

§ 115C-310.5. Advanced teaching roles plan approval.

(a) Proposals. – By July 15 of each year, the State Board of Education shall issue a Request for Proposal (RFP) to allow local boards of education to submit ATR plans for approval. Local boards of education shall submit their proposed ATR plans by August 15. The RFP shall require that proposals include the following information, at a minimum:

- (1) Description of the plan structure, including both of the following:
 - a. The process for teacher advancement based on performance, professional growth, or the advanced teaching roles assumed by the teacher.
 - b. Plans for how the local school administrative unit will utilize and train teachers in advanced teaching roles. These plans shall describe how the proposed use and training of teachers in advanced teaching roles will improve student outcomes.
- (2) Descriptions of the advanced teaching roles, including the following information for each advanced role:
 - a. Minimum qualifications for the position that include at least two of the following:
 1. Advanced certifications, such as National Board for Professional Teaching Standards Certification, or a master's degree in the area in which the teacher is licensed and teaching.
 2. A rating of at least accomplished on each of the Teacher Evaluation Standards 1-5 on the North Carolina Teacher Evaluation instrument.
 3. Evidence that the teacher has an average Education Value-Added Assessment System (EVAAS) student growth index score from the three previous school years of 1.5 or greater and no individual EVAAS student growth index score below zero.
 4. Equivalent demonstrated mastery of teaching skills as required by the new local compensation model.
 - b. Job responsibilities for each advanced teaching role that include at least one of the following:
 1. Teaching an increased number of students and being responsible for their performance as the teacher of record for those students.
 2. Becoming an ATR team lead and participating in EVAAS according to a model developed by the Department of Public Instruction. The Department shall publish and explain the model on the Department's website and update it within 30 days of any change to the model.
- (3) Salary supplement information including the following:
 - a. The amount of the salary supplements for each advanced teaching role and the source of funding for each supplement.
 - b. A statement by the local board of education that the salary supplements will be paid as a supplement to the teacher's regular salary and not be included in the average salary calculation used for budgeting State allotments.
 - c. A statement by the local board of education that if a teacher in an advanced teaching role (i) fails to maintain the minimum criteria established for the position, (ii) is not successfully performing the

additional duties associated with the advanced teaching role, or (iii) voluntarily relinquishes the advanced teaching role, the teacher shall only be paid the salary applicable to that individual on the State teacher salary schedule and any other local supplements that would otherwise apply to the teacher's compensation.

- d. The amount of the salary supplements at all levels of the proposed new compensation model in relation to the State teacher salary schedule.
- (4) An implementation plan consistent with subsection (d) of this section, including the number of schools in the local school administrative unit that will have advanced teaching roles and any new proposed compensation model, the number of advanced teaching roles at each of those schools, the number of students whose teacher of record will be a teacher in an advanced teaching role, and the number of teachers overall who would be eligible for the proposed new compensation model.
- (5) Plans for long-term financial sustainability once any grant money that may be awarded under G.S. 115C-310.11 to the local school administrative unit is no longer available. This plan shall include a description of how the unit intends to provide supplemental compensation for teachers in an advanced teaching role without grant money.
- (6) Description of how the local school administrative unit will inform all employees and the public on the criteria and selection for the advanced teaching roles, the continued eligibility requirements for the advanced teaching roles, and how the individuals selected for the advanced teaching roles will be evaluated.
- (7) Description of how the local school administrative unit will inform all employees and the public on the criteria for movement on the proposed new local compensation model.
- (8) The process for the voluntary relinquishment of an advanced teaching role, including the associated additional duties.
- (9) A description of how the local school administrative unit could partner with local educator preparation programs, institutions of higher education, or community colleges to improve teacher effectiveness and student outcomes.

(b) Selection of ATR Units. – By October 15 of each year, the State Board of Education shall review proposals and select local school administrative units to participate in the program in accordance with the criteria established by the State Board of Education consistent with this section.

(c) Advanced Teaching Roles Designation. – ATR units shall designate participating schools within the unit as ATR schools.

(d) Implementation Limitations. – The following limitations apply to the implementation of advanced teaching roles in an ATR unit:

- (1) For the first year of implementation, the ATR unit may include in its ATR plan at least one school up to the lesser of (i) five of the ATR unit's schools or (ii) twenty-five percent (25%) of the ATR unit's schools.
- (2) For the second and third years of implementation, the ATR unit may include in its ATR plan at least one school up to the lesser of (i) 10 of the ATR unit's schools or (ii) fifty percent (50%) of the ATR unit's schools.
- (3) For any years following the third year of implementation, the ATR unit's plan may include any number of the unit's schools.

(e) Loss of Advanced Teaching Role. – Loss of an advanced teaching role, including voluntary relinquishment, shall not be considered a demotion under Part 3 of Article 22 of Chapter 115C of the General Statutes.

(f) Material Revisions of Plans. – ATR units shall submit material revisions of an approved ATR plan to the State Board of Education for approval. (2024-57, s. 3J.16(a).)