



NC Troops to Teachers

March 2017

NC Troops to Teachers' mission is to help separating or retiring military service members find employment as K-12 educators in North Carolina. NC Troops to Teachers recruits, counsels, and provides job search services to eligible candidates. A referral service to universities that offer state approved teacher education programs is also provided to candidates. Additionally, NC Troops for Teachers offers training on how candidates should effectively represent themselves and their relevant experiences to potential employers.

On September 30, 2016, Defense Activity of Non-Traditional Education Support (DANTES) announced that it would suspend funding to state offices while the Department of Defense deliberates on how they will fund state offices in the future. This decision affects NC Troop to Teachers funds. In the span of time that funding is not available to NC Troops for Teachers, DPI has used reversion funds to cover the salary costs of the two employees that serve the NC program. The salaries will be covered from October 2016 to June 2017.

DPI has added a request to the Expansion budget to make NC Troops to Teachers a state program to the instability of federal funding for the program. In the event that the program becomes state funded, NC Troops to Teachers will most likely need to rebrand itself so as to make a clear distinction between it and other Troops to Teachers offices.

Recommendation:

Reversion funding should be continued through June while the national office decides on how to fund state offices going forward. In either outcome, NC Troops to Teachers should become a state-funded program so that educators can continue to be recruited from a diverse, skilled, and predominately male pool of candidates.

North Carolina Troops to Teachers - Facts 2016

Key Performance Metrics for NC Troops to Teachers - 2011-2016

Year	First Time Hires (FFY)	Hires by School Year	Registrations (FFY)
2016	50	115	453
2015	35	286	568
2014	44	430	678
2013	63	455	385
2012	231	516	384
2011	83	N/A	281

Table Key

First Time Hire Counts - Participants newly hired for the first time ever as a teacher in any state. (showing NC CPH hires by Federal Fiscal Year)

Hires by School Year - All program participant teachers that reported hire in an NC LEA. (shown by School Year)

Registration - New participants registering with an initial address in NC. (shown by Federal Fiscal Year)

Expenditures Federal Fiscal Year (October 1, 2015 – September 30, 2016)

Spending Category	Dollars
Personnel Salaries	\$93,726.99
Personnel Benefits	\$18,486.05
Travel	\$8,198.84
Office Equipment	\$79.00
Communications	\$949.20
Marketing & Advertising	\$1,674.18
Consumable Supplies	\$243.46
Indirect & Other	\$12,335.77
Total 2016 Spending	\$135,693.49