

Blue Ribbon Commission on Public Education

CHARGE 1: Teacher Training and Student Advancement - September 2026

The Blue Ribbon Commission on Public Education approached Teacher Training and Student Advancement as interconnected parts of a broader system for improving student outcomes. The recommendations and implementation strategies are intended to build on existing state investments and effective practices, address gaps identified through the Commission's study and discussion, and focus attention on strategies with the potential for meaningful and sustained impact. **Further background information, research, and rationale will accompany each of the recommendations.**

Recommendation 1

Strengthen Early Literacy as a Foundation for Student Success

1a. Statewide Literacy Coordination and Oversight

Establish a literacy advisory committee of up to 10 educators and experts, appointed by the State Board of Education, to (1) vet and recommend K-3 literacy curricula and high-dosage tutoring models, and (2) monitor implementation and outcomes.

1b. High-Quality Literacy Curriculum and Implementation Support

By May 2028, adopt and fund up to three evidence-based, developmentally appropriate K–3 literacy curricula aligned with the Science of Reading *and the Standard Course of Study*. Require all public school units to implement one of the state-adopted curricula for the 2028-29 school year.

1c. High-Dosage Tutoring

By May 2028, establish and fund a *clear evidence-based statewide framework for statewide* high-dosage tutoring ~~program~~ to provide targeted literacy intervention for K-3 students demonstrating reading difficulty, *with flexibility for local implementation*.

1d. Professional Learning and Literacy Coaching

By 2028-29, ~~leverage the Early Literacy and ATR infrastructure~~ *expand the state's literacy coaching capacity* to provide a state-funded literacy coach *or equivalent coaching capacity* in every low-performing elementary school.

1e. Summer Reading Intervention

Authorize school districts to require third grade students who are not proficient in reading to attend a summer reading camp *or receive another evidence-based literacy intervention* and provide *state* funding to support implementation.

Recommendation 2

Strengthen the Teacher Pipeline

2a. Teacher Compensation

~~By 2030~~ *2028*, establish and sustain a competitive teacher compensation system *across the career continuum* that positions North Carolina as a regional leader in teacher pay and supports the recruitment and retention of effective educators.

2b. Statewide Recruitment and Preparation Through NC Teaching Fellows

Position the NC Teaching Fellows program as the state's flagship mechanism for recruiting high-potential teacher candidates *across institutions and licensure areas* and allow flexibility to respond to workforce needs and the development of future leaders.

2c. Licensure Pathways and Flexibility

By 2030, phase out Emergency and Permit-to-Teach licenses and establish clear, consistent pathways to full professional licensure *through the State Board of Education's task force on educator licensure and advancement*.

2d. Licensure Assessment Requirements

Revise or replace licensure requirements in legislation or policy that create unnecessary barriers for beginning teachers. Provide rigorous, ~~alternative~~ *competency-based or other alternative* measures for candidates to demonstrate readiness to teach *through the State Board of Education's task force on educator licensure and advancement*.

2e. Beginning Teacher and Early Career Support

Establish and/or expand compensated pathways into teaching, including paid student teaching, residencies, apprenticeships, and Grow Your Own programs, *supported by sustainable state funding*.

2f. Career Advancement and Teacher Leadership

By 2032, Expand career advancement opportunities for effective teachers through mentoring and coaching programs for Beginning Teachers and statewide scaling of Advanced Teaching Roles, supported by sustainable state funding.

2g. Pathways for Effective Retired Teachers Re-entry

By 2027, modernize retire-rehire policies to create flexible pathways for effective retired educators to return to or continue serving in full-time, part-time, and high-need positions.

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