

**- Impact Summary –
Proposed Changes to Policy GCOA on Teacher Contracts**

Potential Impact: Approximately 2,700 instructional staff up for a four-year contract renewal in 2022 (approximately 2,200 of those are teachers)

Case for Change:

- Nationwide teacher shortage – We need to design policies that help us recruit and retain good teachers without creating arbitrary barriers that, while well-intentioned, may not actually support improved student outcomes.
- The proposed change supports efforts to retain a diverse workforce:

4-year Contract Renewal in 2021-22*				
Race/Ethnicity	Current	Proposed	Difference	% Increase
American Indian/Alaskan	4	7	3	75.0%
Asian	30	44	14	46.7%
Black	299	574	275	92.0%
Hawaiian/Pacific Islander	1	1	0	0.0%
Hispanic	24	45	21	87.5%
Multi-Racial	28	46	18	64.3%
White	1,054	1,484	430	40.8%
Total # Teachers	1,440	2,201	761	52.8%
Renewal Rate	65.3%	99.8%		

**Data based on 2,205 teachers up for renewal with complete evaluation data*

- Concerns regarding interrater reliability and correlation to actual student growth:
 - In a 2017 analysis of teachers qualifying as mentors, which requires teachers to earn accomplished on a majority of ratings: four schools had no teachers qualify; eight schools had just one teacher qualify; 48 schools had less than five teachers qualify; while four schools had over 30 teachers qualify
 - In 2017-2018, Confidential Elementary had zero teachers earn a majority of accomplished ratings, yet the school exceeded growth in the prior year by over twice the required threshold. School exceeded growth by 5.22 (2.0 is the threshold for exceeding growth).
- Without the policy change, effective teachers serving out a four-year contract will be reduced to a one-year contract after serving for seven or more consecutive years in CMS.
- Without the policy change, it would be more difficult for teachers to earn a four-year contract than all neighboring counties and other large districts in NC (see below). From a teacher’s perspective, this boils down to job security and may impact a teacher’s choice in working for CMS or another district.

Are these proposed revisions lowering standards of teacher effectiveness?

From a practical standpoint, no. The provisions in the current Policy GCOA requiring teachers to receive an “accomplished” rating on a majority of evaluation standards would not be applicable until 2022. Effective with the 2018-2019 school year, the legislation on teacher contracts was revised to allow school districts to issue 1-, 2-, or 4-year contracts (as opposed to one-year contracts only, when career status was no longer available after August 1, 2013). The change in 2018 granted school districts the flexibility to issue multi-year contracts for the first time since the elimination of career status. Beginning in 2018, CMS issued four-year contracts to teachers who demonstrated proficient ratings in all evaluation standards.

It is also important to consider that under the proposed policy, teachers who earn less than proficient in any standard are not eligible for a four-year contract.

Summary of Ratings from Lowest to Highest:

Not Demonstrated – Developing – Proficient – Accomplished – Distinguished

Requirements for a 4-Year Contract in Surrounding/Large Districts

CMS	(Proposed) At least proficient on all standards (Without Policy Change) Accomplished on majority of standards
Cabarrus	At least proficient on all standards
Wake	At least proficient on all standards
Gaston	Satisfy just <u>one</u> of the following: <ol style="list-style-type: none"> 1. NB certified 2. Masters in relevant content area 3. Serve in advanced teaching role (mentor, dept chair, grade level chair, SIT) 4. Serving extra duty services; OR 5. Accomplished in most standards on recent evaluation
Guilford	Must satisfy just <u>one</u> of the following: <ol style="list-style-type: none"> 1. NB certified 2. Licensed in high-needs subject area 3. EVAAS “effective” for last 2 years; OR 4. Accomplished on majority of standards
Iredell-Statesville	Satisfy just <u>one</u> of the following: <ol style="list-style-type: none"> 1. NB certified 2. Licensed in high needs area 3. Masters in relevant content area 4. Serve in advanced leadership role (mentor, dept chair, grade level chair, SIT); OR 5. Accomplished on standards I and IV

*Union issues one or two-year contracts – At least proficient in all standards.

References:

Teacher Evaluation Rubric - <https://sites.google.com/dpi.nc.gov/ncees-information-and-resource/teachers?authuser=0>

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