

**HR Council
February 7, 2019
NCSBA Assembly Hall**

Question	RTI Proposal	In-House Proposal
Licensure areas?	<ul style="list-style-type: none"> ● All middle & high ● EC ● No K-12 enhancement teachers at this time, but are planning to open up to those areas and elementary in the future 	<ul style="list-style-type: none"> ● All middle and high ● K-12 EC and enhancement teachers ● CTE ● No plans for elementary right now. Could expand in the future if the program is successful. However, elem would need more coursework.
Length of program?	1 year	1 year
Timing of enrollment, how can we accommodate late hires?	Looking into the possibility offering a midyear cohort.	Upon enrollment, teachers may begin Course 1 – an online course focusing on classroom management, building relationships and growth mindset. Enrollment can happen at any time during the year. A teacher hired in January can start Course 1 and then pick up with Course 2 in September.
Fee structure?	Can work with districts to spread the cost out over the course of the year.	Would remain the same. Districts would pay upfront and would collect fees through payroll deductions. District fees can be reduced if the number of participants reaches 90 or 100.
Expanding EC support?	Will gather specific wants/needs from districts to customize EC courses and/or have separate Cohort for EC teachers.	Contract with Dr. Bosch from Barton College to create synchronous online courses – an online series running parallel to the regular ed teachers' online coursework.
Coaching hours?	<ul style="list-style-type: none"> ● 2 on site, face to face coaching sessions ● 3 Virtual observations ● 3 Virtual coaching sessions ● No coaching requirements placed on districts 	<ul style="list-style-type: none"> ● All regular ed. teachers will have weekly coaching sessions with NCNTSP ● All EC teachers will receive group coaching from Dr. Bosch on a monthly basis ● No coaching requirements placed on districts

Council Feedback

- IHE options, such as NC Teach are no cost to district's so why continue program?
 - Some districts have the need for multiple pathways to license teachers and want to continue to have a licensure option through CCRESA
 - Many IHE programs have prerequisites that are an additional cost to the teacher and some candidates are not a good fit. It is nice to have options available.
 - There is no coaching support provided in NC Teach
- What about testing support? Many teachers need the added support for passing the Pearson and Praxis and districts would like to see that included in an EPP.
- Some districts saw the weekly coaching and partnership with NCNTSP as a benefit/positive aspect of the In-House option
- Many districts would like the inclusion of a midyear cohort for late hires