

North Carolina Center for the Advancement of Teaching

Vision: To Advance Teaching as an Art and as a Profession

Mission: NCCAT helps every North Carolina teacher grow in knowledge, skills, compassion, and professionalism so that every student becomes engaged, self-motivated, and successful.

Our Priority Areas and Goals:

Develop Professional Educators	Be the Recognized Leader in Professional Development for NC Educators	Foster Successful Educational Innovation	Value, Renew, and Empower Educators
<p>Support educators to meet the comprehensive needs of all students.</p> <p>Empower educators to develop effective, research-based teaching practices.</p> <p>Inspire and build teachers as leaders and lifelong learners.</p> <p>Ensure all professional development recognizes and addresses the complexity of quality classroom instruction.</p>	<p>Advocate for the importance of professional development in education.</p> <p>Grow the knowledge base of how to develop effective educators.</p> <p>Demonstrate and engage in dynamic, high- achieving learning communities.</p>	<p>Strengthen innovative partnerships that expand the capacity of NCCAT and partnering institutions.</p> <p>Ensure long-term sustainability of the organization.</p> <p>Achieve research on and evaluation of all programming.</p> <p>Expand and engage a broad-based stakeholder network.</p>	<p>Provide a safe and inviting learning environment.</p> <p>Maintain an organizational culture of service.</p> <p>Ensure continuous service improvement.</p> <p>Be responsive to current and future needs of NC Educators.</p>

Our Dashboard of Success Metrics:

<p>PRIORITY ONE: DEVELOPING EDUCATORS</p> <ul style="list-style-type: none"> # Educators attending residential PD (20% increase target by 2026) # Educator attending off-site, online, and virtual PD # Badging programs and Focus Friday completers % Increase of Districts served by each Region # Charter Schools served (20% increase by 2026) # educators served with Early Grades Literacy PD <p>PRIORITY TWO: RECOGNIZED PD LEADER</p> <ul style="list-style-type: none"> # Districts represented at CLC & LLC conference # District/Charter nominees for BTOY & CTE # Contract Presenters/Learning Leaders attending NCCAT Way annual PD % or # of PD completed by staff members annually 	<p>PRIORITY THREE: EDUCATIONAL INNOVATION</p> <ul style="list-style-type: none"> # Partnerships fostering a collaborative environment between and among NCCAT and stakeholders. # Opportunities for district leaders to attend NCCAT # Amount new funding for multiple projects # of Educators completing Student Goal aligned to attended PD at 30- and 90-day follow-up <p>PRIORITY FOUR: VALUE, RENEW, EMPOWER</p> <ul style="list-style-type: none"> % Verification of state inspections passing % Teachers attending NCCAT teaching 20 years or less, 10 years or less or 5 years or less # grade Rating for Dining
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Our Strategic Accomplishments:

Develop Professional Educators

NCCAT models best practices for transfer of research to classroom practice.

Week-long professional development sessions at our Ocracoke and Cullowhee campuses allow teachers to become immersed in deep learning, and transfer to their unique teaching situations.

NCCAT conducts content-specific programs for pre-K through 12th grade teachers in early grades literacy, literacy, math, science, social studies, STEM, CTE, and more.

NCCAT developed the NCCAT Way (Building Community, Collaboration, Reflection, Goal Setting), a highly effective model, for delivering professional development.

Within weeks of math and covid learning loss data release, NCCAT developed a multi-day residential, regional and multi-school district professional development series designed to change practice and address gaps for middle school math.

Interactive and product driven, NCCAT course offerings are based on stakeholder feedback and data identified needs for teacher learning.

In 2021-2022, NCCAT served 7,443 teachers directly in programs. Those 7,443 teachers will impact approximately over 528,000 children each year. In 5 years, these same teachers will have impacted over 2 1/2 million students.

Be the Recognized Leader in Professional Development in NC Education

NCCAT is a recognized statewide leader in professional development, supporting and retaining the highly qualified teachers who will prepare students to meet the challenges of the future.

NCCAT provides extensive regional, district and school-based professional development that focuses on the identified individual needs of the respective entity. NCCAT offers targeted and timely professional development designed to change practice and not simply inform. Our professional development utilizes current content-based research, adult learning theory best practices, and change management expertise that empowers teachers to maximize student learning.

The existing NCCAT organizational structure has effectively orchestrated the success of an expanded outreach to teachers and increased the number of teachers served, even during the pandemic, through its residential, online, virtual, school, district, and regional professional development offerings.

Foster Successful Educational Innovation

NCCAT maintains one infrastructure for both campuses; all administrative, registration, finance, human relations, and other essential operations-related services are based at the Cullowhee campus.

NCCAT has grown its' partnerships with school systems, educational institutions, teacher preparation programs and the Department of Public Instruction. NCCAT has served all 115 school districts for the last five years.

in 2021 NCCAT received additional funding for multiple projects, including \$23,000,000 for the expansion and renovation of the Cullowhee Campus.

NCCAT's annual Curriculum Leaders Conference provides curriculum leaders the opportunity to collaborate with colleagues from across North Carolina and attend a variety of relevant and timely academic sessions.

The annual NCCAT Literacy Leaders' Conference features literacy experts from across the state and country. Presenters provide NC literacy leaders various learning opportunities to improve literacy and collaborate on state initiative implementation.

Value, Renew, and Empower Educators

NCCAT created the Beginning Teacher of the Year Award to recognize the unique challenges and achievements new teachers experience during their first year in the classroom. Supporting and encouraging new teachers is paramount to developing the caring, strong professionals we all want instructing our North Carolina students.

North Carolina public schools and public charter schools recruit approximately 7,000 new teachers annually. Data shows that nearly half of North Carolina's new teachers leave the profession in their first five years of teaching. In recognizing excellence among new teachers and in providing programs that support them from the very start of their careers, NCCAT not only honors their achievements, but also strengthens their connection to the profession, to one another, and to the resources they need to succeed.

In North Carolina, Career and Technical Education includes nearly 7,000 educators sharing the vision that every public school student will graduate ready for post-secondary education and work, prepared to be a globally engaged and productive citizen. The NCCAT Career and Technical Education residential week-long program and Teacher of the Year Award celebrates these teachers who empower all students to be successful in their futures.

NCCAT operates year-round on two residential campuses—the main campus is in Cullowhee and the other on Ocracoke Island. These residential campuses provide professional development space, collaborative space, lodging and dining services for thousands of NC teachers each year.

Seventy-three percent (73%) of teachers who have come to NCCAT in the last 5 years have been teaching for 20 years or less. Thirty-four percent (34%) have been teaching for 10 years or less. Fifteen percent (15%) have 5 or fewer years of experience.

