

Education in North Carolina:

The (Almost) 2022 Leadership Edition

December 8, 2021

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Setting Expectations

- Top-level coverage only—in 30 minutes, *we can only cover so much*
 - NC-only—no information here about the state of education in *other states*
 - A *positionality-free* overview—no personal opinions about any topic discussed are implied
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Getting the Lay of the Land in NC Education

Governance	NCGA (budget, laws)							
	Governor (budget, Dept of Administration)							
	Elected Leads (e.g., State K12 Superintendent)							
	Appointed Leads (e.g., NCCCS President)							
	Federal Government (laws, funding)							
	State Policy-Making Boards (SBE, NCCCS, UNC System)							
	Local Boards (policy, personnel)							
	Local Leads (Supt, Pres, Chancellor) (policy, personnel)							
	County Commissioners (budget)							
	Issue: <i>Postsecondary Student Aid</i>		DHHS	NCDPI	NCCCS	UNC	ICUs	Private P12
		Sectors						

Current Priority Topics in P20 Education in NC

- *Early Childhood*
 - PreK Readiness
 - Early Grades Reading
 - *Expanding Postsecondary Opportunities*
 - CIHS-CC-IHE Credit Transfer (“Articulation”)
 - “Opportunity Youth” and Adult Learners
 - *Financing Education*
 - P12 Vouchers
 - Teacher Pay / Differentiated Pay / Differentiated Teacher Roles
 - Funding Formulae (e.g., Exceptional Children)
 - *Leandro*
 - *COVID Impacts & Reactions*
 - Virtual Learning
 - Learning Loss / Student Mental Health
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How Can You Lead?

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How Can You Lead?

How can we get from

Disagreement

in education?

Believe it or not, we might find one key in the words of (wait for it). . .

Jane Goodall:

*“It is my task to try to change their attitude[, but] **they will not listen if I raise my voice and point an accusing finger.** Instead they will become angry and hostile.*

And that will be the end of the dialogue. . . . So, I keep the anger—which of course I feel—as hidden and controlled as possible[, and] I try to reach gently into their hearts.”

– Reason for Hope: A Spiritual Journey (1999)

How Can You Lead?

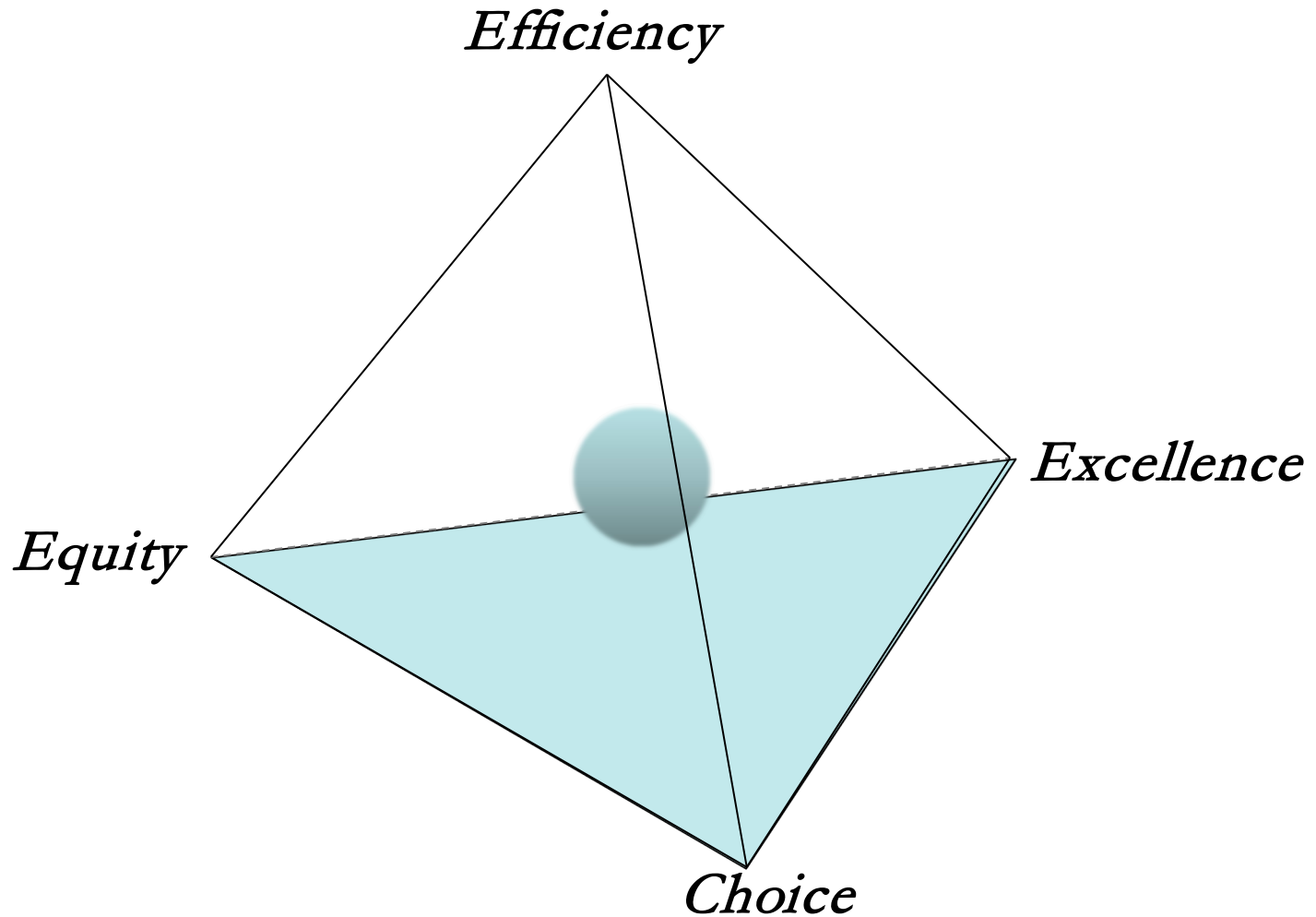
How can we get from

Disagreement → *Discussion & Debate* → *Agreement* → *Action*

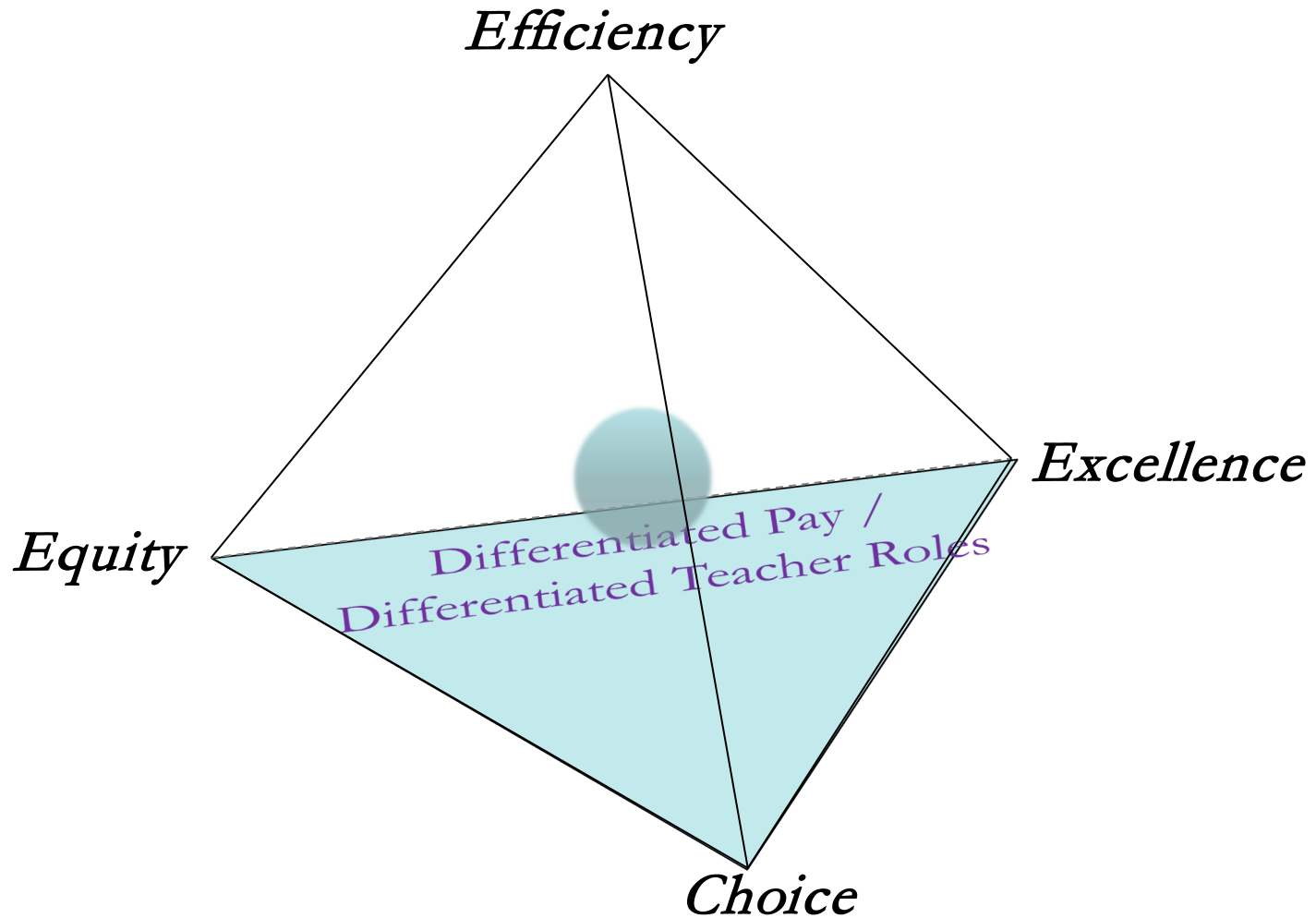
in education?

1. Shift from an antagonistic mindset (i.e., a mindset in which policy actors are “good” and “evil”) to a ***competing values mindset***—a baseline assumption that everyone is working on these issues because they want to do good; they just can’t always agree on what “good” looks like.
 2. Shift from an advocacy perspective (what can I do to get my issue heard and addressed?) to a ***limited resources/compromise perspective*** (how can I work with other interests to find the best balance for our community?)
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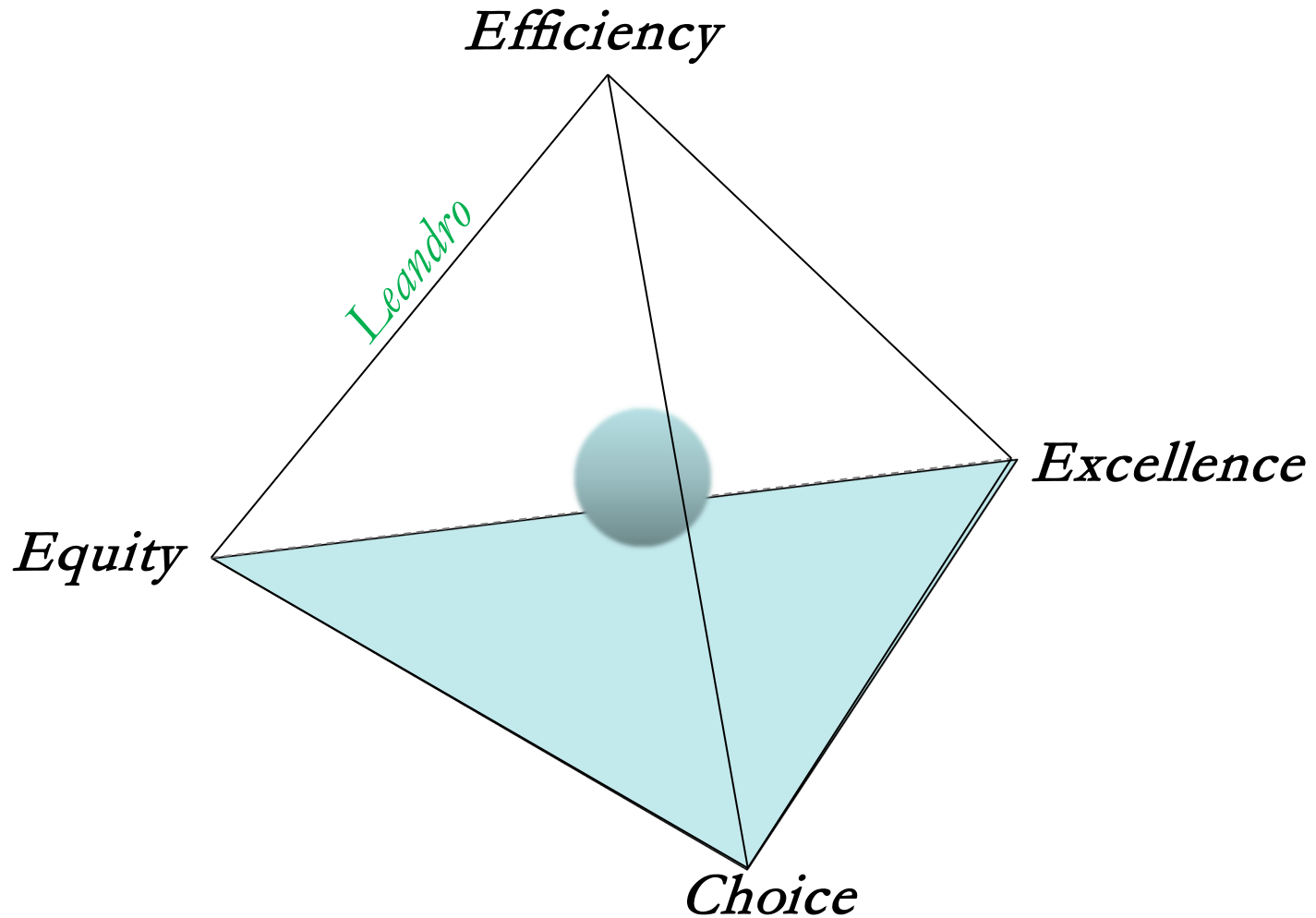
How Can You Lead?: *1. A Competing Values Lens*



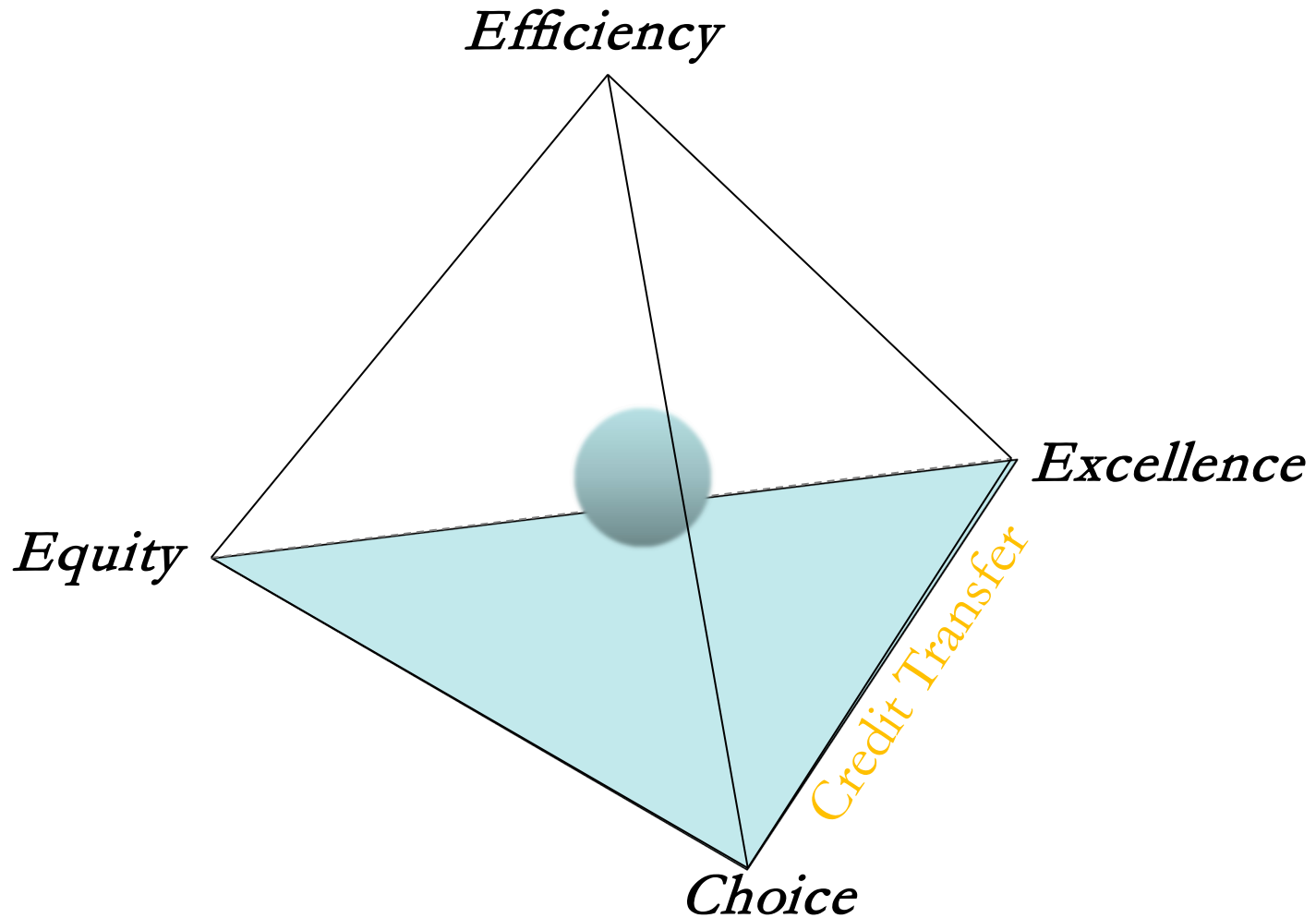
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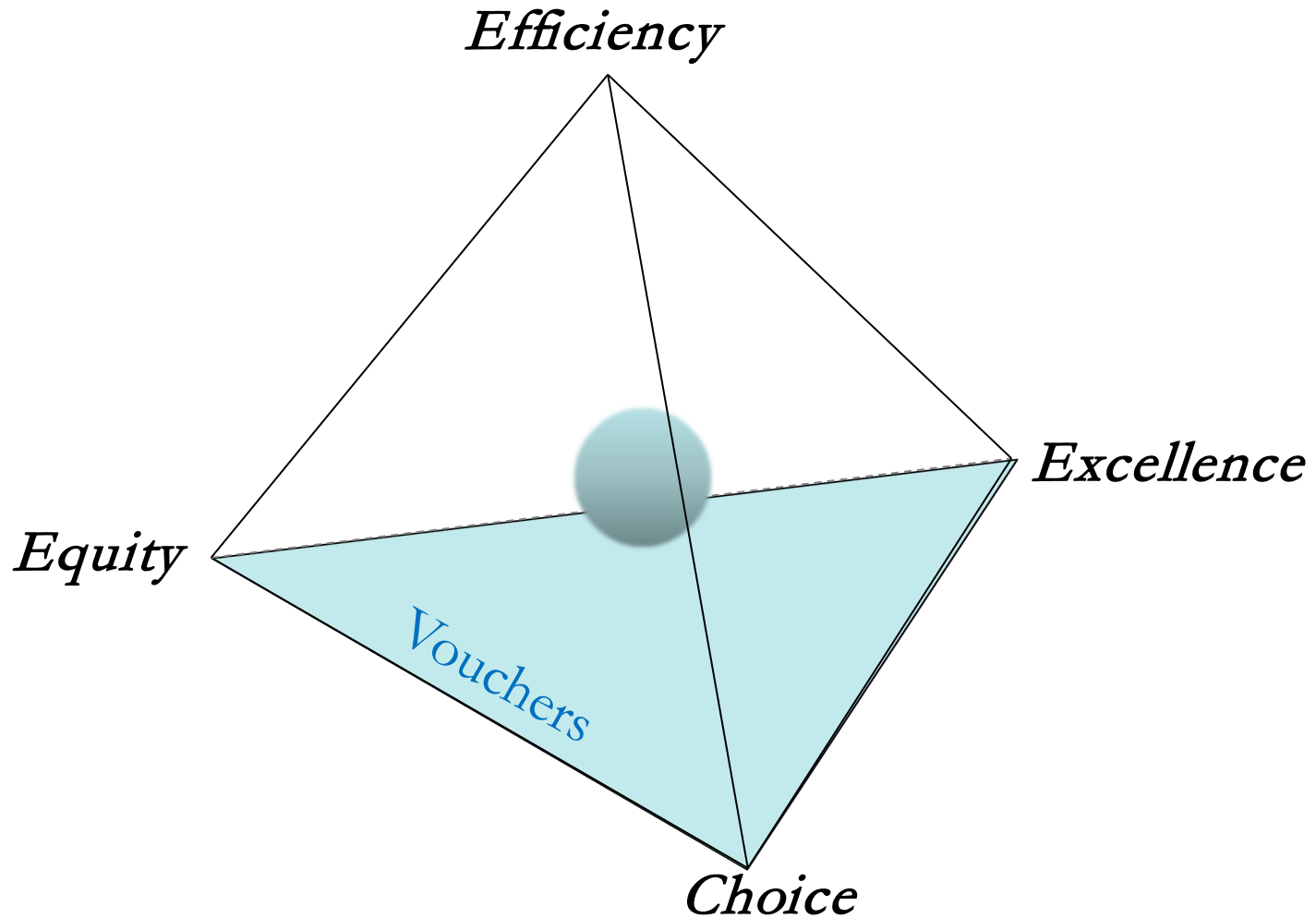
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How Can You Lead?: *1. A Competing Values Lens*



How Can You Lead?: *1. A Competing Values Lens*



How Can You Lead?:

2. A Limited Resources/Compromise Perspective

Example: The State Budget Process

FY 2021-22 State P20 Education Budget (Approps & Receipts):

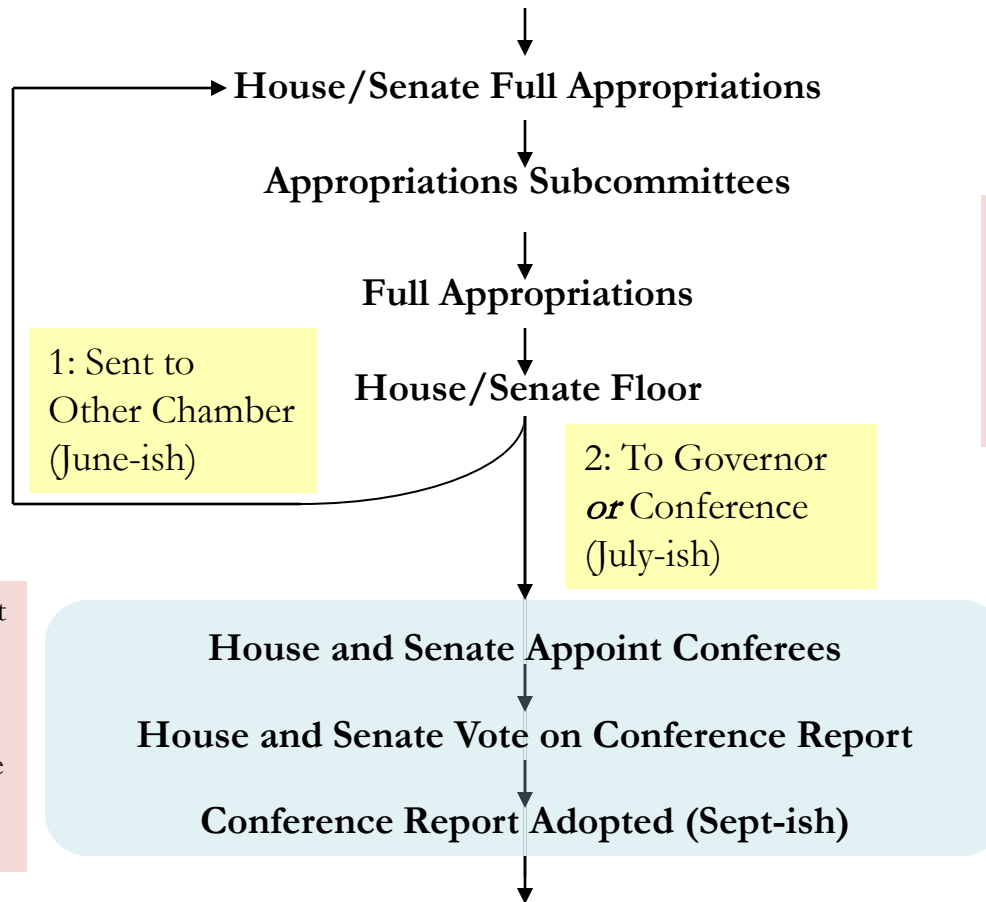
(\$15.7B+\$6.8B) out of **(\$25.9B+\$33.9B)** = *60%* of State Funding

- Child Development and Early Ed (**\$240M+\$1.1B**)
 - Public + Charter K12 (**\$10.6B+\$2.9B**)
 - NCCCS (**\$1.3B+\$0.5B**)
 - UNC (**\$3.5B+\$2.3B**)
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How Can You Lead?:

2. A Limited Resources/Compromise Perspective

Governor's Recommended Budget (typically March)



The House and Senate alternate preparation of the initial budget bill. The Senate initiated action for 2021-22; the House will initiate for 2023-24.

1: Sent to Other Chamber (June-ish)

2: To Governor *or* Conference (July-ish)

The Conference Report must be voted up or down as submitted by the conference committee; it cannot be amended on the House or Senate floor.

If originating Chamber does not concur

Budget Bill Enrolled, Ratified, and Sent to the Governor to be Signed into Law *or Vetoed*

How Can You Lead?

- 1. Recognize Competing Values:** “[I]f you can learn a simple trick . . . you’ll get along a lot better with all kinds of folks. You never really understand a person until you consider things from his point of view . . . until you climb into his skin and walk around in it.” – Atticus Finch, in *To Kill a Mockingbird* (1960)
 - 2. Seek Compromise:** “If you only hold a hammer, everything looks like a nail.” – Instead of using only the tools in your toolbox (championing one education perspective), no matter the audience, consider thinking about how to integrate more of the tools in the communal toolbox
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