

# Recruiting Outside the Box

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Community College System

# The Need and the Opportunity

## The Need

- Our traditional preparation and recruitment system has not been able to meet the teacher pipeline needs
- Populations most often left out
  - rural communities
  - Individuals of color
  - Individuals from economically disadvantaged backgrounds
  - High school students and adult students who are seeking a career pathway in education

## The Opportunity

- NC Community College System
  - Builds on existing partnerships and resources
  - Expands access and affordability through new transfer programs
  - Can expand and/or develop “grow your own” models in rural areas across the state



# North Carolina Community College System (NCCCS)


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“We must take people where they are and carry them as far as they can go.” – Dr. Dallas Herring, father of the NC Community College System

# NC Community College System: We Are Ready to Serve

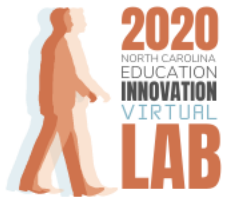


With 58 colleges serving 100 counties, the community colleges are in the best position to quickly build a teacher pipeline in underserved areas and attract a more diverse teacher candidates.



The specialized transfer degrees are designed as a seamless pathway from high school to community college to a four-year institution.

# How is NCCCS thinking outside the box when it comes to recruiting teachers in North Carolina?



- **Building on existing articulation agreements - New specialized teacher preparation transfer degrees align coursework for multiple licensure areas**
  - Associate of Arts in Teacher Preparation (AATP)
  - Associate in Science in Teacher Preparation (ASTP)
- **Increasing Access and Increased Affordability**
  - NCCCS seeks to provide individuals with a low cost or no cost pathway to a career in teaching

# How is NCCCS thinking outside the box when it comes to recruiting teachers in North Carolina?



- **Building on of existing partnerships with LEAs**

- Career and College Promise/Cooperative Innovative High Schools (i.e. early colleges and middle colleges)
  - New transfer pathways and degrees include alignment and a course articulation opportunity for Teacher Cadet/Teaching as a Profession
- Career Coach Program

# Simplify, Align and Accelerate

- AATP/ASTP are designed to align and accelerate learning by providing a clear pathway for transfer for teacher education students.
  - **Simplify**
    - AATP and ASTP provide specific courses designed to prepare students to transfer and enter teacher licensure degree programs at the senior institutions
  - **Align**
    - Teacher Cadet and Teaching as a Profession high school coursework
    - Comprehensive Articulation Agreement
  - **Accelerate**
    - College transfer programs are offered during the day, evening and online
    - Working adults can more easily access coursework
    - Career and College Promise (CCP)/Cooperative Innovative High Schools

# Partnering with High Schools Through Career and College Promise (CCP)



Community colleges already have strong relationships with the public schools through the growing popularity of Career and College Promise (CCP), which provides nearly 60,000 high school students with community college courses annually.



This program enhances our ability to reach into high schools and recruit future teachers – **Tuition Free**



# Partnering with Universities



Community colleges have solid transfer agreements with UNC and private universities.



This puts community colleges in a unique position at the center of what could be a new, accelerated teacher training model, drawing on the strengths of all sectors.



Our goal is to design the degree program as an affordable option, attracting individuals into the teaching profession with the help of scholarships and other support.

# Additional Out of the Box Recruitment EPP – Residency License(s)



- Residency License – formerly known as Lateral Entry License
- NCCCS is in the process of applying to become an approved Educator Preparation Program (EPP)
  - Applying for EPP approval as a System
  - Colleges who wish to participate will apply for the program through the SBCC process
  - Single Portal Entry - Student Application and Data Collection will be through the System

# How can North Carolina better utilize CTE programs in middle and high schools to recruit teachers? What benefits would that bring?

- Outreach should start early
- Build Upon Existing Partnerships with Perkins
  - High school to Community College CTE Articulation Agreement
  - Promote Teaching as a Profession and Teacher Cadet Programs
  - Expand access to Career Coaches statewide

# What policy and resources are needed?

- Expand Career Coach Program
- Finalize uniform AATP/ASTP articulation agreements with public and private universities
- Transfer policies targeting AATP/ASTP students
  - Secondary admissions
- Scholarships for AATP/ASTP students
  - Teacher Cadet and Teaching as a Profession
  - Teaching Fellows for Transfer Students
- Policies to address barriers of course alignment for students who begin their education at a community college and transfer to a senior institution
  - Common Course Numbering System used by NCCCS
  - Need for University Common Course Numbering System