.32.(e) (G.S. §115C-296(b)(1)(i) of the 2016 Appropriations Act requires out of state applicants for a NC teaching license provide evaluation data (including student growth where applicable) from the state in which they were most recently employed as part of the licensure application process. Applicants who do not provide these data are eligible only for an initial NC teaching license. NCDPI will bring policy revisions for SBE approval in August 2016.

SECTION 8.32.(d) (G.S. §115C-296(b)(1)(b) of the 2016 Appropriations Act has implications for teachers with a NC Continuing license who receive a summative rating of less than proficient in their license renewal year. NCDPI will bring policy revisions for SBE approval in the near future.