



### EXECUTIVE ORDER 2023-08

**WHEREAS**, North Dakota is committed to leading the nation in innovative education, creating authentic learning experiences that prepare students to be contributing global citizens and lifelong learners; and

**WHEREAS**, true educational innovation is a product of collaboration; teachers, families, administrators and business, community and state leaders all play an important role in fostering grassroots transformation; and

**WHEREAS**, the state of North Dakota has assumed the vast majority of costs for K-12 education and has an obligation to provide an effective education while being a diligent steward of taxpayer dollars; and

**WHEREAS**, the 2022-2023 ND Insights data estimated that approximately 9,100 teachers worked as licensed teachers in North Dakota public schools; and

**WHEREAS**, an estimated 10,300 individuals currently hold a K-12 teaching license in North Dakota yet are not working in classrooms today; and

**WHEREAS**, 33% of North Dakota teachers leave the teaching profession within the first five years, reflecting a high teacher attrition rate; and

**WHEREAS**, emergency rulemaking requested by the North Dakota Education Standards and Practices Board (ESPB) was granted as a temporary measure to help alleviate the state's teacher shortage; and

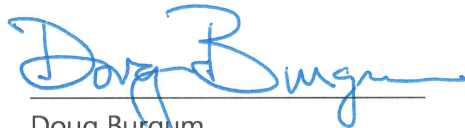
**WHEREAS**, working conditions such as classroom sizes, workload, school leadership support, resource allocation, access to professional learning opportunities, diminished levels of school support staff and inconsistent implementation of school and community support systems affect educators' longevity in the classroom; and

**WHEREAS**, North Dakota students deserve high-quality educators in every classroom, and North Dakota educators need to be respected and provided adequate resources and support to foster growth and success for future generations.

**NOW THEREFORE**, Doug Burgum, as Governor of the State of North Dakota, by virtue of the executive authority vested under Article V, Section 1 of the North Dakota Constitution to convene groups dedicated to addressing issues of importance to the state, hereby:

- I. Establishes the Teacher Retention and Recruitment Task Force ("Task Force"), consisting of no fewer than 11 and no more than 15 voting members representing stakeholders across the education community. The Governor or designee and the Superintendent of Public Instruction or designee will serve as voting members of the Task Force. Non-voting members may be requested to participate in the Task Force work as decided by the Governor. The Governor shall designate a chairperson for the Task Force.
- II. The Governor shall appoint members to the Task Force and has the authority to remove members per his discretion.
- III. The Task Force shall establish recommendations that must include but are not limited to:
  - a. Increasing recruitment to the teaching profession;
  - b. Improving teacher preparation programs across the state;
  - c. Reviewing and evaluating current pathways to licensure and a review of new opportunities around teacher licensure;
  - d. Reviewing teacher compensation and contracts;
  - e. Sharing best practices for effective teacher evaluation;
  - f. Improving working conditions and supports to improve retention in the teaching profession;
  - g. Identifying best practices from other jurisdictions and potential impact to long-term positive outcomes related to teacher recruitment and retention.
- IV. The Task Force shall:
  - a. Provide recommendations through a final report to the Governor and the Superintendent of Public Instruction no later than September 30, 2024.
  - b. Identify partners to sponsor legislation based on the report's recommendations during the 69<sup>th</sup> Legislative Assembly.
  - c. Conduct stakeholder meetings and roundtable discussions across the state to gather feedback from pertinent stakeholder groups.
  - d. Be supported by an external facilitator in partnership with the Governor's Office.
  - e. Terminate upon submitting the final report.
- V. This Executive Order is effective immediately.

Executed at Bismarck, North Dakota, the 8th day of September, 2023.



Doug Burgum  
Governor

Attest:



Michael Howe  
Secretary of State