

2014 Beginning Teacher Support Program Report

Time Period: Employed in March 2013 not employed in March 2014 as a classroom teacher

LEA: 210 - Edenton-Chowan Schools

Individual Submitting Report: Michelle Maddox

Date: 7/30/2014

Title/Position: Human Resources Director

TE= Individuals who have completed teacher education programs

TE Codes = 81, 83, 84, 85, 86, and 88

LE = Individuals entering teaching through lateral entry

LE Codes = 4L, LL, 35, 8L, 8R, 8Q, and 8Z

| | 1st Year | | 2nd Year | | 3rd Year | |
|--------------------|----------|----|----------|----|----------|----|
| | TE | LE | TE | LE | TE | LE |
| # of ILTs | 13 | 2 | 3 | | 8 | |
| ILTs not returning | 3 | 1 | 1 | | 2 | |

Of those not returning, how many were

Turnover Initiated by LEA

HRMS Code

| | | | | | | |
|---|----|--|--|--|--|--|
| NON-RENEWED - PROBATIONARY CONTRACT END | 53 | | | | | |
| INTERIM CONTRACT ENDED - NOT REHIRED | 54 | | | | | |
| RESIGNED - IN LIEU OF NON-RENEWAL | 78 | | | | | |
| RESIGNED - IN LIEU OF DISMISSAL | 55 | | | | | |
| DISMISSED | 50 | | | | | |

Turnover Beyond Control

| | | | | | | |
|--|----|--|---|--|--|--|
| REDUCTION IN FORCE | 51 | | | | | |
| RESIGNED-FAMILY RESPONSIBILITY/CHILD CARE | 57 | | | | | |
| RESIGNED - FAMILY RELOCATION | 61 | | | | | |
| RESIGNED MOVING DUE TO MILITARY ORDERS | 76 | | | | | |
| RESIGNED - BECAUSE OF HEALTH/DISABILITY | 64 | | | | | |
| RESIGNED-TO CONTINUE EDUCATION/TAKE A SABBATICAL | 60 | | 1 | | | |
| DID NOT OBTAIN OR MAINTAIN LICENSE | 56 | | | | | |
| RESIGNED - END OF VIF TERM | 74 | | | | | |
| DECEASED | 67 | | | | | |

Turnover that Might be Reduced at the LEA/State Level

| | | | | | | |
|--|----|---|--|---|---|--|
| RESIGNED-TO TEACH IN ANOTHER NC PUBLIC SCHOOL SYSTEM | 58 | 2 | | 1 | | |
| RESIGNED-TO TEACH IN A NC CHARTER SCHOOL | 70 | | | | | |
| RESIGNED-TO TEACH IN ANOTHER NC NON-PUBLIC/PRIVATE SCH | 71 | | | | | |
| RESIGNED - TO TEACH IN ANOTHER STATE | 62 | | | | 1 | |
| RESIGNED - DISSATISFIED WITH TEACHING | 63 | | | | | |
| RESIGNED - CAREER CHANGE | 72 | | | | | |
| RESIGNED - OTHER REASONS | 65 | 1 | | | | |
| RESIGNED - REASON UNKNOWN | 69 | | | | | |

Others

| | | | | | | |
|---|----|--|--|--|---|--|
| MOVED TO A NON-TEACHING POSITION IN THE LEA | 75 | | | | 1 | |
| MOVED TO A NON-TEACHING POSITION IN ANOTHER LEA | 59 | | | | | |
| RESIGNED - END OF TEACH AMERICA TERM | 77 | | | | | |

Other reasons not listed above, please specify:

Data Related to Lateral Entry Teachers

1. Of the new lateral entry teachers employed by your system this year, what percent (approximately) were employed for each of the following reasons:

- a. exceptional expertise in the license area
- b. licensed applicants were not interested in the position
- c. licensed applicants did not appear to be a good match for the position
- d. no appropriately licensed teachers were available
- e. other (please specify) _____

2. Of the new lateral entry teachers employed by your system this year, what percent (approximately) were employed prior to the start of the school year?

1 - 100%

3. Which of the following programs/services did you provide your lateral entry teachers:

- a. assigned a mentor in the same license area
- b. assigned a mentor prior to the first day of employment
- c. provided additional assistance during the two-week orientation period
- d. employed a full-time mentor for lateral entry teachers
- e. held monthly meetings especially for lateral entry teachers
- f. provided focused professional development for lateral entry teachers throughout the school year
- g. assisted lateral entry teachers in having their transcripts reviewed and programs of study prescribed
- h. assisted lateral entry teachers in locating classes
- i. provided tuition assistance for required coursework
- j. sponsored Praxis II preparation workshops
- k. Paid for the Praxis II exam(s)
- l. Other (please specify) _____

4. Did your lateral entry teachers encounter difficulty with any of the following:

- a. classroom management
- b. implementing school policies
- c. instructional delivery
- d. differentiated instruction
- e. understanding child development
- f. finding needed coursework
- g. availability of needed coursework
- h. having their transcripts reviewed
- i. passing Praxis II
- j. understanding licensure requirements
- k. complying with licensure requirements
- l. Other (please specify) _____

5. From the areas identified in #4, please list the top 3 (from a central office/system-wide perspective) and briefly describe your efforts to support the lateral entry teacher in the area.

| Area of Difficulty | LEA efforts to Assist Lateral Entry Teachers in this area. |
|---------------------------|--|
| #1 classroom management | provide mentor support, professional development, classroom observations |
| #2 finding coursework | assisted in contacting universities and researching available courses |
| #3 compliance | Letters, reminders |

6. From the areas identified in #4, please list the top 3 (from a principal/school level perspective) and briefly describe your efforts to support the lateral entry teacher in the area.

| Area of Difficulty | LEA efforts to Assist Lateral Entry Teachers in this area. |
|---------------------------|--|
| #1 classroom management | mentor support, professional development, classroom observations, walkthrough feedback |
| #2 instructional delivery | mentor support, professional development, classroom observations, feedback |