

Education in NC 101

Leadership North Carolina

December 2019



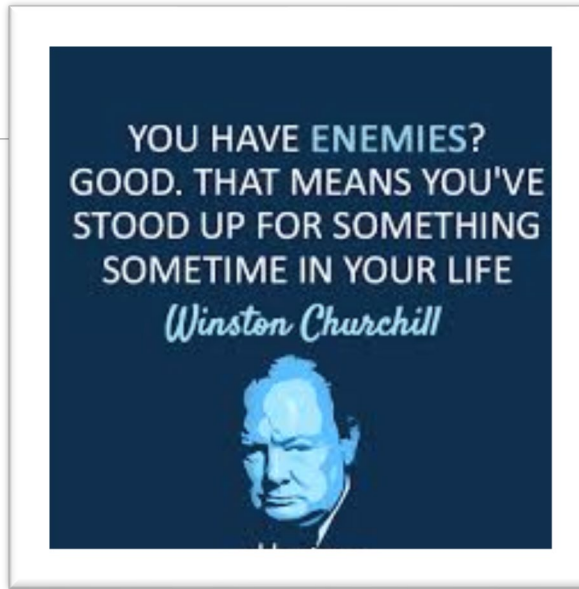
BEST NC's Mission

Unite an engaged and informed business perspective to build consensus toward dramatically transforming and improving education in North Carolina.



Brenda Berg

1st Gen Grad. Entrepreneur. Education Advocate. Parent.





XXII

Today's Discussion

- ✓ Education Innovation in North Carolina
- ✓ Education Systems, Governance & Finance
- ✓ The Basics:
 - Enrollment
 - Educators
 - Achievement
 - Attainment
- ✓ Current Statewide Initiatives

Context:

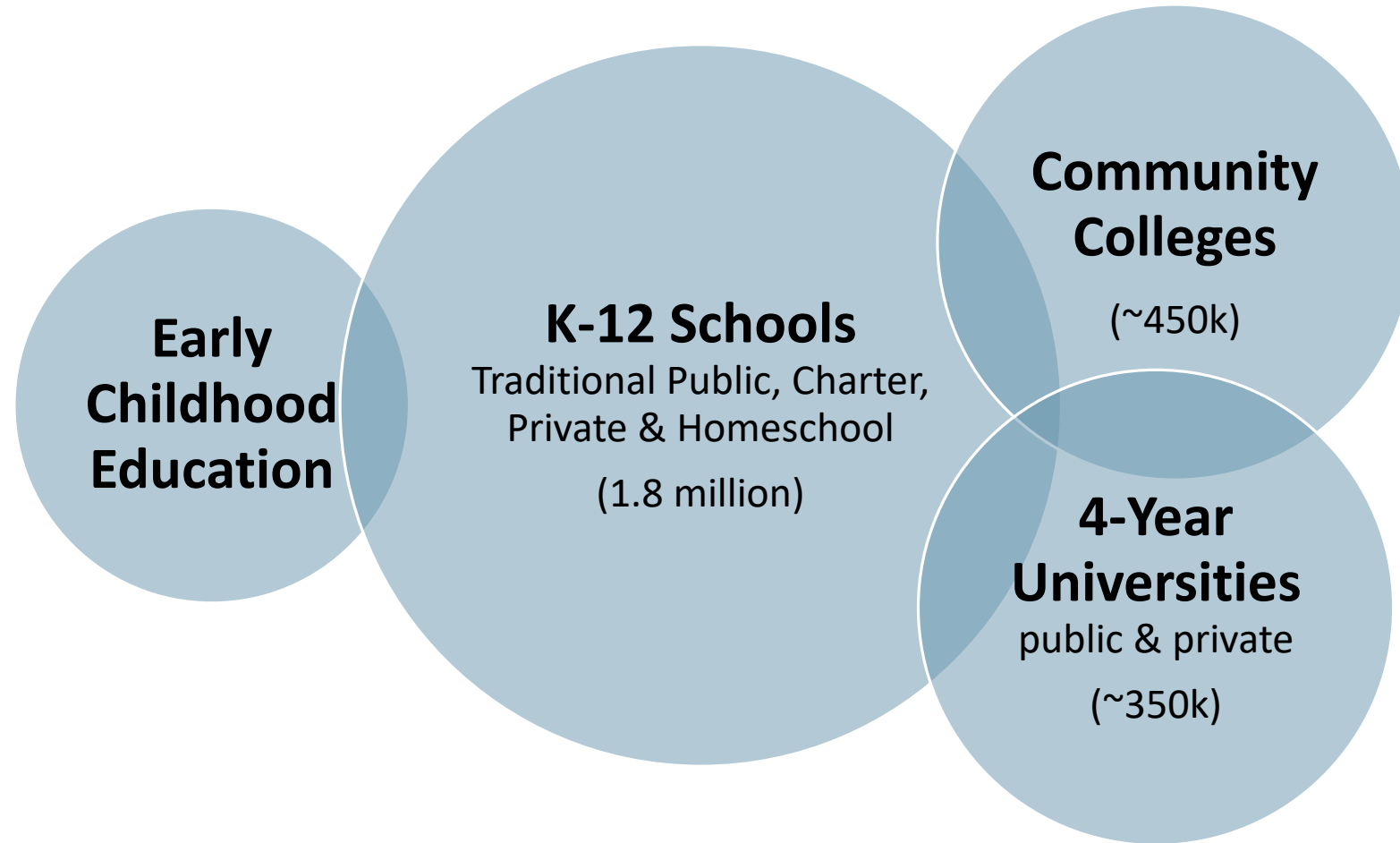
- National
- Demographics
- Equity

NC's Historic Commitment to Education

- 1776** North Carolina's First Constitution Recognizes Education
- 1789** University of North Carolina Chartered
- 1840** First Public School in North Carolina
- 1868** 2nd Constitution of North Carolina Establishes Education Rights
- 1919** School Lengthened to 6 Months / Teacher Certification Established
- 1931** **Brookings Plan/School Machinery Act** (UNC System Established and K12 Operations Funding)
- 1943** Nine Month School Year
- 1946** Compulsory Attendance to Age 16
- 1963** Community College System Founded
- 1977** Universal, All-day Kindergarten
- 1993** Smart Start Established
- 2002** First Early College High School
- 2011** NC Career & College Promise Program (Dual Enrollment, CTE & Coop Innov HS)

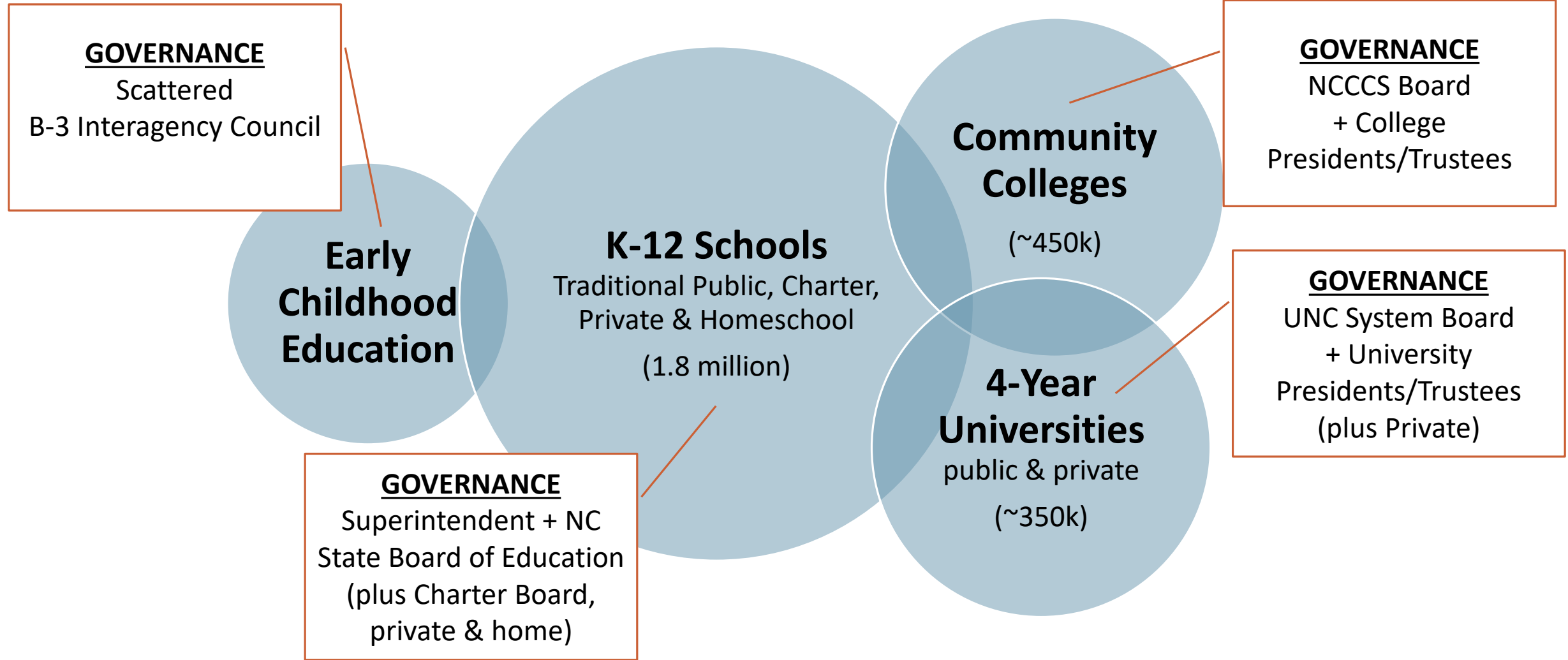


Education Systems in North Carolina



INSTITUTIONS & GOVERNANCE

Education Systems in North Carolina



GOVERNANCE

Scattered
B-3 Interagency Council

**Early
Childhood
Education**

GOVERNANCE

Superintendent + NC
State Board of Education
(plus Charter Board,
private & home)

K-12 Schools
Traditional Public, Charter,
Private & Homeschool
(1.8 million)

**Community
Colleges**

(~450k)

GOVERNANCE

NCCCS Board
+ College
Presidents/Trustees

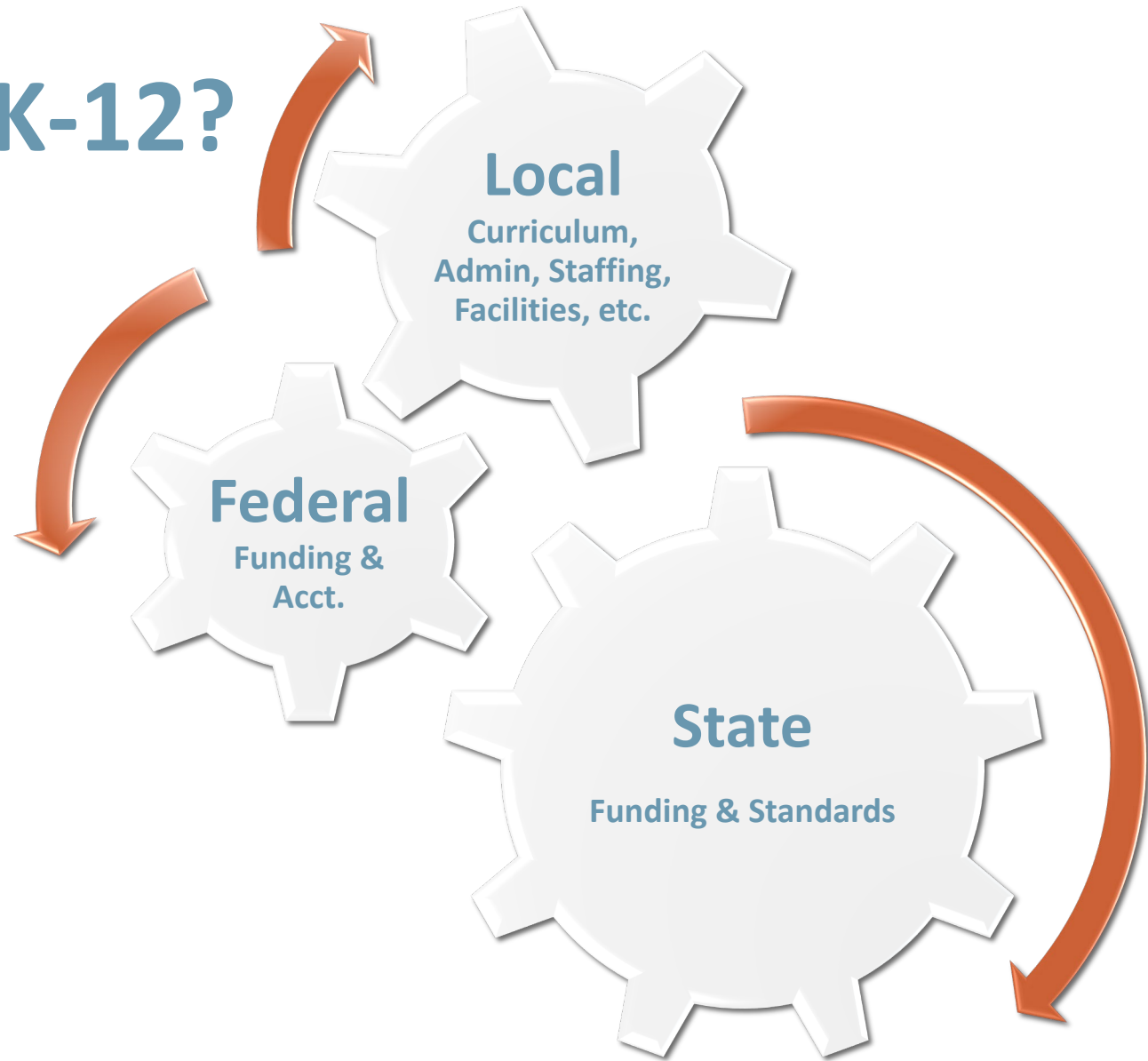
**4-Year
Universities**

public & private
(~350k)

GOVERNANCE

UNC System Board
+ University
Presidents/Trustees
(plus Private)

Who's in charge of K-12?



North Carolina K-12 Schools, by Type (2017-18)

Traditional Public	2,461	Statewide: Virtual Schools	2
Public Charter	173	Private	767
Regional and Lab Schools	3	Total Schools	3,409
Statewide: Deaf & Blind	3		

Higher Education Institutions

UNC System

17 Public Campuses



Source: UNC System Campuses Map

Independent Colleges and Universities

36 Institutions



Source: NCICU Colleges and Universities

North Carolina Community College System (NCCCS)

58 Community Colleges



Source: NCCCS Main Campuses



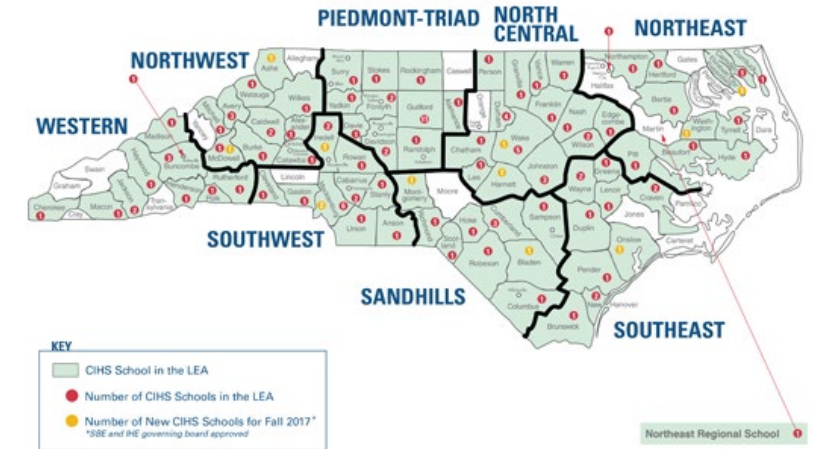
North Carolina's College and Career Promise (2016-17)

The College and Career Promise offers opportunities for qualified high school students to enroll tuition-free in community college courses that provide pathways leading to a certificate, diploma, or degree. In 2017, nearly **22,000** North Carolina high school students participated in the College and Career Promise program.

Source: NC DPI Report to the NC General Assembly: College and Career Promise and Cooperative Innovative High School Study, 2018

NC Cooperative Innovative High Schools

AS OF JUNE 2017



North Carolina Cooperative Innovative High Schools (2016-17)

Number of Schools	116
Students Currently Enrolled	23,204
Percentage of CIHS Students Promoted to the Next Grade Level Each Year	>95%
Percent of Community College Courses Passed with C or Better (2016)	85%

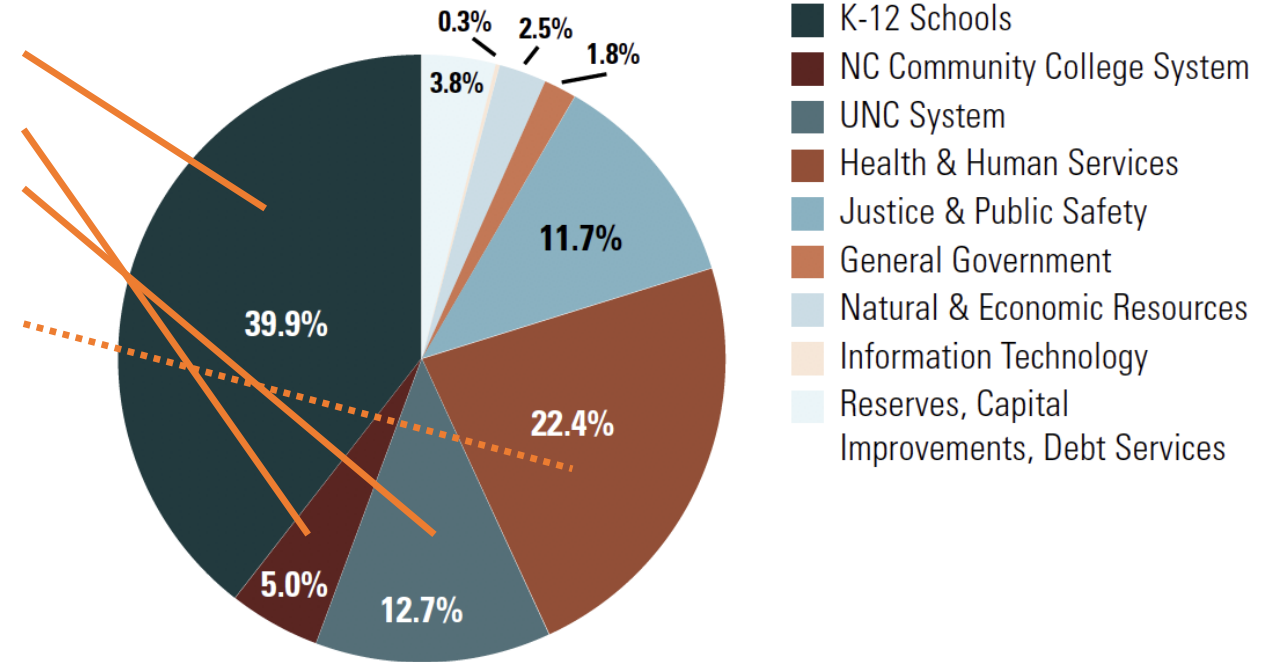
Source: NC DPI Report to the NC General Assembly: College and Career Promise and Cooperative Innovative High School Study, 2018

FUNDING

State Education Funding

North Carolina General Fund Appropriations (2018-19)

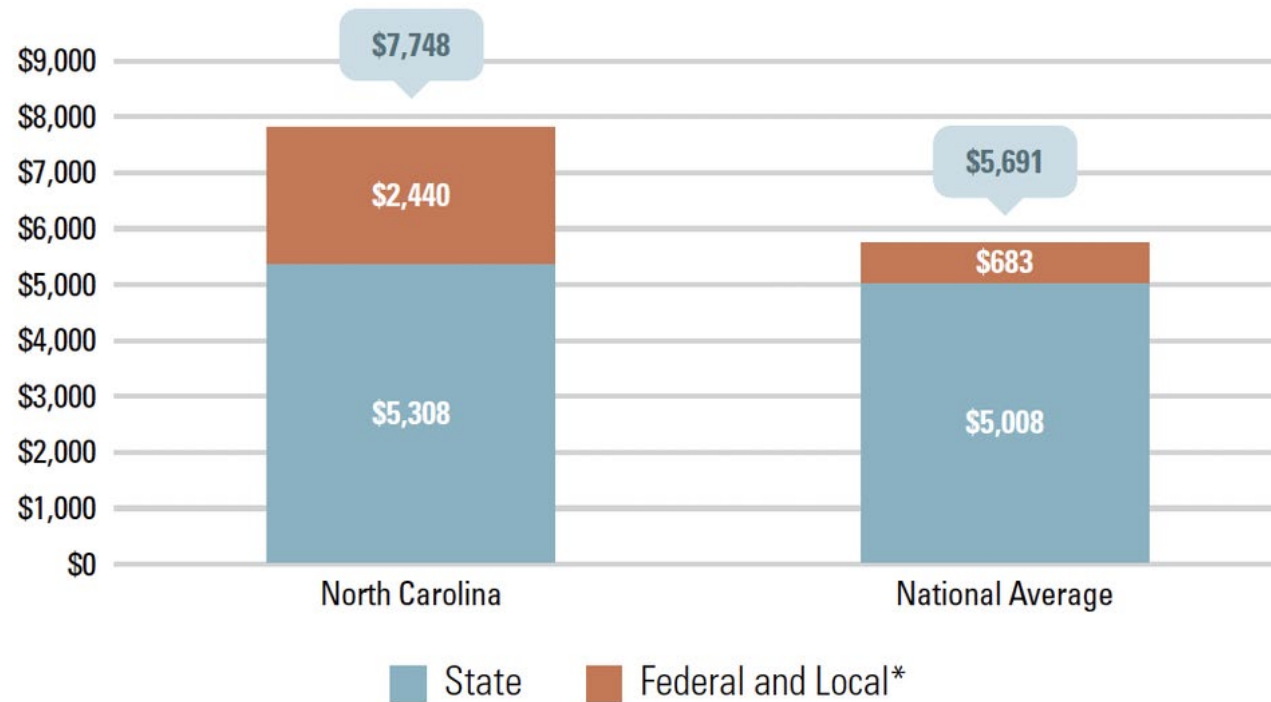
K-12 Schools	9,546,315,927	39.9%
NC Community College System	1,185,482,141	5.0%
UNC System	3,027,616,066	12.7%
Health & Human Services	5,353,212,884	22.4%
HHS: Division of Child Development & Early Education	228,633,098	1.0%
Justice & Public Safety	2,793,474,065	11.7%
General Government	434,761,075	1.8%
Natural & Economic Resources	602,768,253	2.5%
Information Technology	61,893,631	0.3%
Reserves, Capital Improvements, Debt Services	910,540,334	3.8%
Total	\$23,916,064,376	100%



Source: North Carolina General Assembly – 2018 Appropriations Act

Pre-K Education Funding

Total Spending per Child Enrolled in State Pre-K Programs, by Source (2017)



*****ALERT*****
Most funds are not allocated in dollars.

**Pre-K programs may receive additional funds from federal or local sources that are not included in this figure. To learn more, check out the NC Early Childhood Foundation Cost of NC Pre-K Fact Sheet.*

Source: NIEER 2018 State of Preschool Report

Distribution of North Carolina K-12 Education Funding, Compared to the National Average (Fiscal Year 2016)

	North Carolina	National Average
Total Revenue Per Pupil	\$9,198	\$13,814
State %	\$5,668 (62%)	\$6,546 (47%)
Federal %	\$1,066 (12%)	\$1,115 (8%)
Local %	\$2,464 (27%)	\$6,153 (45%)

Education in NC is disproportionately funded at the State Level, compared with other states.

Source: U.S. Census Bureau, 2018 Public Education Finances Report on Fiscal Year 2016

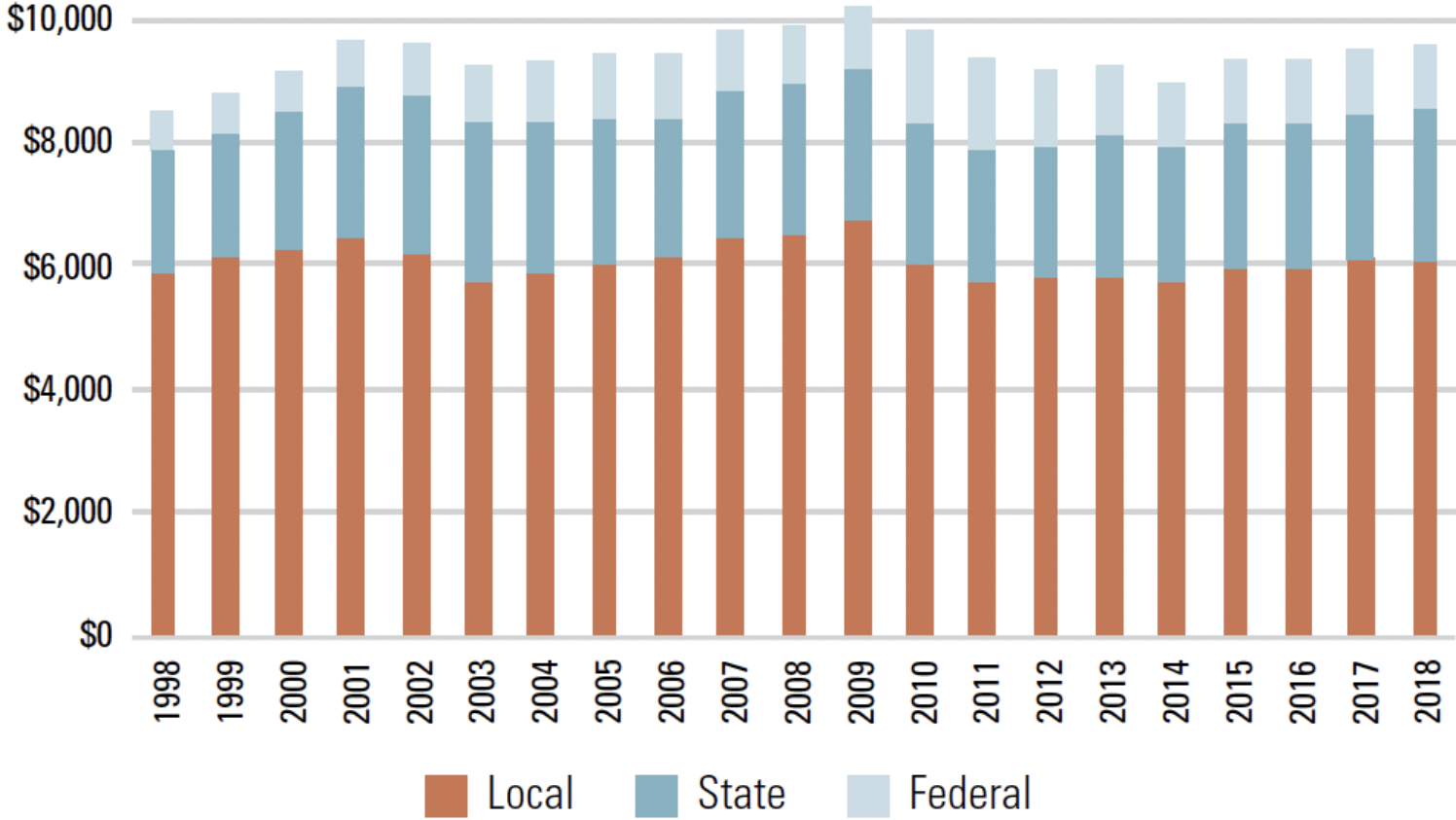
***Brookings Plan!**



North Carolina is one of just six states nationally that provide at least 10% more per pupil funding to high poverty districts than low poverty districts.

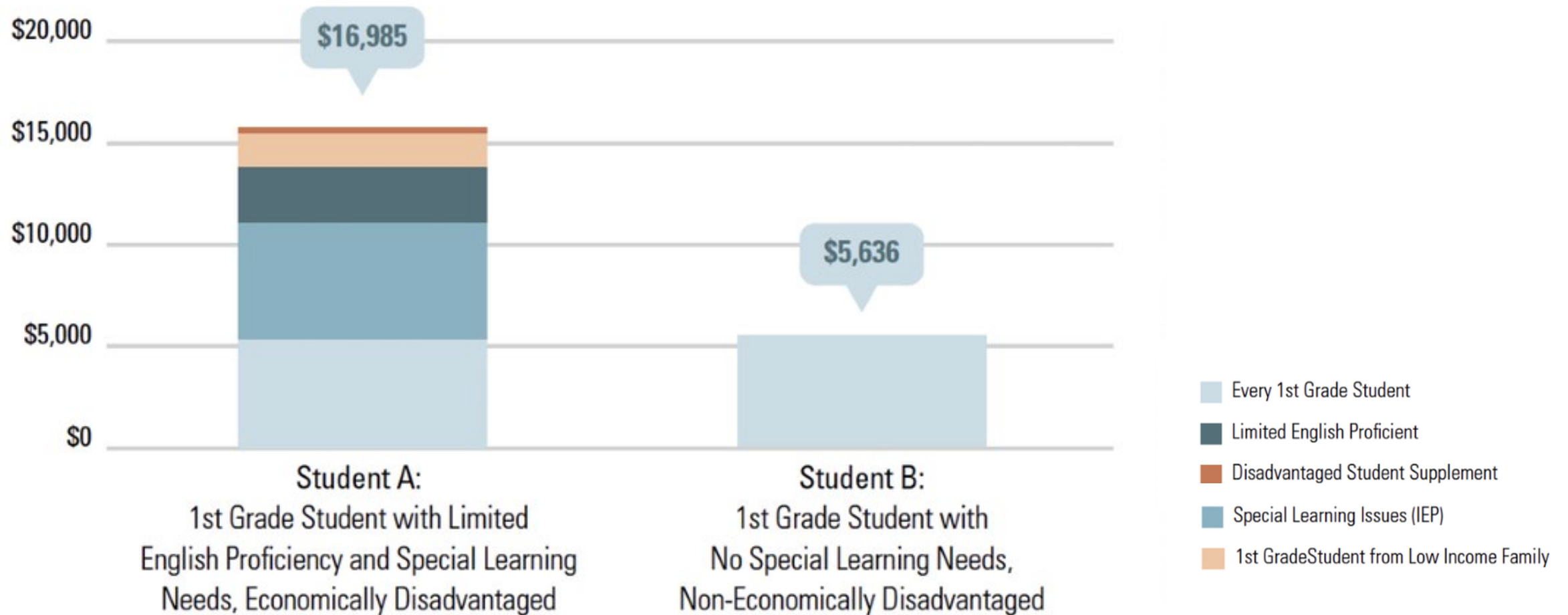
Source: Ed Build 2016 Resource Inequality Map

Per Pupil Expenditures for North Carolina K-12 Public Schools, Inflation Adjusted to 2018 Dollars (1998-2018)

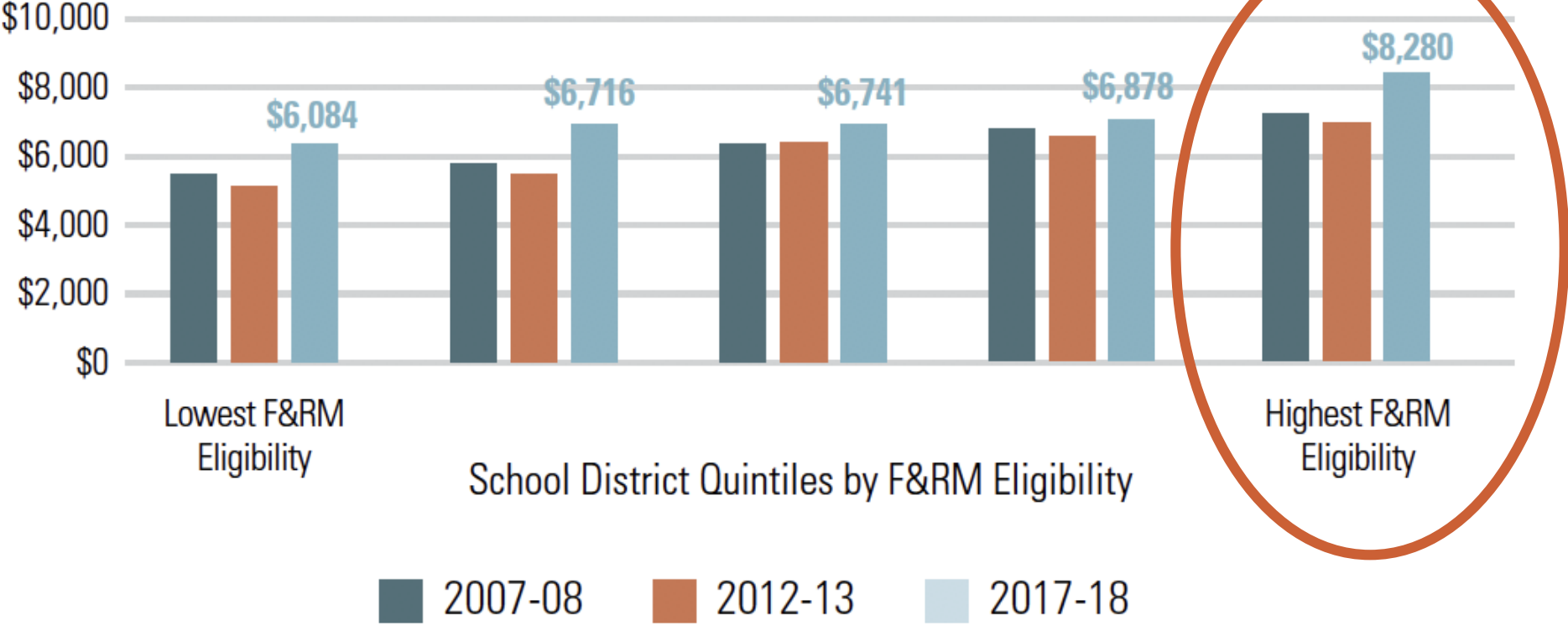


Source: NC DPI Statistical Profile

Federal and State per Pupil K-12 Education Funding, by Student Characteristic (2017-18)*

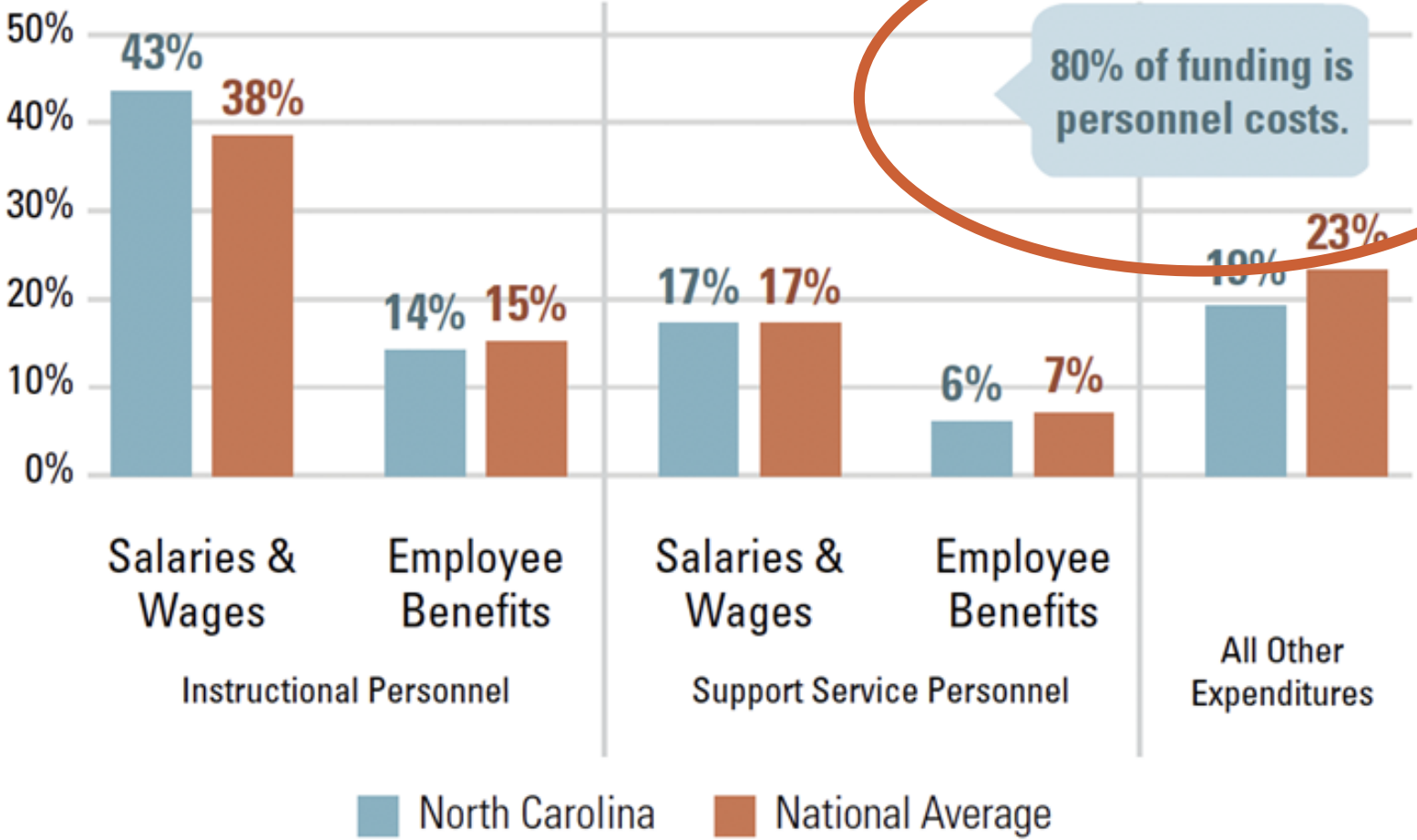


State per Pupil Expenditures, by Free & Reduced Meal Eligibility Quintiles (2007-08 to 2017-18)



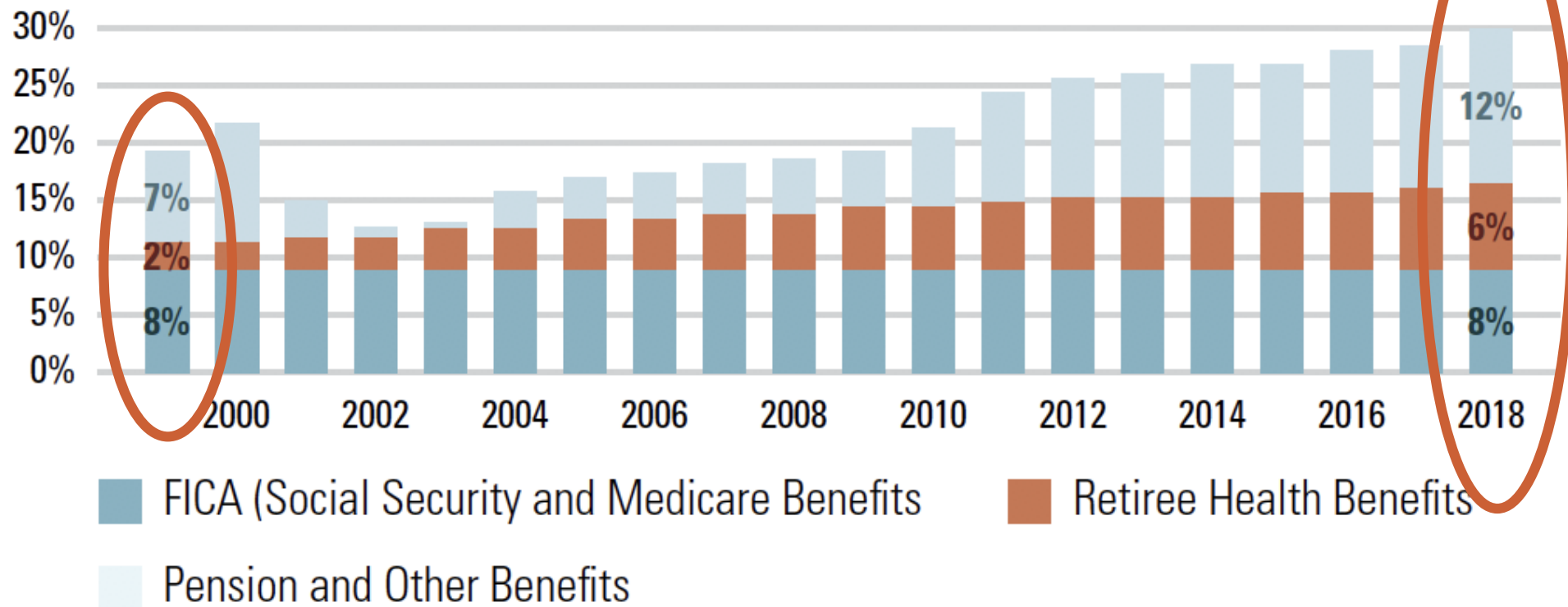
Source: NC DPI Statistical Profile

K-12 Public School Expenditure Distribution, by Function (Fiscal Year 2015)



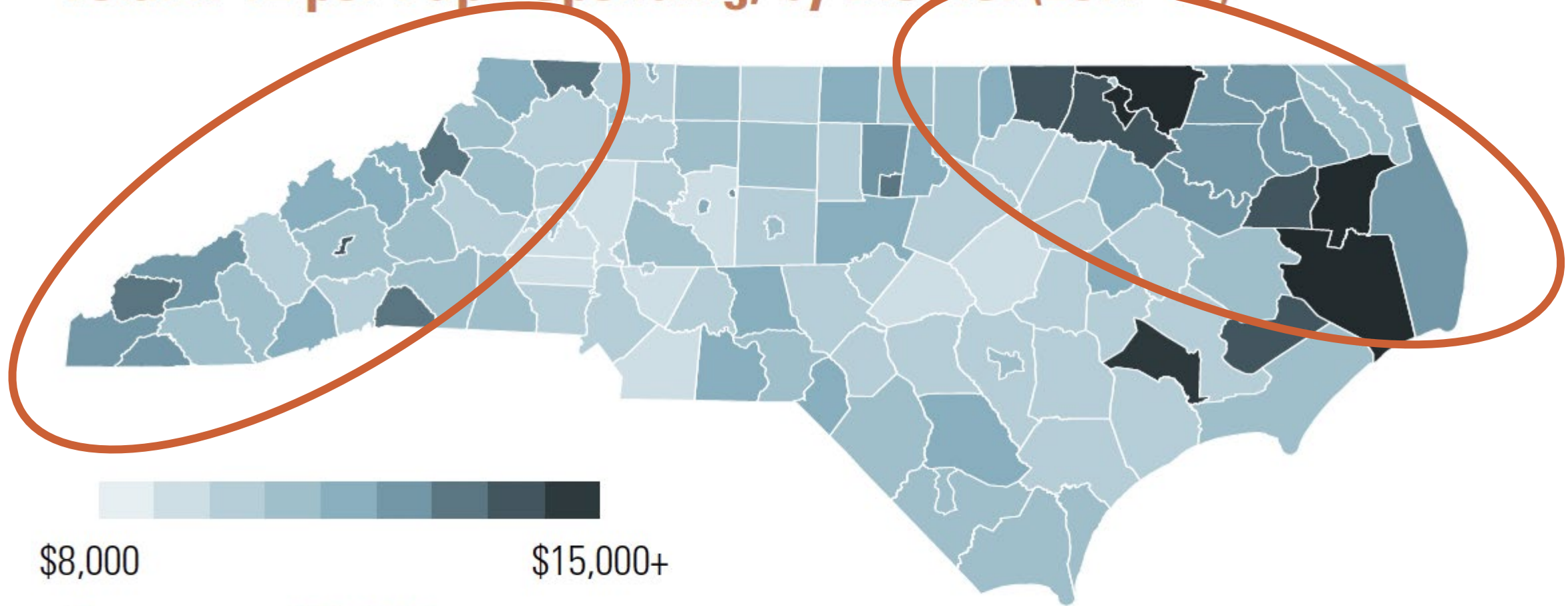
Source: U.S. Census Bureau - 2018, Public Elementary-Secondary Education Finance Data 2016

State Retirement Contributions for Teachers and Other State Employees as a Percentage of Employee Salary (1999-2018)



Source: North Carolina General Assembly Fiscal Research Division – History of Budget Legislation

Total K-12 per Pupil Spending, by District (2017-18)



\$8,000

\$15,000+

Average: \$9,478

Source: NC DPI Statistical Profile

Public Higher Education Funding

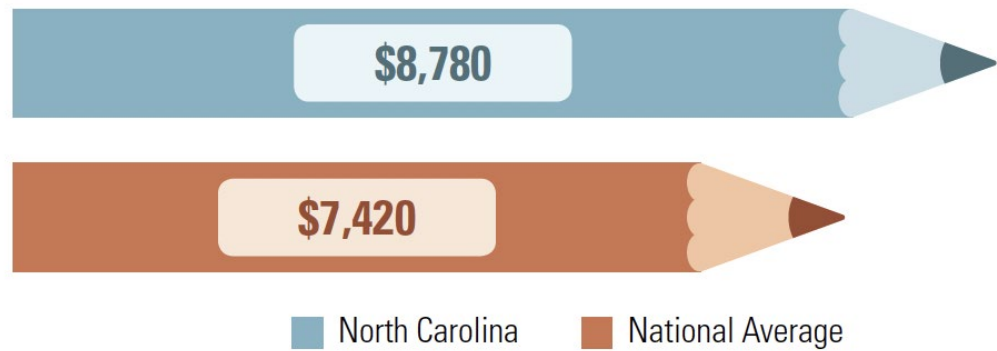


“The General Assembly shall provide that the benefits of The University of North Carolina and other public institutions of higher education, as far as practicable, be extended to the people of the State free of expense.”

– Article IX, Section 9, North Carolina Constitution

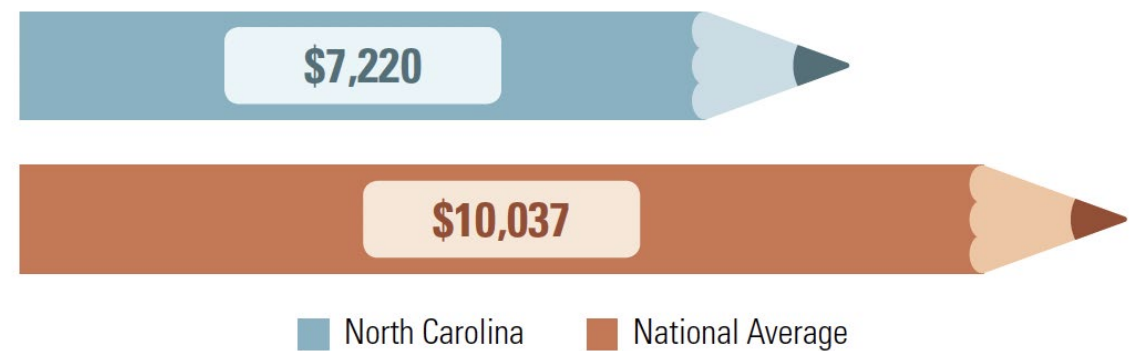
Public Higher Education Funding

Funding for Higher Education per Full-Time Student (2016-17)



Source: College Board – Trends in Higher Education: Institutional Finances

Average In-State Tuition and Fees at Public Four-Year Institutions (2018-19)



Source: College Board – Trends in Higher Education: Institutional Finances

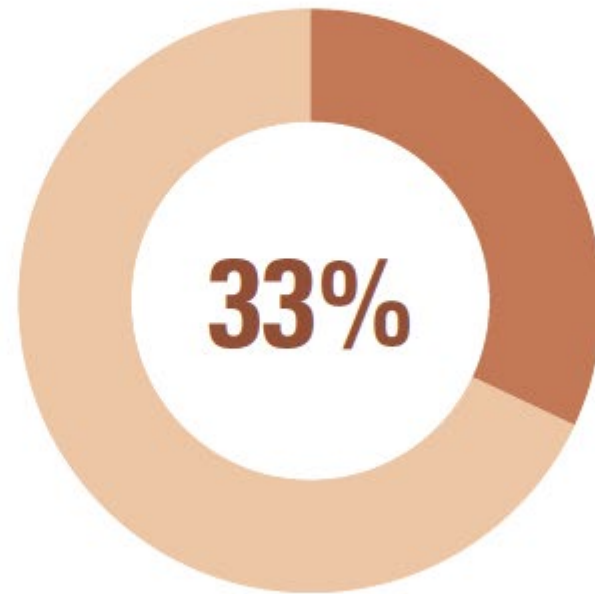
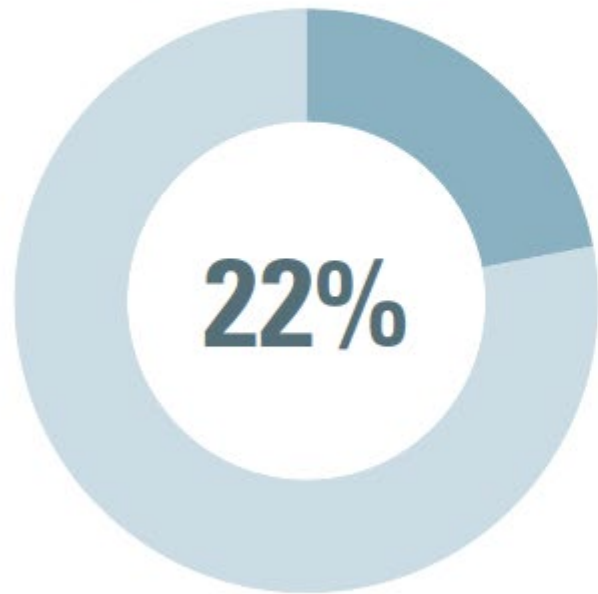


Average tuition in North Carolina's public four-year institutions is the 7th lowest nationally.

ENROLLMENT



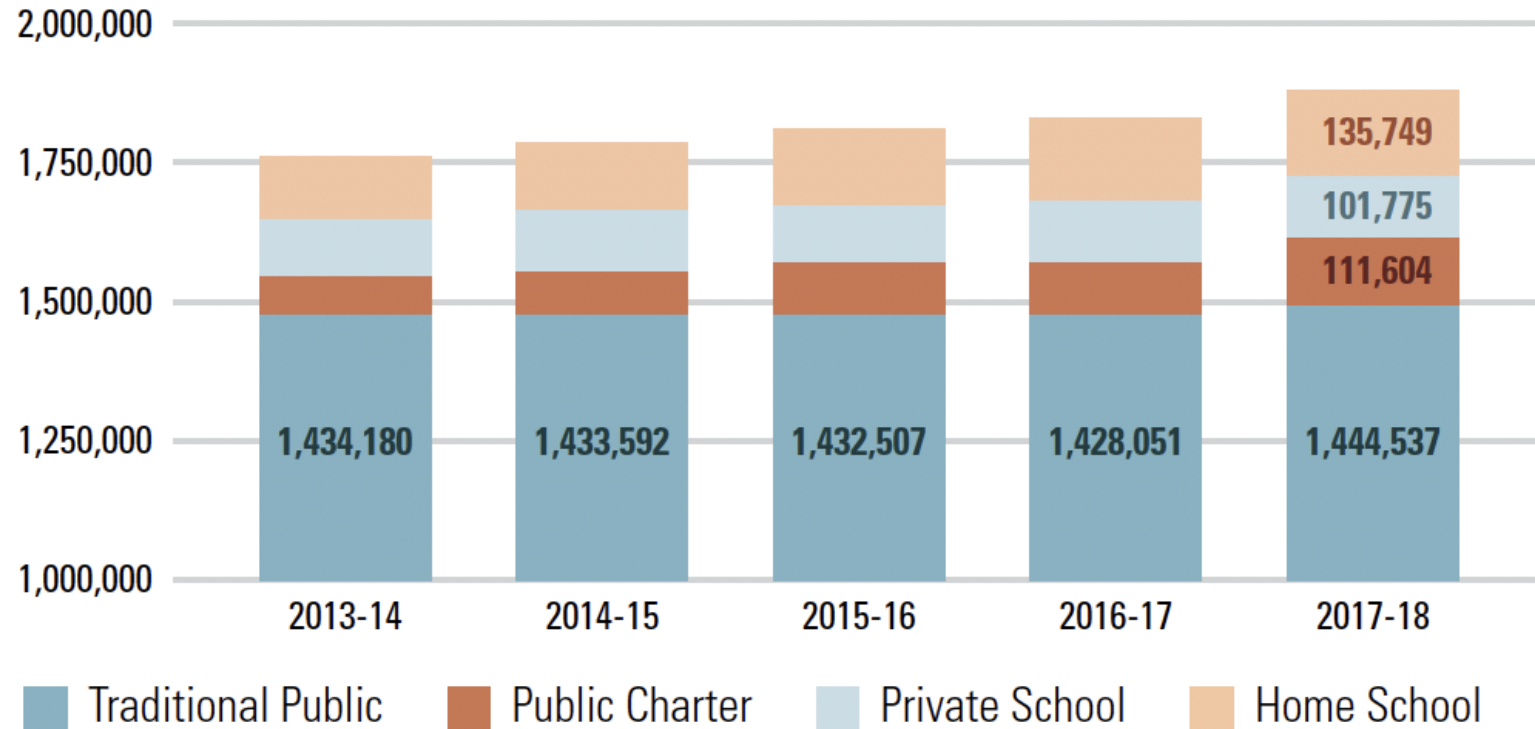
Percentage of All Four-Year-Olds Enrolled in State Pre-K Programs (2017)



- North Carolina
- National

Source: NIEER 2018 State of Pre-School Report

Average Daily K-12 Student Membership, by School Type (2013-14 to 2017-18)

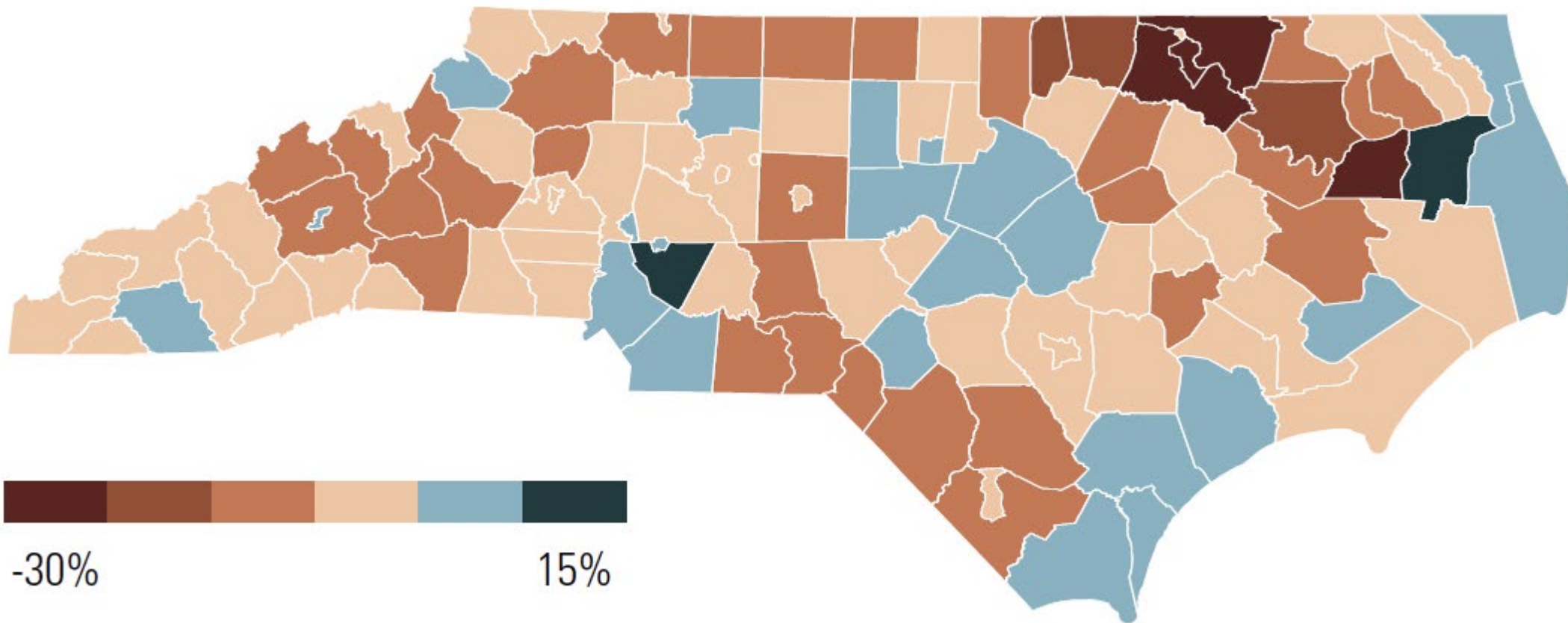


Source: NC DPI Student Accounting, NC Division of Non-Public Education

Charter school and home school growth accounted for 94% of total growth in K-12 student membership over the past five years.

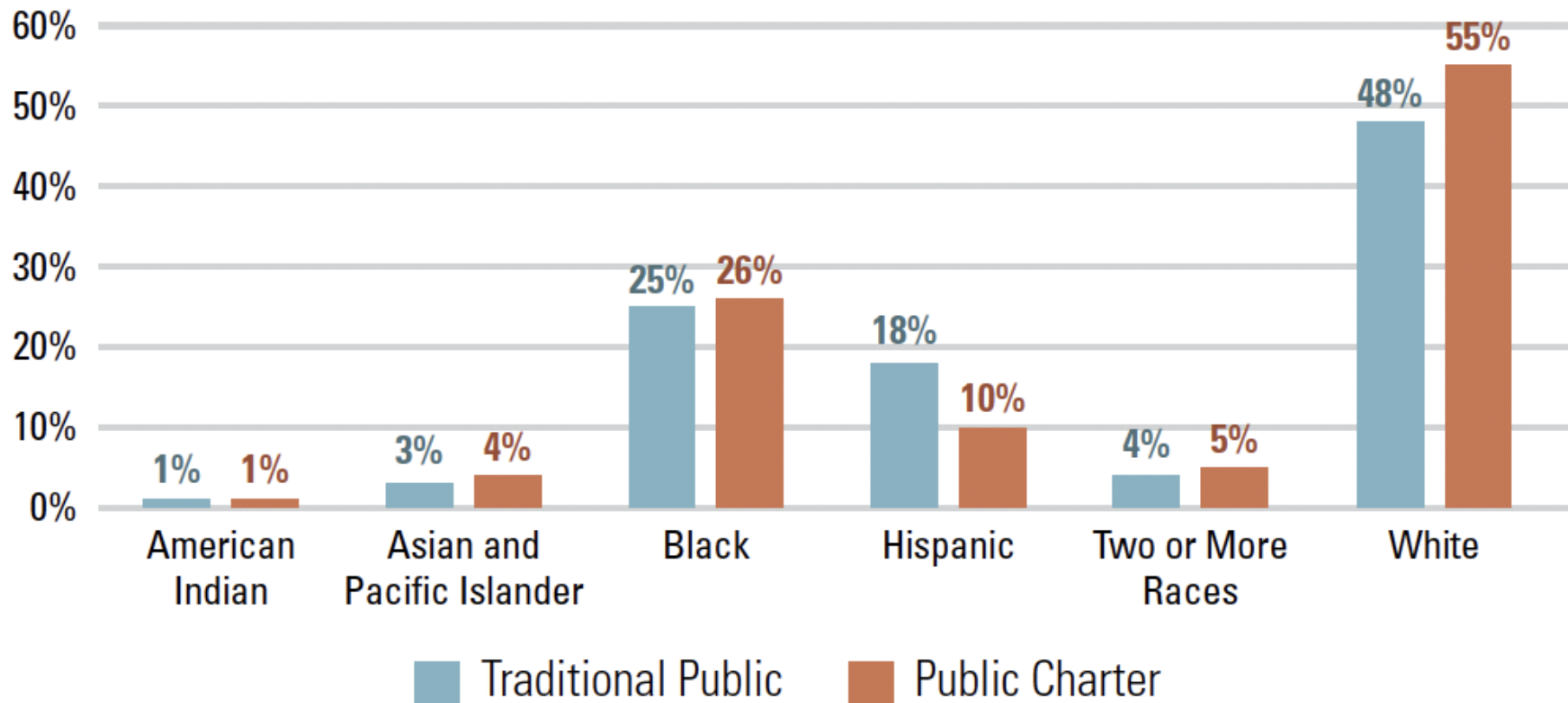
Source: NC DPI Student Accounting Data

Five-Year Percentage Change in K-12 Student Enrollment, by District (2013 to 2018)



Source: NC DPI Student Accounting Data

Demographic Distribution of K-12 Traditional Public Schools vs. Public Charter Schools, by Race (2016-17)



Source: NC DPI Statistical Profile

Community College Enrollment

North Carolina Community College System Enrollment (Fall 2017)

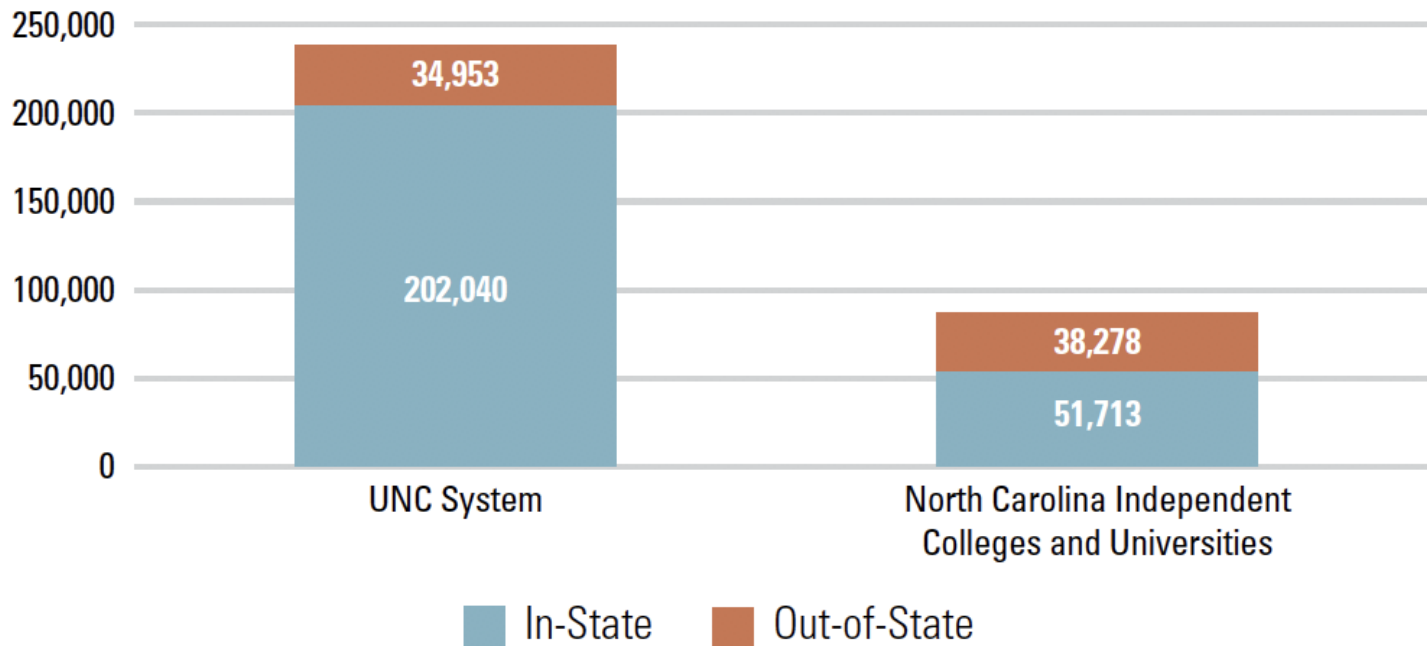
Fall Curriculum Enrollment	
Career and Technical Education	103,752
Transfer and General Education	110,667
Special Credit	9,393
Total Curriculum Unduplicated Enrollment	223,119

Fall Continuing Education Enrollment	
Basic Skills	41,729
All Other Continuing Education	173,619
Total Continuing Education Unduplicated Enrollment	212,538

Source: North Carolina Community College System – Statistical Reports

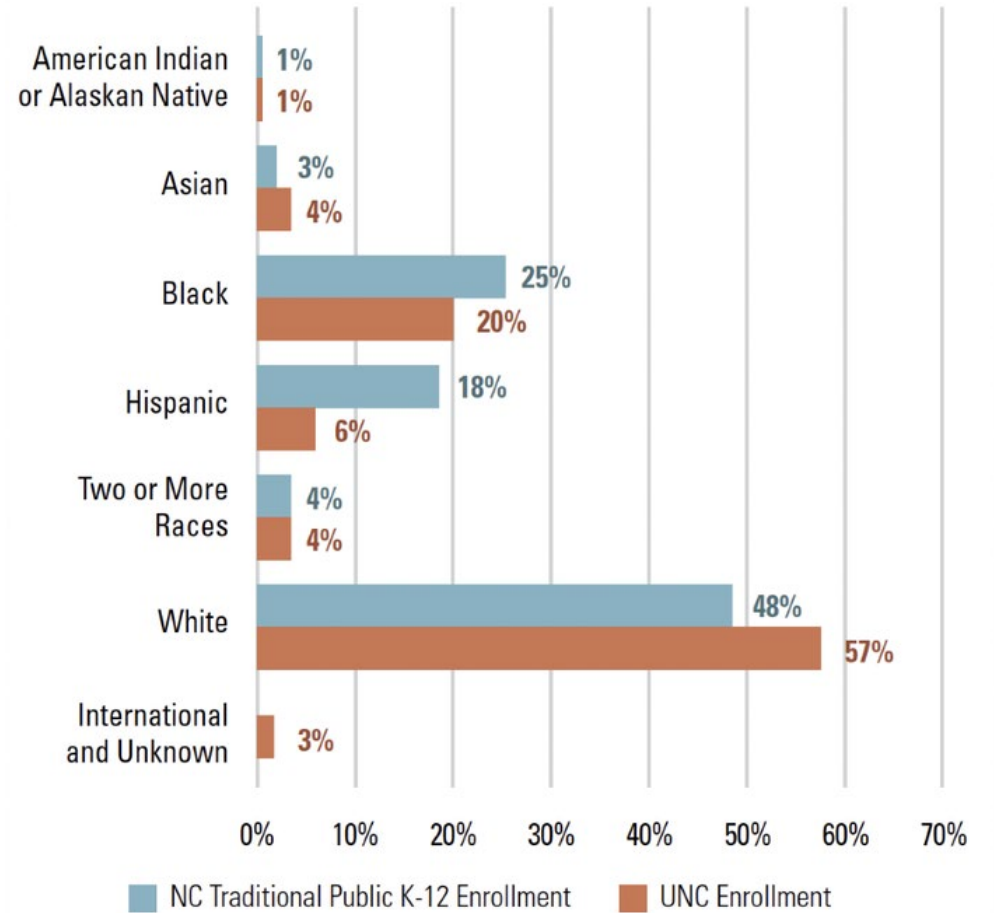
4-Year College/University Enrollment

UNC System and Independent College/University Enrollment (Fall 2018)



Source: UNC System Data Dashboard, North Carolina Independent Colleges and Universities – Quick Facts

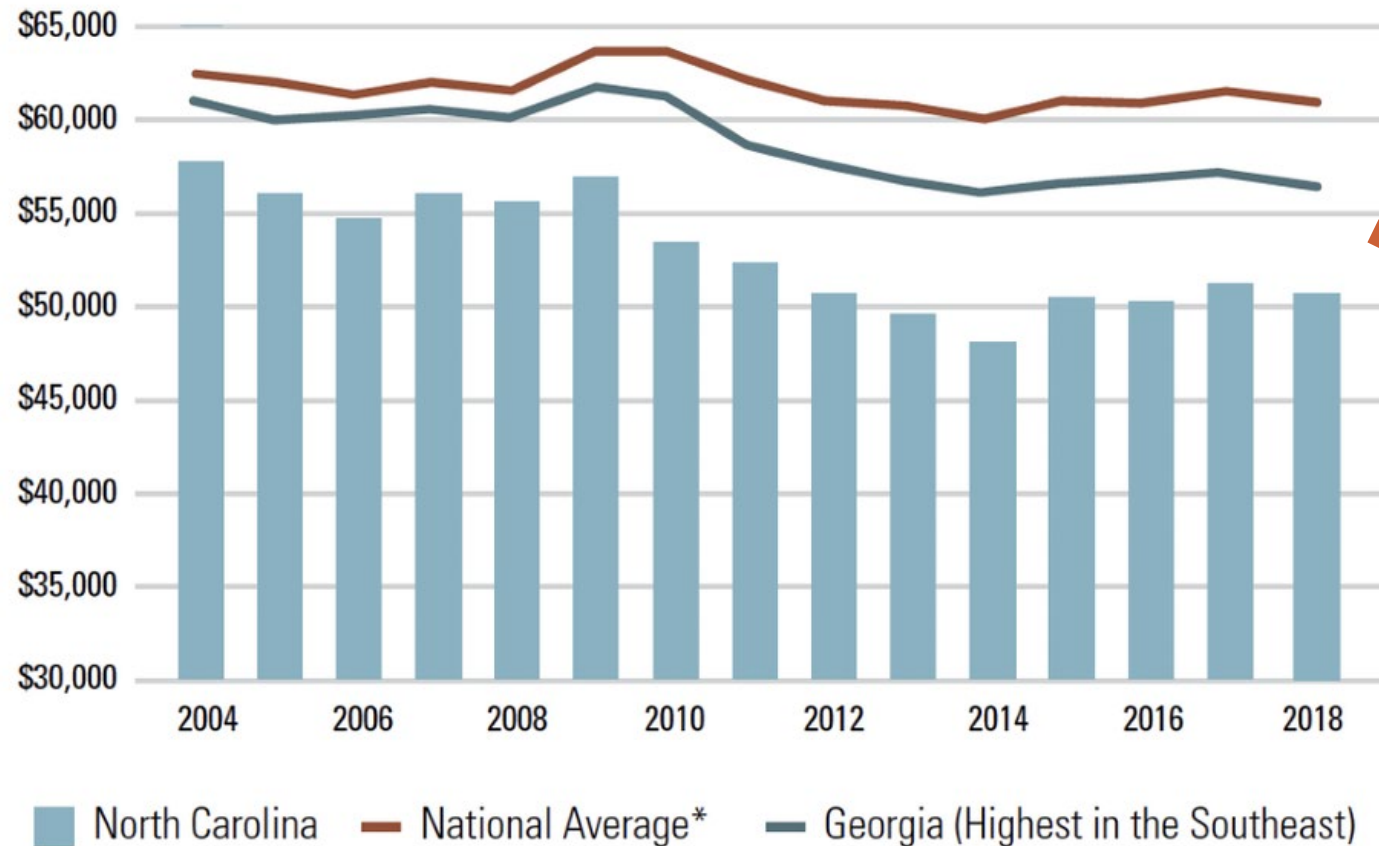
UNC System Enrollment (2017) vs. NC Traditional Public K-12 Enrollment, by Race (2017-18)



Source: UNC System Data Dashboard, NC DPI Student Accounting Data

K-12 EDUCATORS

Average K-12 Teacher Salaries, Inflation Adjusted to 2018 Dollars (2004-2018)

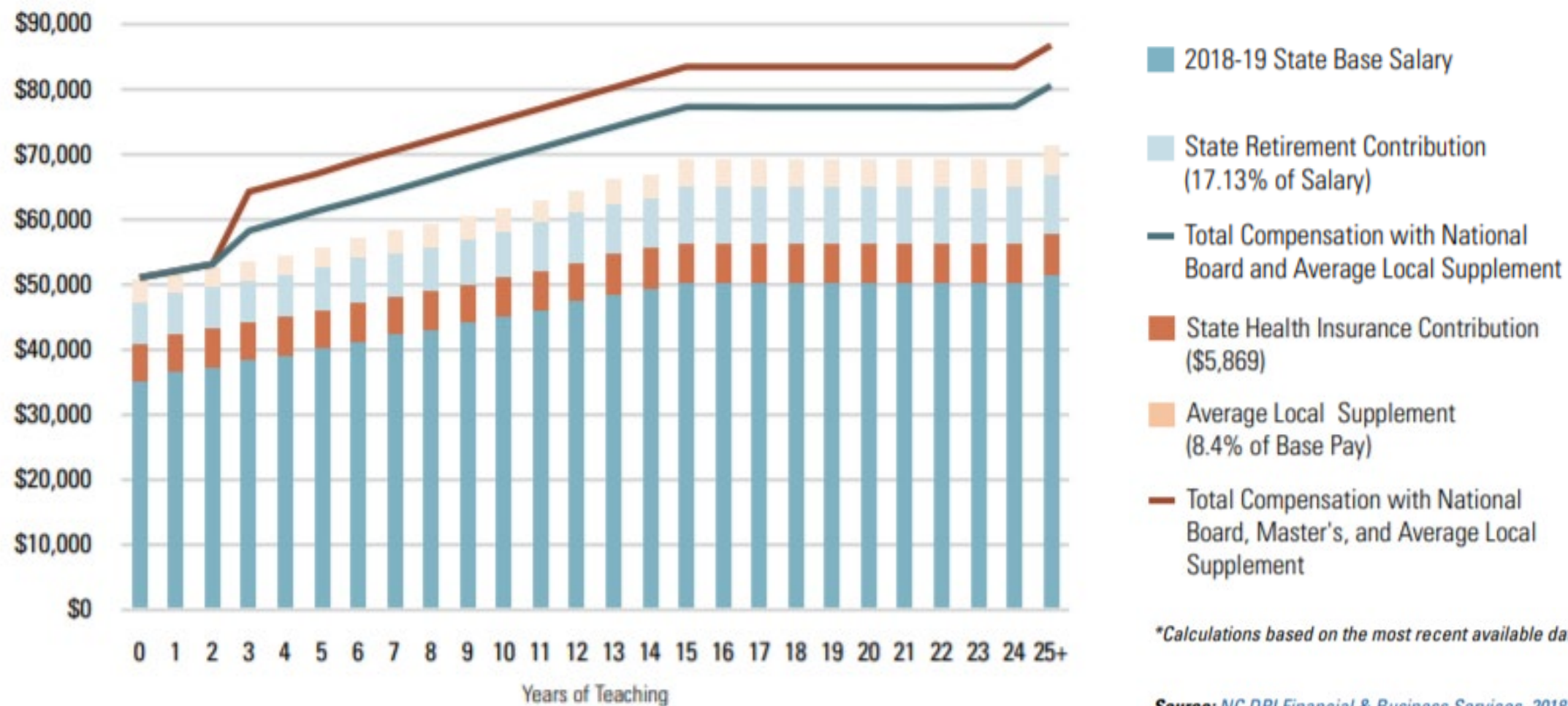


2018-19: \$53,000

*In 2017-18, 37 states have an average salary below the national average.

Source: National Education Association Rankings and Estimates

Compensation for North Carolina K-12 Public School Teachers (2018-19)*

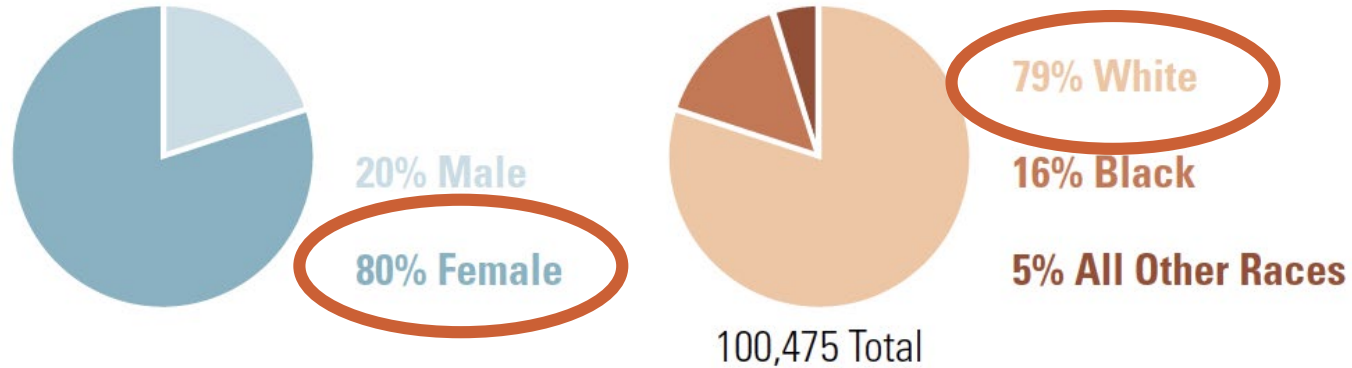


*Calculations based on the most recent available data.

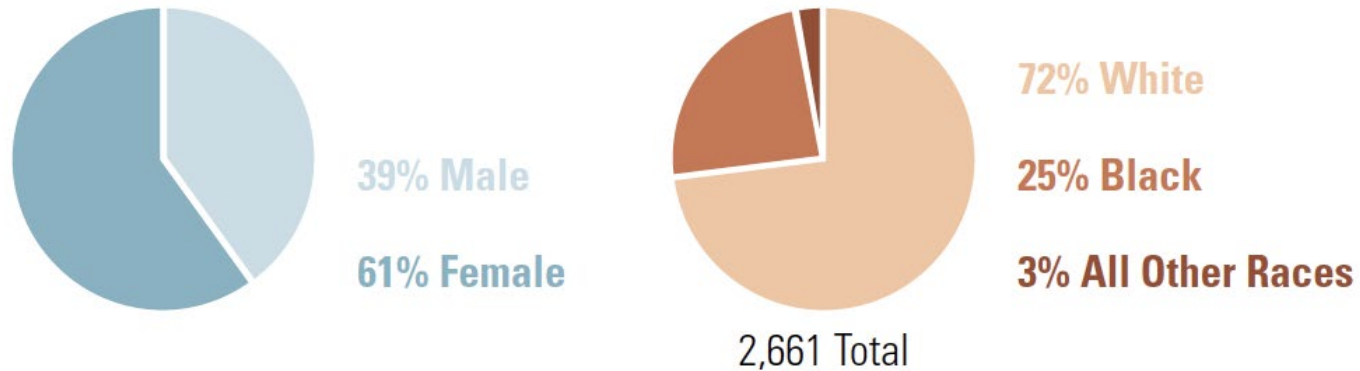
Source: NC DPI Financial & Business Services, 2018 Appropriations Act

Educators in North Carolina

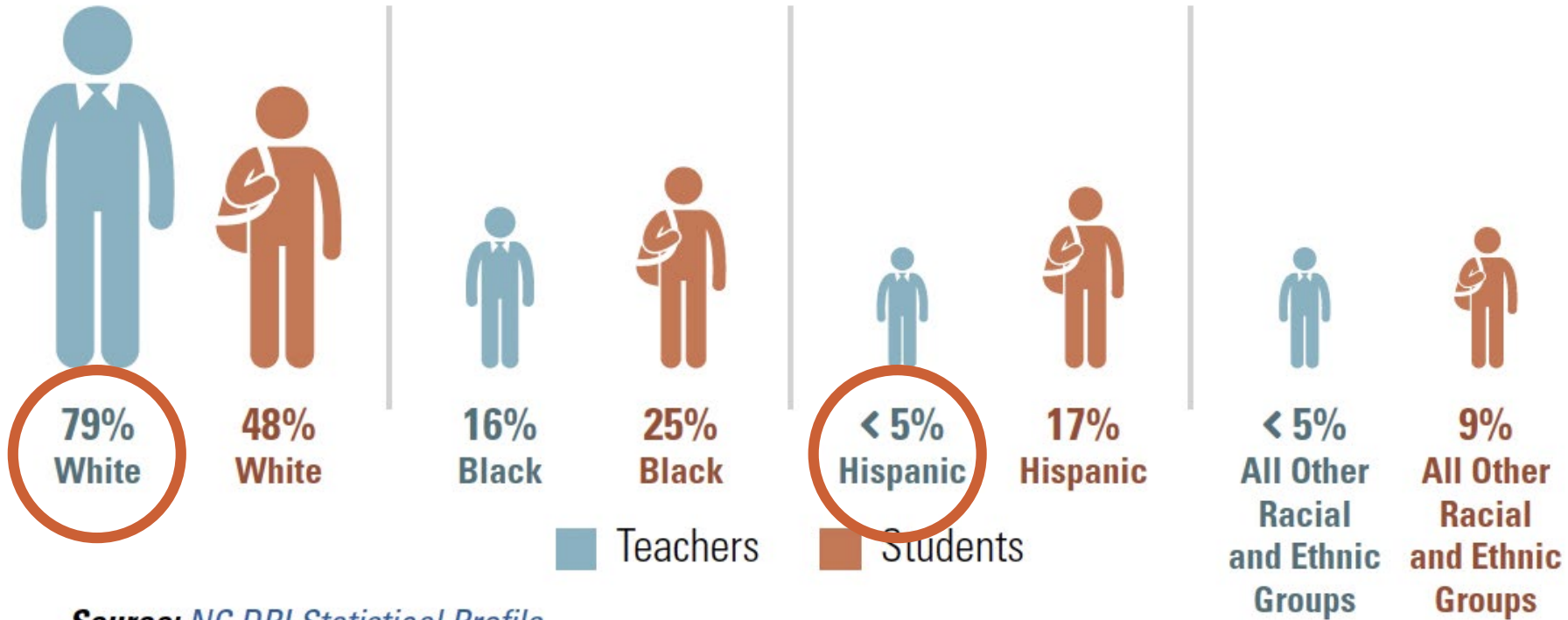
North Carolina K-12 Public School Teachers (2017-18)



North Carolina K-12 Public School Principals (2017-18)

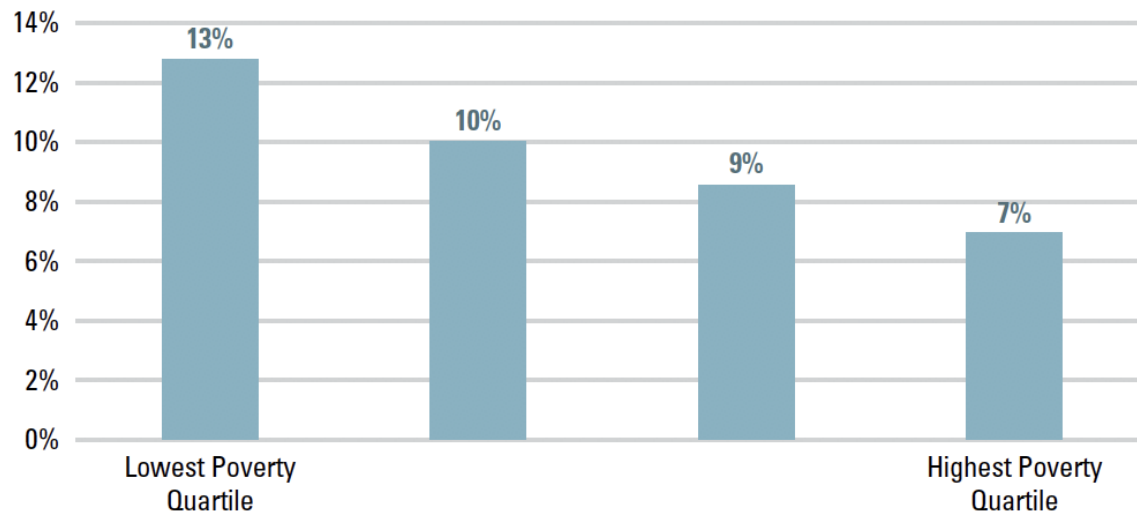


Teacher and Student Demographics in K-12 Public Schools, by Race (2017-18)



Source: NC DPI Statistical Profile

Percentage of National Board Certified Teachers, by School District Free & Reduced Meal Eligibility (2016-17)

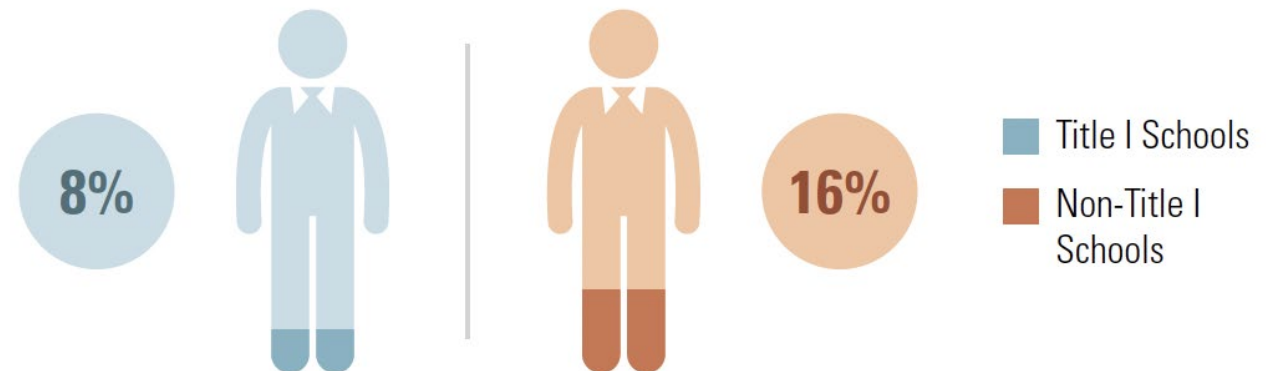


Source: NC DPI National Board Certification Data, NC DPI Free and Reduced Meals Application

TEACHER SORTING!



Percentage of Teachers Rated "Highly Effective," by Title-I School Status (2015-16)





The Educator Experience



K-12 ACHIEVEMENT

Student Achievement



18%

Only 18% of North Carolina high school graduates met all readiness benchmarks on the ACT

<50%

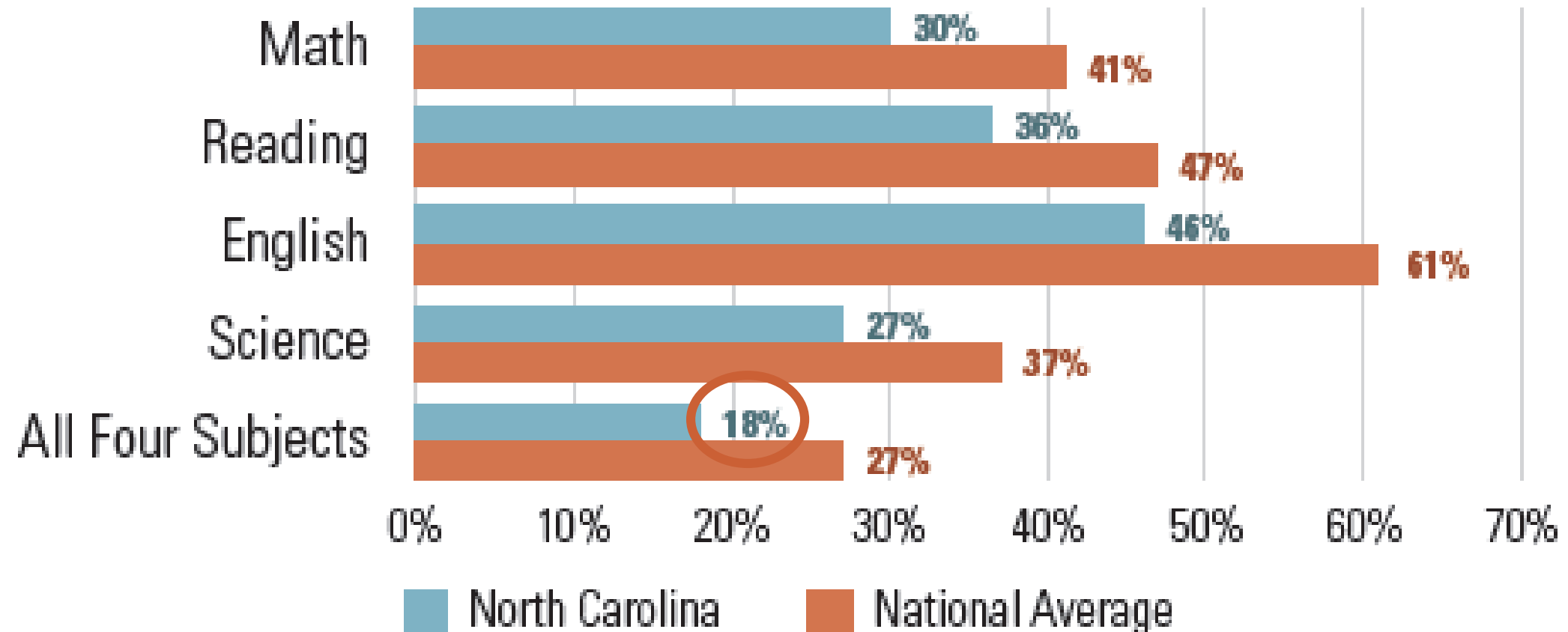
Fewer than half of NC's high school students are career & college ready in math and English

86%

Highest Graduation Rate in the History of NC!

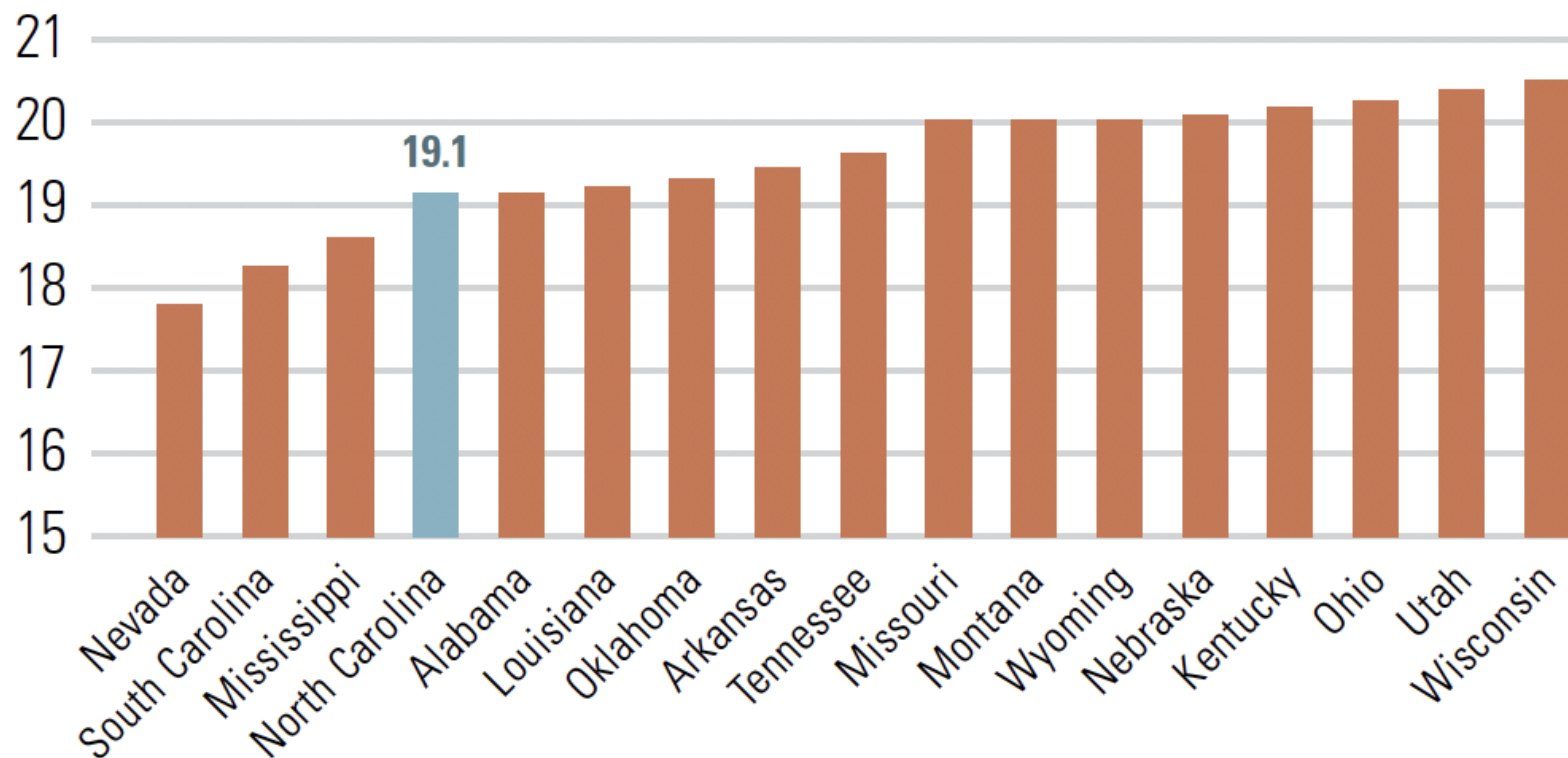


ACT-Tested High School Students Meeting College Readiness Benchmarks (Graduating Class of 2017)



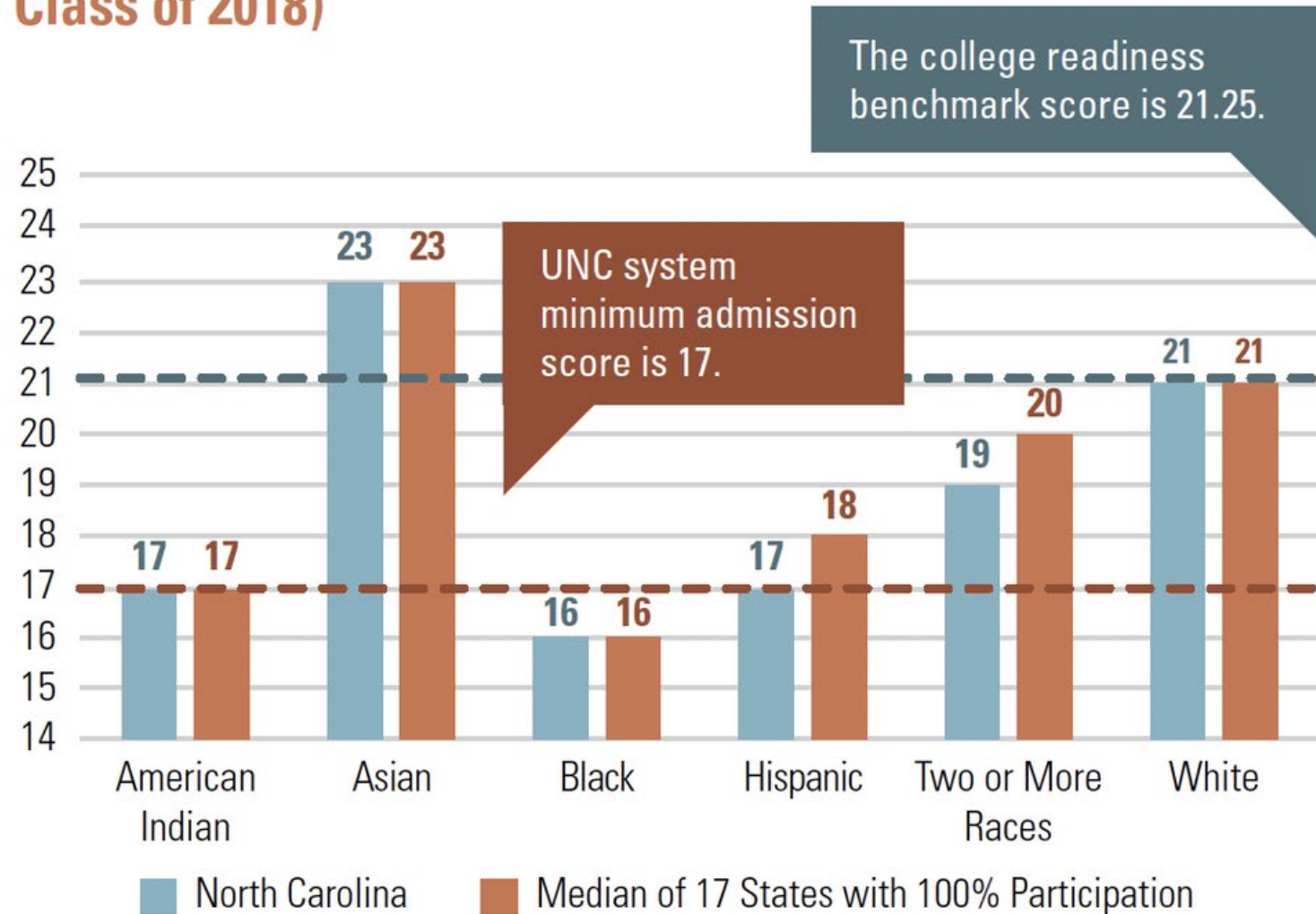
Source: ACT State Profile Report – North Carolina Graduating Class of 2017

ACT Average Composite Score for States with 100% Participation (Graduating Class of 2018)



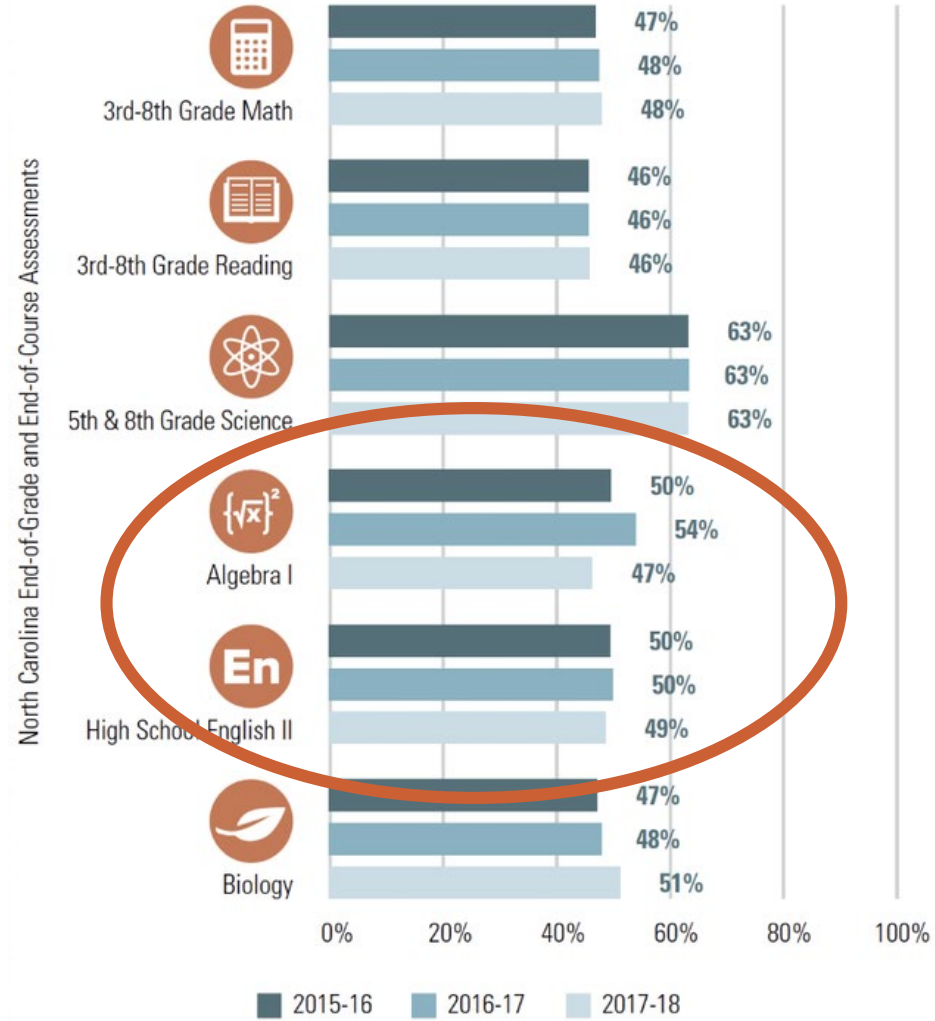
Source: ACT 2018 Condition of College and Career Readiness Report

Average ACT Composite Score, by Race (Graduating Class of 2018)



Source: ACT State Profile Report – North Carolina Graduating Class of 2018

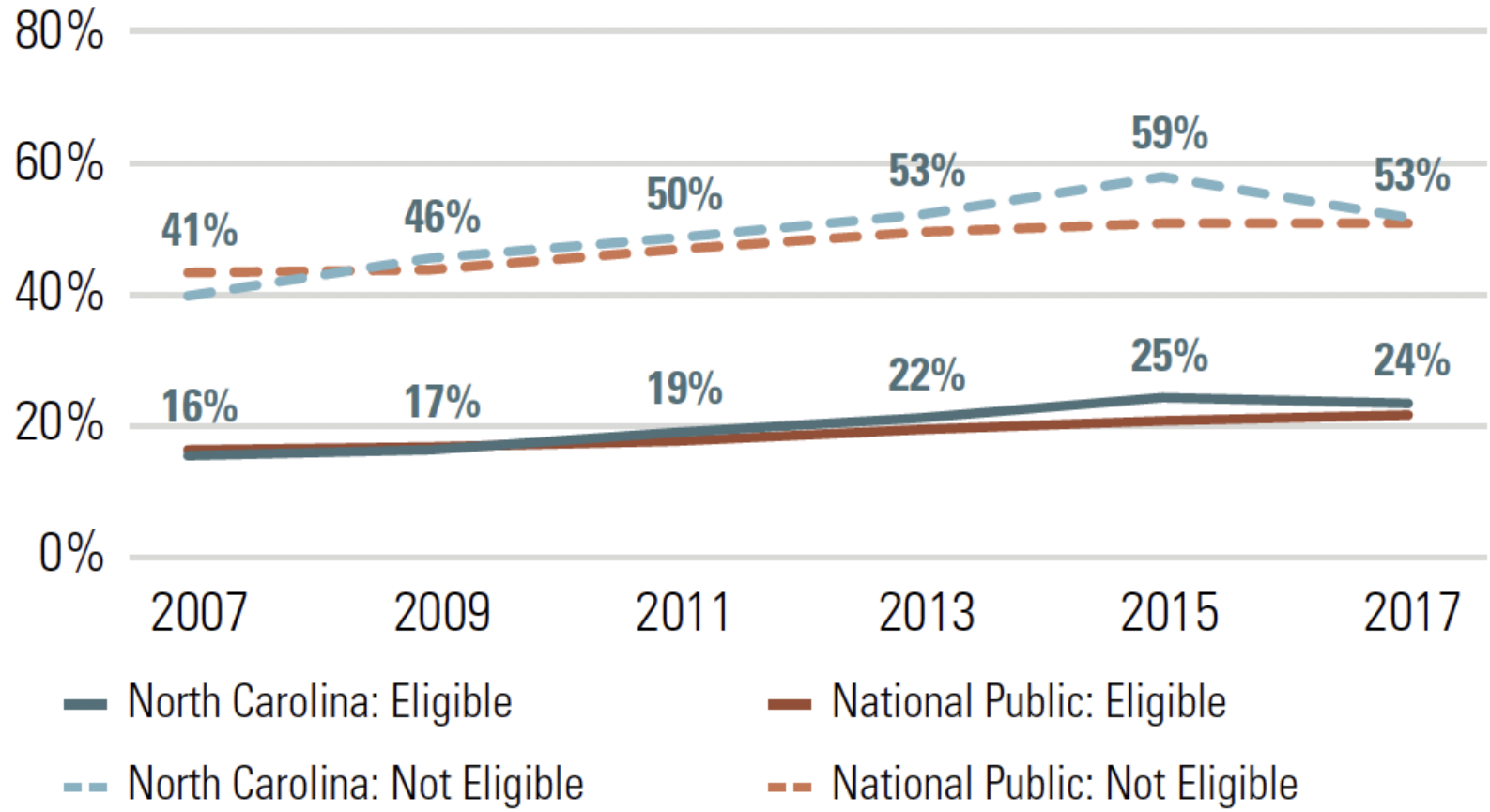
K-12 Students On Track for College and Career, by Subject (2015-16 to 2017-18)



Source: NC DPI Accountability Services Division



NAEP 4th Grade Reading Proficiency, by Free & Reduced Price Meal Eligibility (2017)



Achievement / Opportunity Gaps



Source: The Nation's Report Card – State Profiles

Good News!

When adjusted for demographics, North Carolina ranks remarkably high on national assessments!

4th Grade

Reading – NC ranks 6th

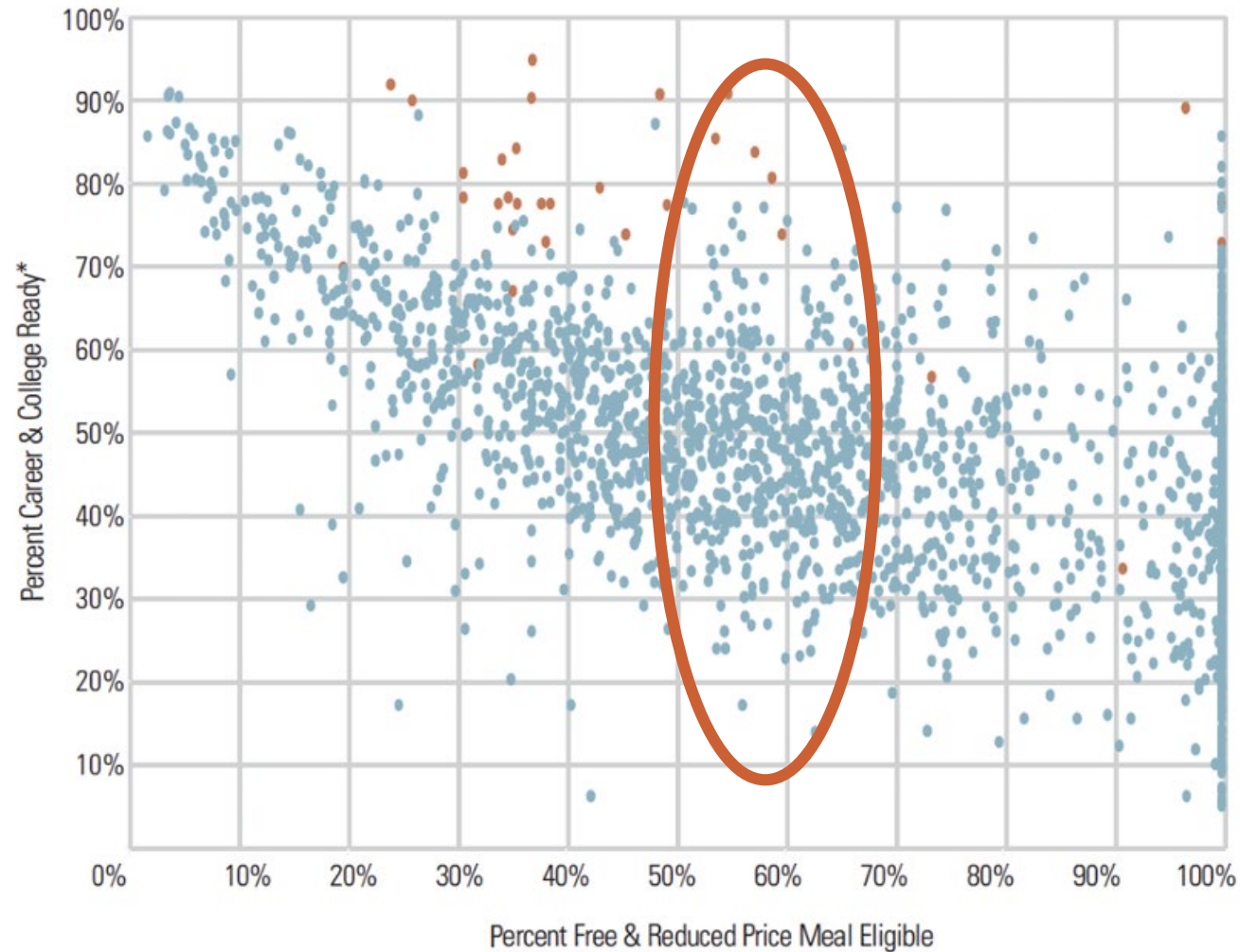
Math – NC ranks 7th

8th Grade

Reading – NC ranks 11th

Math – NC ranks 3rd

School-Level College & Career Readiness*, by Free & Reduced Price Meal Rate (2017-18)



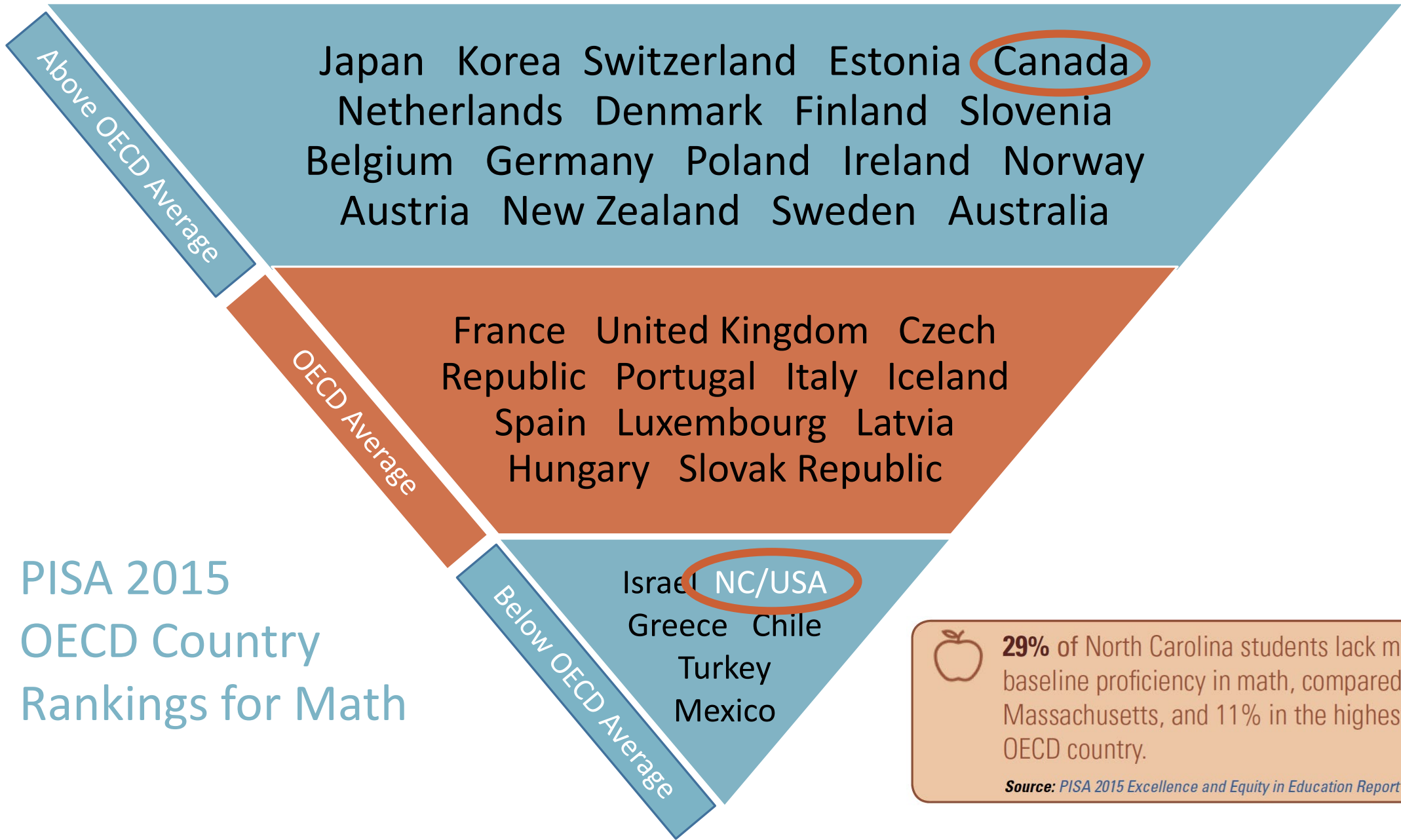
*College & Career Readiness as measured by reading and math EOG/EOC, level 4 or above.

Source: NC DPI Accountability Services Division, NC Department of Health and Human Services




Across North Carolina, school grades and proficiency rates are **strongly correlated with household income**. However, **more than 300 schools** statewide (13%) serve higher than average percentages of low-income students while attaining **higher than average student achievement** results.

Source: NC DPI Accountability Services Division, NC DPI Free & Reduced Meal Application Data



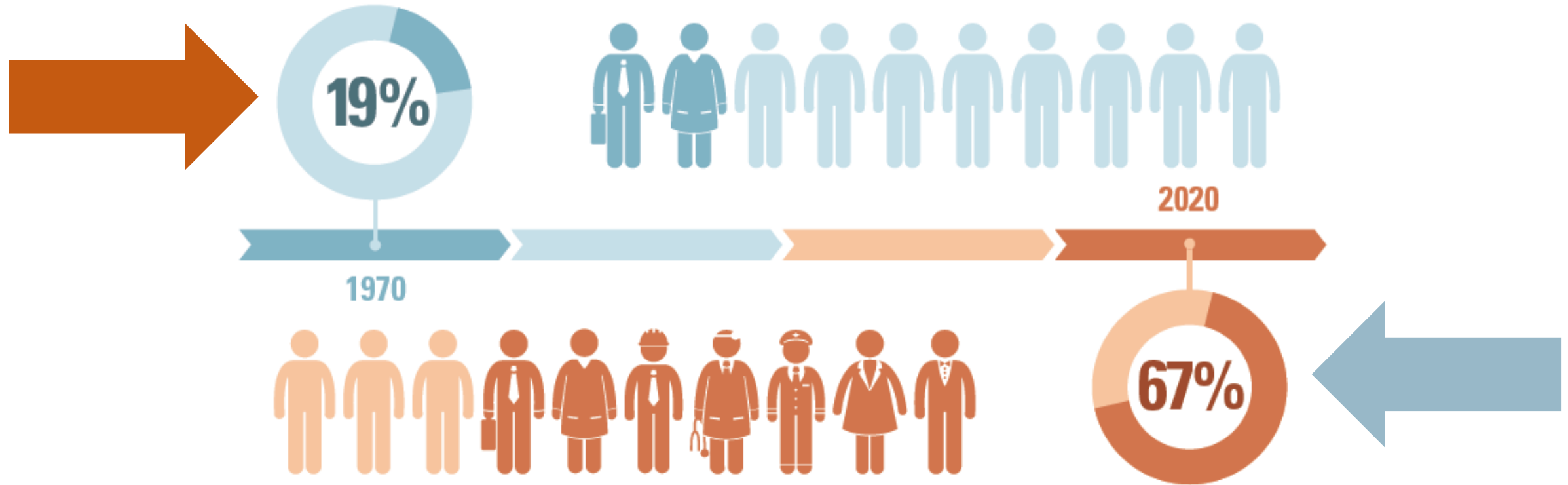
PISA 2015
 OECD Country
 Rankings for Math

 **29%** of North Carolina students lack minimum baseline proficiency in math, compared to 17% in Massachusetts, and 11% in the highest performing OECD country.

Source: PISA 2015 Excellence and Equity in Education Report

ATTAINMENT

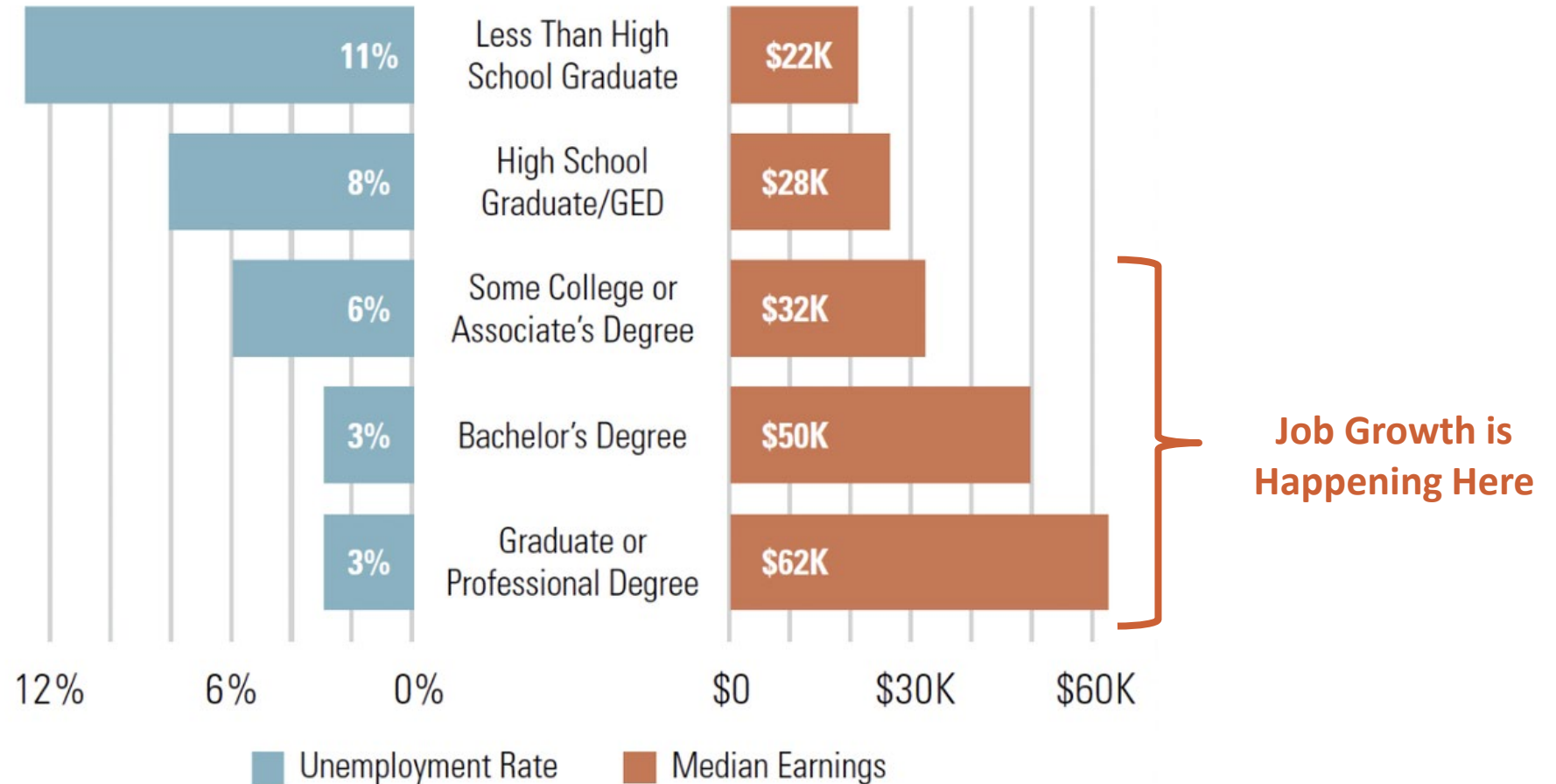
In 1970, just 19% of North Carolina adults ages 25-64 had any postsecondary education.



By 2020, 67% of North Carolina jobs will require some postsecondary education.

Source: Georgetown University 2014 Report on Job Growth and Education Requirements Through 2020, Carolina Demography

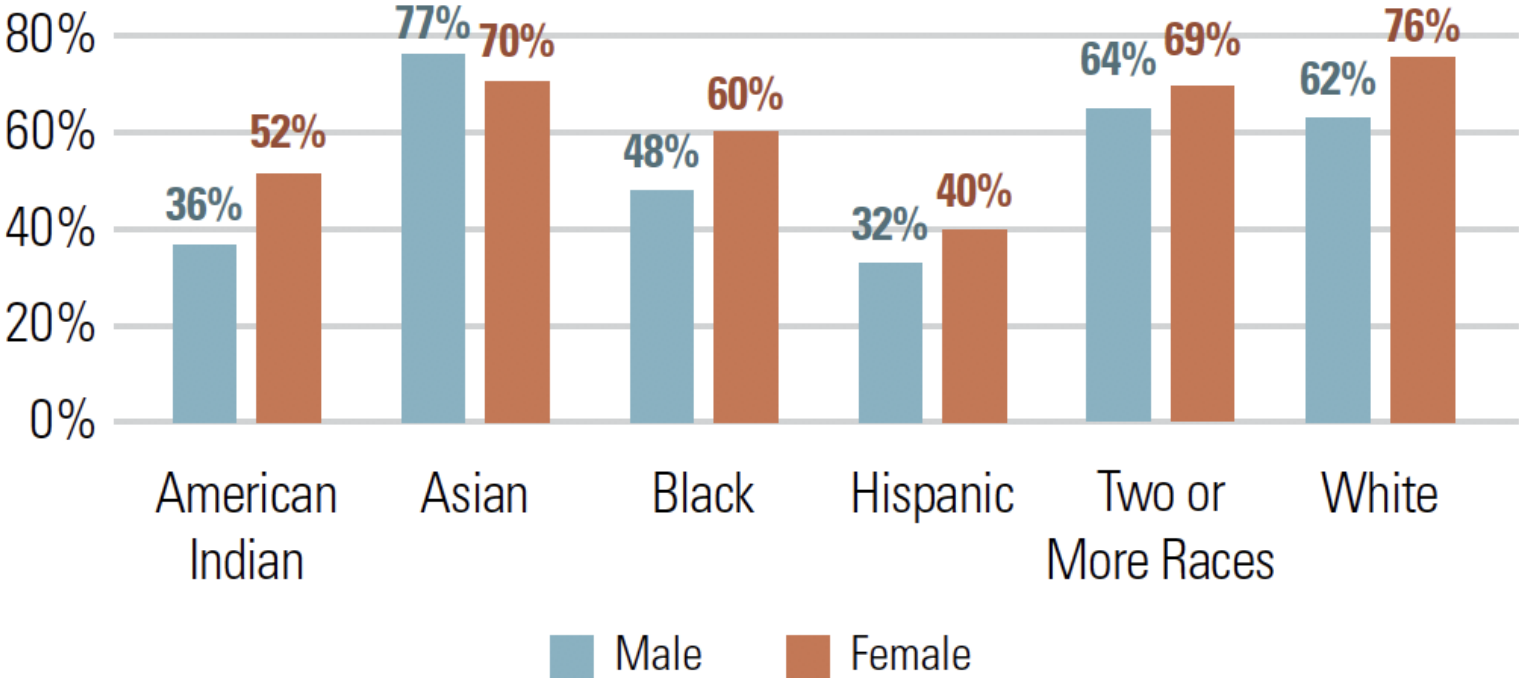
Median Earnings & Unemployment Rate of North Carolina Adults, by Educational Attainment (2017)



Source: U.S. Census Bureau – 2017 American Community Survey 1-Year Estimates

Postsecondary Educational Attainment by Gender & Race

North Carolina Adults with Any Postsecondary Education, by Gender and Race (2017)

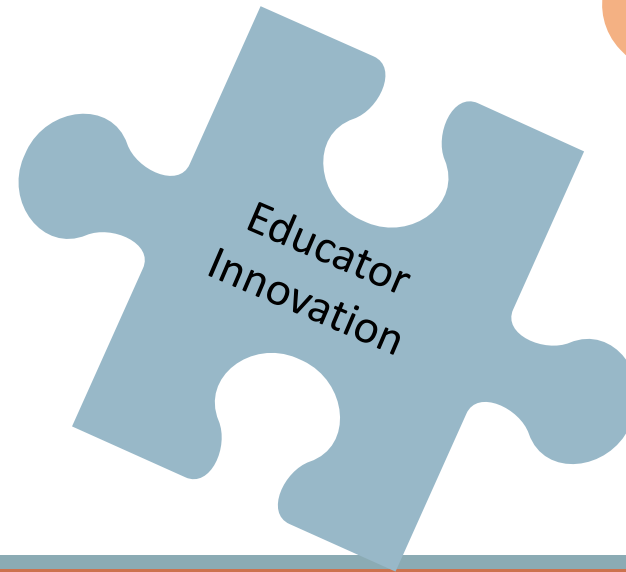
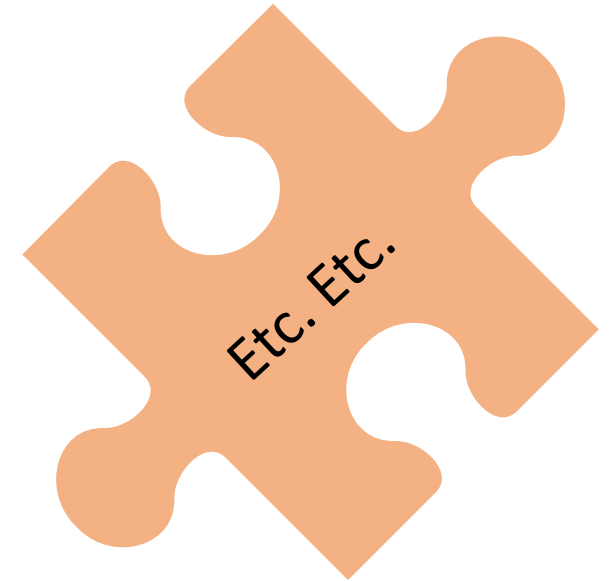


Source: U.S. Census Bureau – 2017 American Community Survey 1-Year Estimates

KEY INITIATIVES in NC



Initiatives Abound...



Leandro Case (1994 to Date)



“The General Assembly shall provide by taxation and otherwise for a general and uniform system of free public schools, which shall be maintained at least nine months in every year, and wherein equal opportunities shall be provided for all students.”

– Article IX, Section 2, North Carolina Constitution

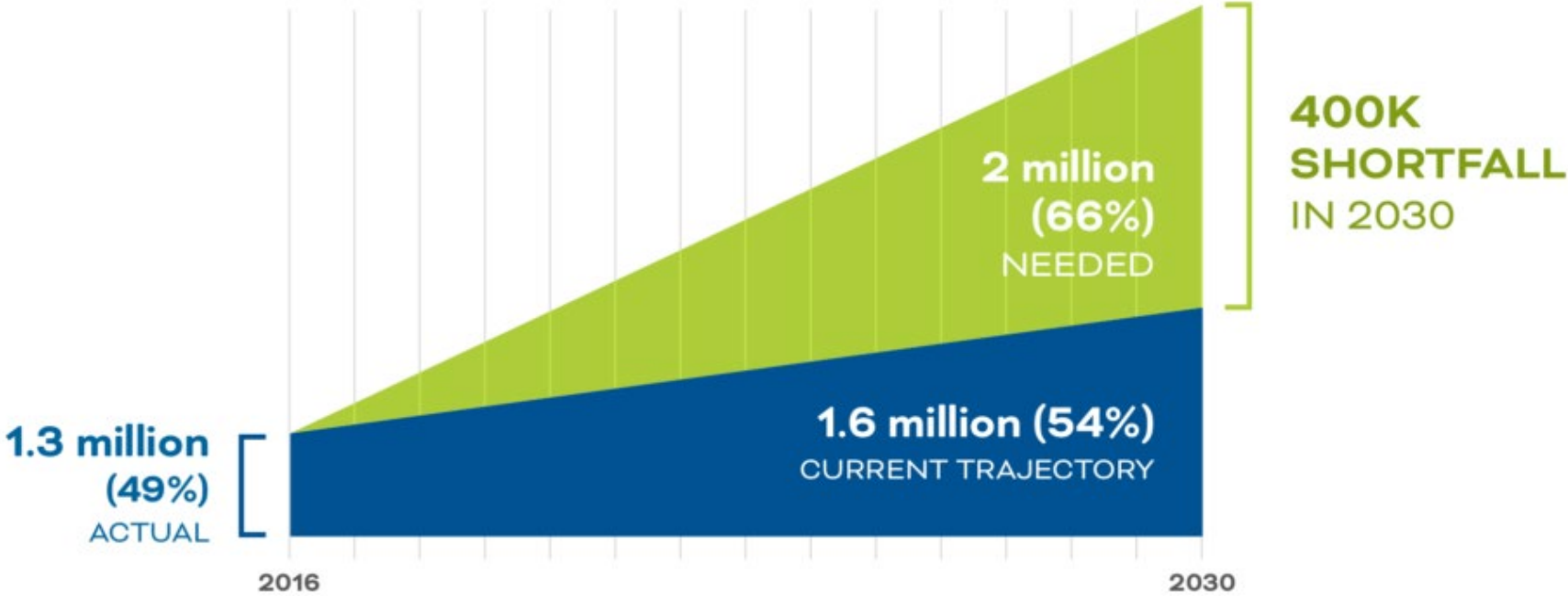
2002 Leandro Ruling

- ✓ A competent, well-trained teacher in every classroom;
- ✓ A competent, well-trained principal in every school; and
- ✓ Resources necessary to support an instructional program that meets the education needs of all children (including those who are “at-risk”).



NC DEGREES/CREDENTIALS - INDIVIDUALS AGE 25-44

TODAY'S TRAJECTORY VS. 2030 NEEDS





NC Pathways to Grade-Level Reading (Pathways)

is an initiative of the North Carolina Early Childhood Foundation (NCECF) in partnership with NC Child, the

North Carolina Partnership for Children, and BEST NC. The Pathways icon indicates whole-child Measures of Success that put children on a pathway to grade-level reading. Information on the Pathways initiative is available at: buildthefoundation.org/initiative/pathways-to-grade-level-reading.



TEACHER PAY



PRINCIPAL PREPARATION



**ADVANCED ROLES
FOR TEACHERS**



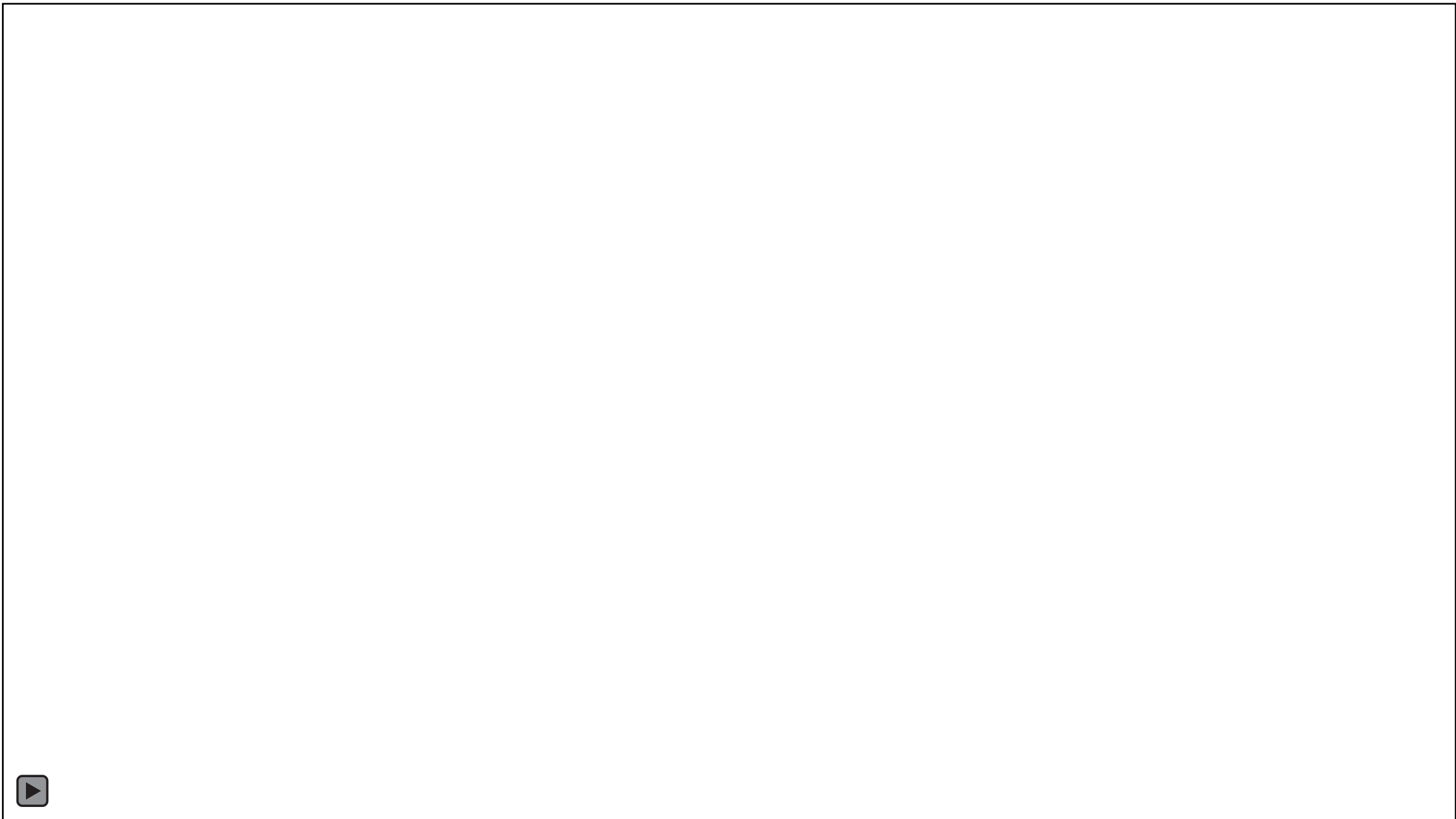
PRINCIPAL PAY



TEACHER RECRUITMENT



**Educator
Innovation**



Other Initiatives

- ✓ Digital Learning Plan
- ✓ Restart Schools
- ✓ Innovative School District
- ✓ Read to Achieve

TTKMAAN

- ✓ Priority for Exceptional School Leadership
- ✓ Pipeline of Educator Talent
- ✓ Equitable Access to a Effective Educators
- ✓ Professional Experience of Educator Talent
- ✓ Funding Equity & School Level Autonomy *
- ✓ High Expectations & Equitable Coursework Access*

*We didn't get to talk about these.



What can you do to engage?

- ✓ Think about every student – equity and access matter!
- ✓ Invite a student and a teacher into your workplace
- ✓ Engage with educators and school leaders in two-way dialogue
- ✓ Help our state think differently about the educator profession
- ✓ Engage with BEST NC to convene, inform and advocate
- ✓ **Be Careful!** Education is complicated. Just because something works in one place with one group of leaders and students, doesn't mean it is a magic solution that can work everywhere.

Questions?



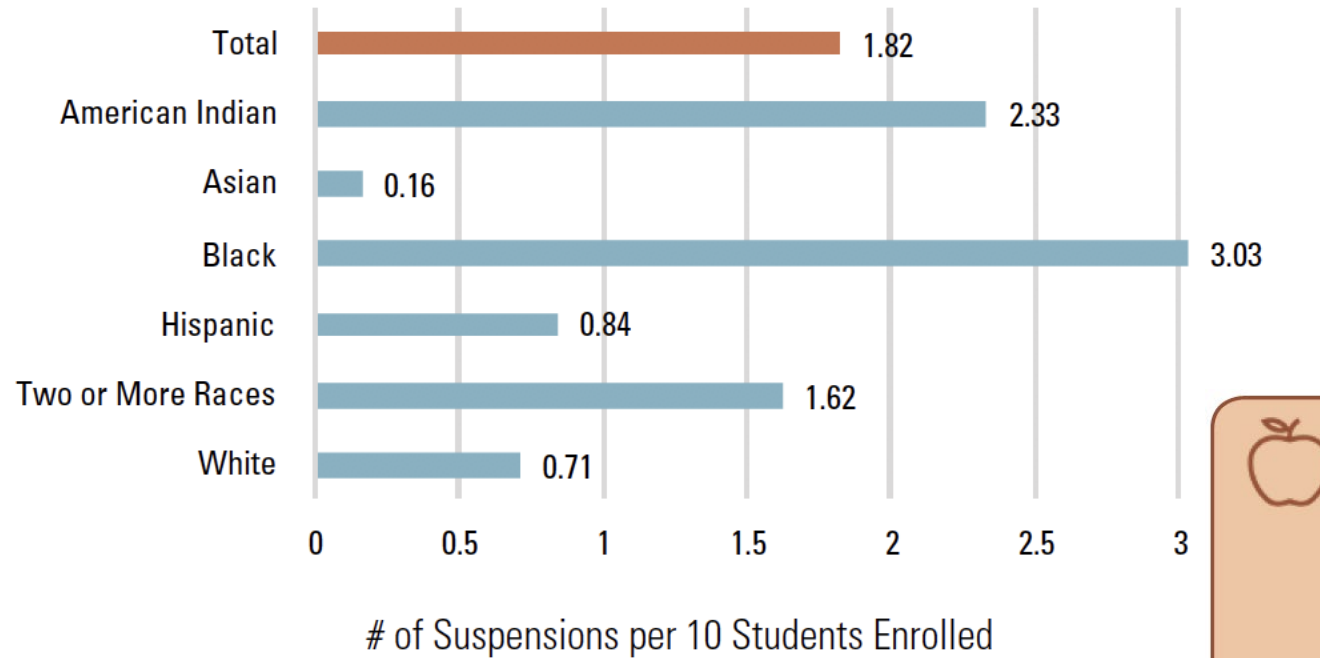
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Short-Term Suspension Rates in North Carolina K-12 Public Schools, by Race (2016-17)



Source: NC DPI 2016-17 Consolidated Discipline Report

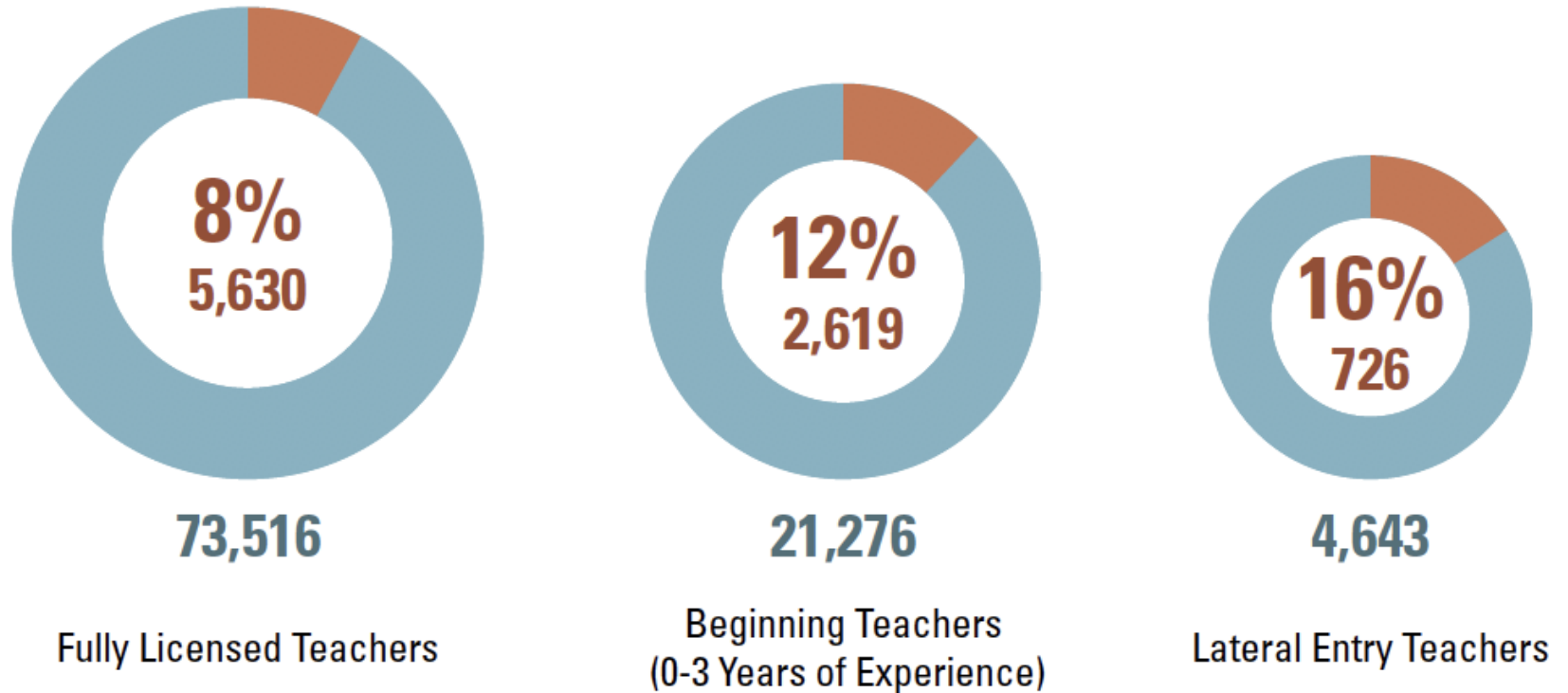


In the 2016-17 academic year, **113,825 students**, received **one or more short-term suspensions**, a decrease of 2,642 students from 2015-16. These students were suspended an average of **1.8 times** with an average total duration of **5.5 school days**.

As in past years, male students, black and American Indian students, ninth graders, and students receiving special education services are among the groups that continue to be disproportionately represented among suspended students.

Source: NC DPI 2016-17 Consolidated Discipline Report

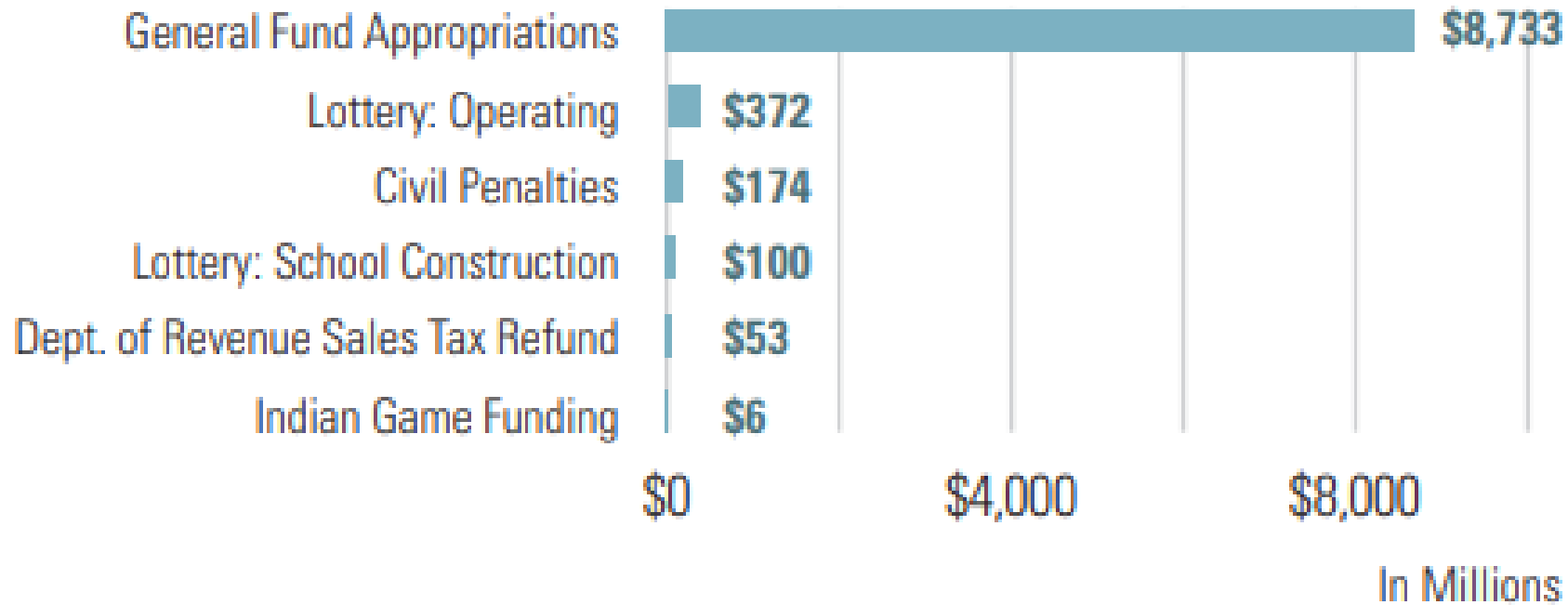
State Attrition Rates, by Teacher Category (2016-17)



- Teachers Leaving Employment in North Carolina Public Schools
- Teachers in Category Not Leaving Employment in North Carolina Public Schools

Source: NC DPI 2016-17 State of the Teaching Profession Report

State Revenue Sources for K-12 Public Education (2016-17)



Source: North Carolina General Assembly Fiscal Research Division – History of Budget Legislation, North Carolina Office of Budget and Management – 2015-17 Certified Budget



Education matters and it is getting
more challenging every year...



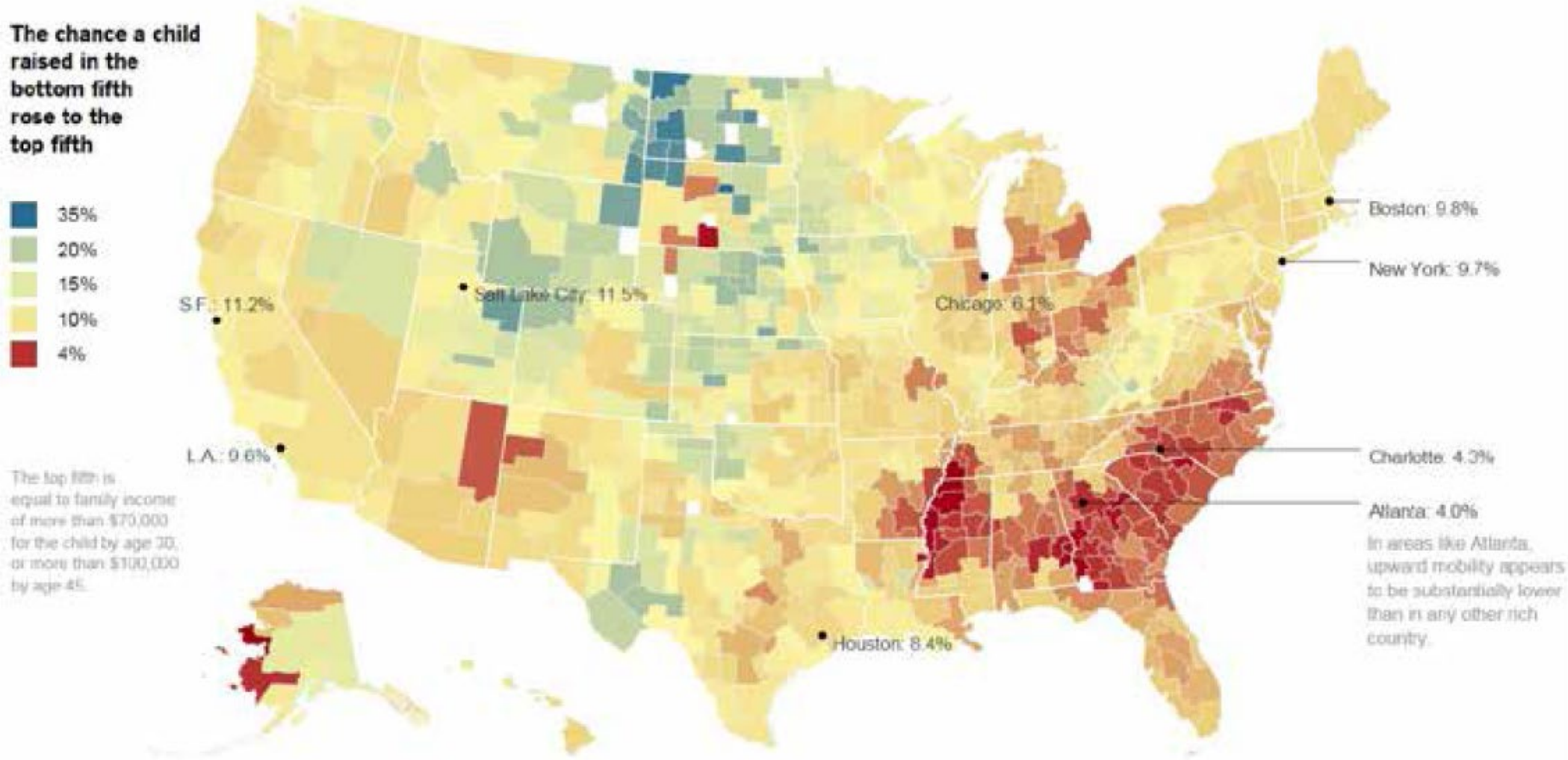
67% JOBS IN NORTH CAROLINA WILL REQUIRE POSTSECONDARY EDUCATION AND TRAINING IN 2020

	2010	2020	% in 2010	% in 2020	Change
High School or Less	1,603,300	1,685,350	38.8%	33.5%	-5.2%
Some college, no degree	967,800	1,220,340	23.4%	24.3%	0.9%
Associate's	396,800	528,470	9.6%	10.5%	0.9%
Bachelor's	814,500	1,118,750	19.7%	22.3%	2.6%
Graduate	353,900	471,890	8.6%	9.4%	0.8%
Total	4,136,300	5,024,800	100%	100%	

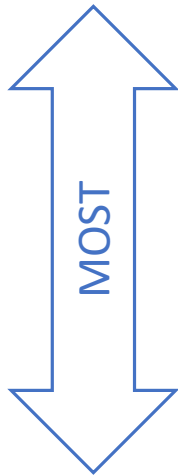
Source: Recovery: Job Growth and Education Requirements Through 2020 - State Report Georgetown University Center on Education and the Workforce

Lack of Mobility: The South Stands Out

Source: 2013 New York Times map of Equality of Opportunity Project Data



Economic Mobility – 100 Largest Cities

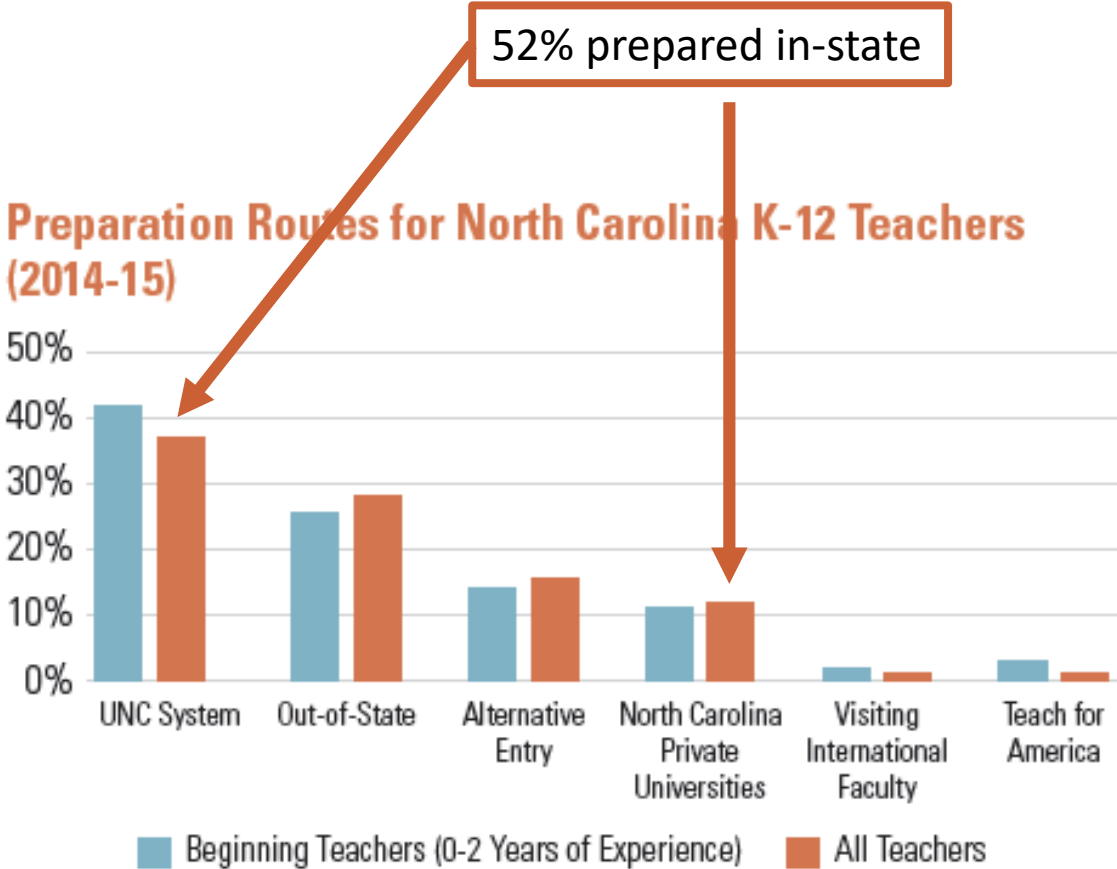


Rank	Commuting Zone	State	All Kids
100	Fayetteville	North Carolina	-17.8%
99	New Orleans	Louisiana	-14.8%
98	Greensboro	North Carolina	-14.8%
97	Charlotte	North Carolina	-14.4%
96	Columbia	South Carolina	-13.9%
95	Raleigh	North Carolina	-12.6%
94	Greenville	South Carolina	-12.2%
93	Memphis	Tennessee	-11.6%
92	Orlando	Florida	-11.4%
91	Fresno	California	-11.1%
10	Portland	Oregon	5.2%
9	Spokane	Washington	5.6%
8	Washington DC	District Of Columbia	5.8%
7	Omaha	Nebraska	6.4%
6	Des Moines	Iowa	6.6%
5	Madison	Wisconsin	7.4%
4	Reading	Pennsylvania	9.1%
3	Salt Lake City	Utah	9.2%
2	Minneapolis	Minnesota	9.7%
1	Seattle	Washington	11.6%

North Carolina!

Source: Equality of Opportunity Project

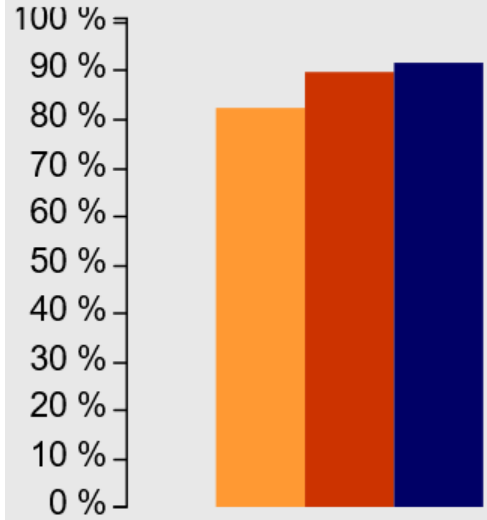




Source: UNC Educator Quality Dashboard

Bonus: School Report Cards

Fully Licensed Teachers



Teachers with Advanced Degrees

National Board Certified Teachers

Incomir

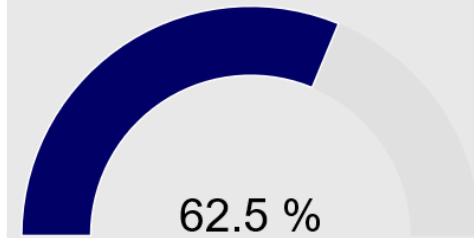
24.6% of the

46.8% of the students entering 6th Grade across the state are proficient.

Economically Disadvantaged

its at this school are economically

49.2% of Students across the state are economically disadvantaged.



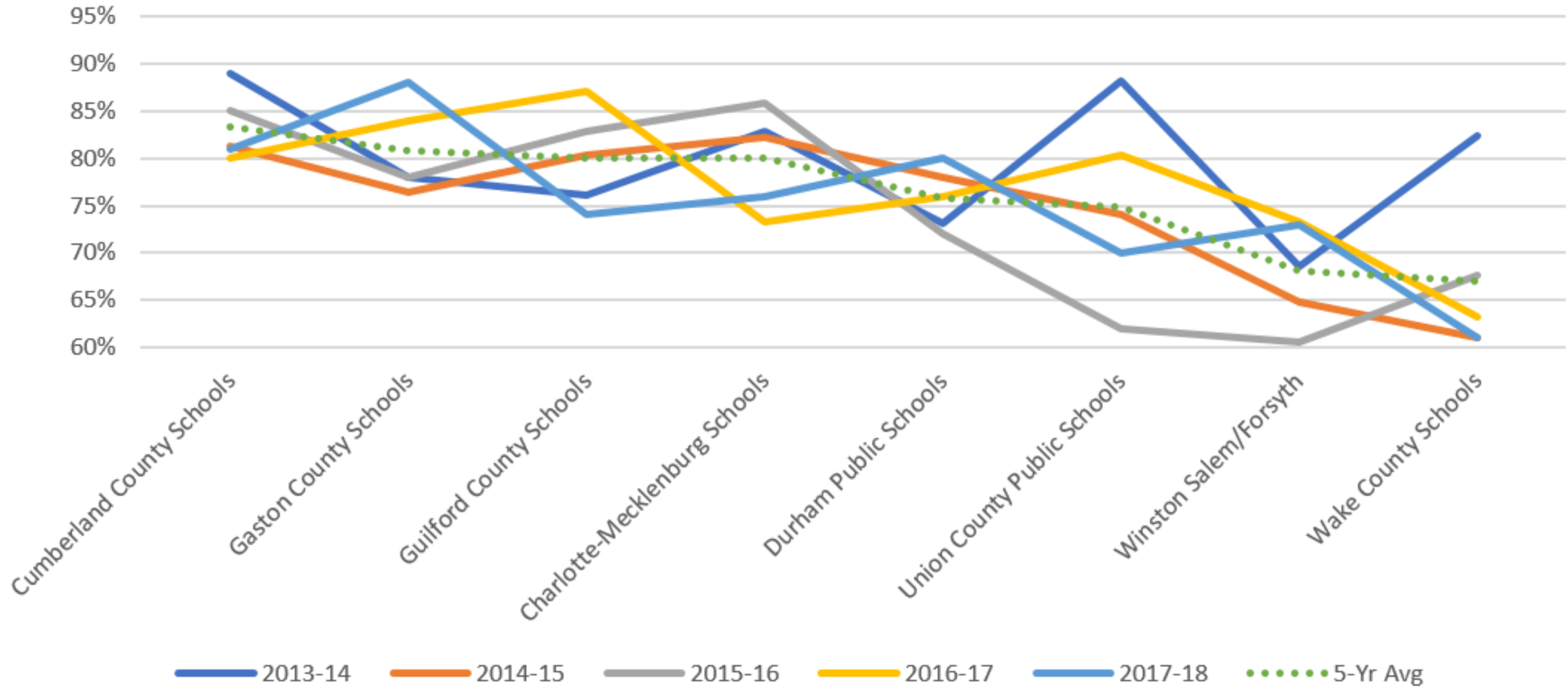
Achievement #	Growth #	Formula	Composite	Grade
79	91*	$= (79 \times 0.8) + (91 \times 0.2)$	81	B
82	58**	$= (82 \times 0.8) + (58 \times 0.2)$	77	B
34	89*	$= (34 \times 0.8) + (89 \times 0.2)$	45	D
35	59**	$= (35 \times 0.8) + (59 \times 0.2)$	40	D

*Exceeded

**Not Met



% of Schools Meeting or Exceeding Growth over 5 Years



Student Growth in Schools

Largest School Districts

2017-18

LEA Name	Exceed #	Met #	Not Met #		Exceed %	Met %	Not Met %
Charlotte-Mecklenburg Schools	52	75	41		31%	45%	24%
Cumberland County Schools	28	37	15		35%	46%	19%
Durham Public Schools	20	19	10		41%	39%	20%
Gaston County Schools	23	20	6		47%	41%	12%
Guilford County Schools	27	59	30		23%	51%	26%
Union County Public Schools	15	20	15		30%	40%	30%
Wake County Schools	27	80	69		15%	45%	39%
Winston Salem/Forsyth	18	34	19		25%	48%	27%
TOTAL	210	344	205		28%	45%	27%

2016 Education Innovation Lab

The Education Profession

Minimum of a Bachelors Degree

Manager with 50+ direct reports

Inadequate Resources for Teachers and Students

Primarily Out-of-school Professional Development

Compensation based only on education and years of experience

Limited Career Opportunities



Support a 21st Century Education Workforce

