



A large, stylized graphic in the background. It features a brown graduation cap (mortarboard) at the top, with a grey silhouette of an open book underneath it. The word 'READY' is written in large, bold, grey letters across the bottom of the graphic, partially overlapping a green rectangular area.

READY:

**North Carolina's
Race to the Top-funded
Initiative to Remodel Schools**

Funding Opportunities

March 5th, 2013

Joint Education Appropriations Subcommittee

Presentation Overview



- **Brief READY/Race to the Top (RttT) Overview**
- **RttT Budget Key Points**
- **Selected RttT Initiatives & Funding Opportunities**
 - Professional Development Initiatives
 - Home Base (Instructional Improvement System)
 - Turning Around the Lowest Achieving Schools (TALAS)
 - Regional Leadership Academies
 - Teach for America Expansion
 - NC Teacher Corps
 - Induction Support for New Teachers
 - Performance Incentives for Lowest Achieving Schools
 - Student Perceptions Survey (Teacher Effectiveness)
- **Information Technology (IT) Projects**



PROJECT MAP



- 1 New Standard Course of Study
-
- Balanced Assessment System
-
- New Accountability Model

Strong Leaders

6

A Fair Evaluation System

4

Tools and Training to Improve Practice

2 3 8 9 11

Improved Supply of Teachers

5 7

Support in Low-Achieving Districts and Schools

10

Details in 9/15/12 Report (# = report section)



RttT Budget Summary

\$234 million managed at State Level



RttT Initiative	RttT Budget
Professional Development (Supporting Transition to New Standards, Assessments, and Technology Tools; Building Local Capacity to Sustain)	\$ 33.3 m
NC Education Cloud	34.6
Home Base (Instructional Improvement System)	25
Teacher & Principal Evaluation/Teacher Effectiveness	10.2
Turning Around Lowest-Achieving Schools	39.2
Regional Leadership Academies	18.6
Teach for America	7.4
NC Teacher Corps	5.1
New Teacher Support Program	7.8
Strategic Staffing	3.4
Performance Incentives for Lowest-Achieving Schools	15.8
Effective Teacher via Virtual & Blended STEM Courses	6.5
STEM Anchor & Affinity Schools	9.7
RttT Management	7.9
RttT Evaluation	9.4
TOTAL	\$ 233.9 m



RttT Evaluation



Consortium for Research & Evaluation – North Carolina (CERE-NC; <http://cerenc.org>)

- NCSU, UNC-CH, UNC-G
- Formative and Summative evaluation of each initiative
 - Reports due periodically over 4 years
 - RttT Management Team (NCDPI) briefed on each
 - Reports posted on RttT website once final (<http://www.ncpublicschools.org/rttt/reports/>)
- Overall Summative Evaluation coming in 2014
- **Summary of Findings to date (see CERE-NC handout)**

Presentation



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• Information Technology (IT) Projects



RttT Budget: Key Points



- **RttT funds spent to create new capacity**
- **No obligation for State** to add funding to sustain RttT Initiatives – left to General Assembly’s discretion
- Where there are needs for ongoing support funding (as with Home Base, for example), **NCDPI will redeploy existing funds or cost-share**
- **There are opportunities for General Assembly to support or expand key initiatives, to leverage the RttT investment**

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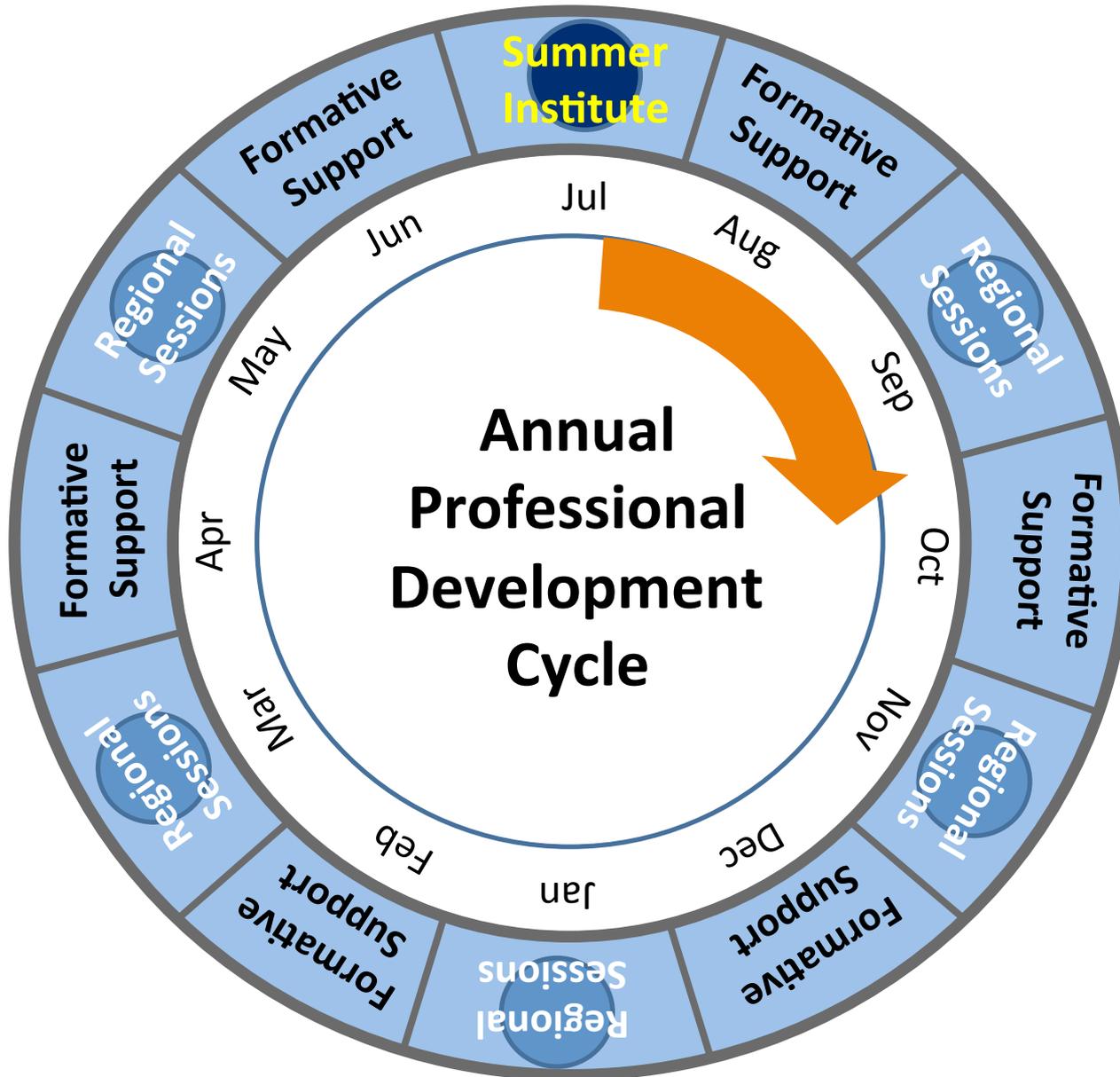
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Professional Development



- **Goal:** Develop *local capacity* to ensure that all teachers and principals have access *ongoing* to efficient and effective training and materials that support their professional improvement
- **Key Feature: DPI Professional Development Leads**
 - Provide customized service to a regional portfolio of school districts and charter schools
 - Provide training, formative support, and materials; help local teams organize, connect, access needed resources (including online)
- **Estimated Annual Budget: \$10.6 m**

Professional Development



- **Formative Support**
Professional Development Leads work with local teams to help them plan, find resources, and maintain fidelity to State requirements and use of statewide tools (such as the Statewide Educator Evaluation System and EVAAS)
- **Online Resources**
Training modules, webinars, etc.

Home Base

(Instructional Improvement System)



Goal: Personalized Student Learning

Empowered Teaching

- Universal access to quality instructional tools and resources
- Parent Engagement

HOME BASESM

...enabled by the NC Ed Cloud

Home Base

(Instructional Improvement System)



RttT

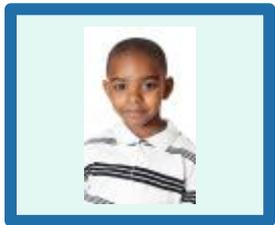
**Student
Information
System (SIS)**

Tools for
Information
and Data

**Instructional
Improvement
System (IIS)**

Tools for
Teaching and
Learning

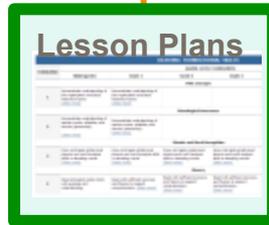
Estimated Annual Local Cost-Share for IIS: \$6 million



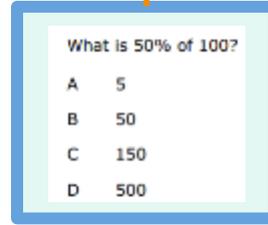
Student Information and Learner Profile



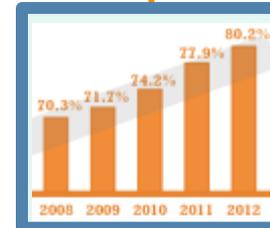
Standards & Curriculum



Instructional Design, Practice & Resources



Assessment



Data Analysis and Reporting



Educator Evaluation & Professional Development

Turning Around the Lowest-Achieving Schools



- **Goal:** Improve and sustain student academic achievement in the state's lowest-achieving schools by building capacity in those schools and their districts
- **Key Feature: Customized, On-Site Support**
 - **Boots on the Ground**
Experienced State staff coach staff in low-achieving districts and schools to help build local staff capacity/skills
 - **Comprehensive Needs Assessment**
State and local staff work as a team to determine areas of greatest need (feeds plan for highest-impact actions to take within a district to improve student achievement)
- **Estimated Annual Budget: \$11.9 million**

Turning Around the Lowest-Achieving Schools



- **RttT Initiative focused on:**
 - **Lowest-achieving 5% of all traditional schools (by grade span)**
 - **Any high school with graduation rate below 60%**

High School	Middle School	Elementary School
29	23	66

Note: RttT funding has enabled us to *double* the reach of the successful DPI District & School Transformation program.

Turning Around the Lowest Achieving Schools



Schools Above/Below Target of a 60% Performance Composite

% of Students Proficient	Fall 2010	Fall 2012
Above 60%	7 schools	39 schools
50-60%	54 schools	52 schools
Below 50%	57 schools	16 schools
Closed	--	10 schools

High Schools Above/Below Target of a 60% Graduation Rate

Graduation Rate	Fall 2010	Fall 2012
Above 60%	--	5 schools
50-60%	8 schools	2 schools
Below 50%	1 school	--
Closed	--	2 schools

Regional Leadership Academies



- **Goal:** Increase the number of principals prepared to lead transformational change in NC's lowest achieving schools
- **Key Features:**
 - 1- or 2-year programs, including:
 - Training and a full-year internships
 - Either a Masters in School Administration or principal licensure (depending on the academy)
 - Participants agree to serve in a low-achieving school for three years after completion
- **Estimated Annual Budget: \$8 million**

Regional Leadership Academies: Characteristics



	Administrative Unit	Program Duration	Education/ Licensure	Cohort 3 Participants	# of Districts Served
Northeast Leadership Academy (NELA)	NC State University	2 Years	Masters in School Administration (MSA) Program	21	14
Sandhills Leadership Academy (SLA)	Sandhills Regional Education Consortium (with UNC-P, FSU, NCCAT)	1 Year	Alternative Licensure	20	12
Piedmont Triad Leadership Academy (PTLA)	UNC-Greensboro	1 Year	Alternative Licensure	23	4

Induction Support for New Teachers



- **Goal:** Increase new teachers' likelihood of success and retention in the lowest-achieving schools by providing coaching and support for those entering
- **Key Features: New Teacher Support Program**
 - A collaboration between DPI and UNC-GA
 - Partnering universities provide services to new teachers:
 - Intensive summer training
 - Six professional development sessions
 - Individual coaching during the year
 - Currently serving 533 teachers; estimate >1,000 next yr
- **Estimated Annual Budget: \$2.6 million**

Teach for America (TFA)



- **Goal:** Place motivated, effective teachers in low achieving school districts in Eastern North Carolina
- **Key Features:**
 - TFA recruits and supports corps members (see [TFA](#))
 - RttT funds enabled significant TFA expansion in the lowest achieving schools in Eastern North Carolina; TFA has added the following number of teachers:

2011-12	2012-13	2013-14
105	129	125 (budgeted)

- **Estimated Annual Budget: \$2.5 million**

Note: School districts can contract directly with TFA for teachers.

NC Teacher Corps



- **Goal:** Recruit motivated recent college graduates with ties to NC schools to teach in low-achieving schools
- **Key Features:**
 - Recruits/selects participants from among recent college graduates and mid-career professionals
 - Provides an intensive summer training similar to that provided by TFA and help to obtain license
 - Provides follow-up professional development and mentoring during school year
 - Corps members make a two-year commitment to teach in a low-achieving school
- **Estimated Annual Budget: \$1.8 million**

NC Teacher Corps



- First cohort (2012-13) was smaller than expected:

Target Cohort	Applications Received	Accepted	Completed Training	Teaching 2012-13
100	113	43	34	21

- RttT Evaluation report recommended changes to the recruitment and employment assistance parts of the program (changes made)
- Informal feedback suggested additional changes to the summer training and application process (changes made)

Performance Incentives for Lowest Achieving Schools



- **Goal:** Reward and retain effective educators in hard-to-staff schools
- **Key Feature: Performance Bonus based on Exceeding Student Growth Expectations (2012-13)**
 - \$2,000 to teachers whose students achieve *higher than expected* growth
 - \$1,500 to school-wide personnel in schools achieving *higher than expected* growth
 - Qualifying individuals must return to same school to receive full bonus; those who leave receive only 50% of their bonus
- **Estimated Annual Budget: \$9 million**

Performance Incentives for Lowest Achieving Schools



	FY 2011-12*	FY 2012-13*
School Personnel	1,096	1,990
Full-Time Equivalents (FTE)	884.37	1,625.21
Expenditures	\$1,589,878	\$2,971,247

* Note: Fiscal Year in which bonuses *paid*; bonuses were actually earned for prior school year. For both of these years, bonuses were based only on school-wide data. 24

Student Perceptions Survey



- **Goal:** Collect and analyze student perceptions about classroom culture and practices (for use as one of multiple data points reflecting on teacher effectiveness/ helping teachers improve)
- **Key Feature: Piloted Tripod Student Survey** (http://metproject.org/downloads/Student_Perceptions_092110.pdf)
 - Sample Survey Items:
 - “When something is hard for me, my teacher still makes me learn it (K-2).”
 - “In this class, we learn to correct our mistakes (Grade 3-6).”
 - “My teacher knows when the class understands and when we do not.”
- **Estimated Annual Budget: \$1.5 million**

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IT Projects



Non-RttT

- NC WISE
- PowerSchool
- CEDARS
- P20

NC Education Cloud

- IT Enterprise
- Shared Learning
- Business Ops

RttT

- IIS – Pearson
- IIS – Content
- IIS – PCG/TNL

Home Base

One Technology Platform



RttT

**Student
Information
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Tools for
Information
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**Instructional
Improvement
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Tools for
Teaching and
Learning

Home Base - PowerSchool



- Transition from Pearson-owned eSIS to Pearson-owned PowerSchool
- NC WISE replacement
- Advanced student information system
- LEA-oriented design
- New State-oriented administration



IIS – Pearson

- Instruction, assessment tools for classrooms

IIS – Content

- Digital resources – instruction, assessment, PD
- Some content included in IIS-Pearson contract

IIS – PCG/TNL

- PD, Evaluation tools for schools
- McREL replacement

NC Education Cloud



IT Enterprise

- Site Surveys
- AMTR 3.0 – IT data collection tool
- Email, Firewall, etc.
- VoIP – *voice over internet protocol* - telecom replacement
- MDM – centralized *mobile device management*

Shared Learning

- IAM – centralized *identity and access management*
- LOR – Equella-based *learning object repository*

Business Operations

- iSeries – centralized financial operations
- DI – managed *data integration* service
- HRMS/BUD modernization

One-Time Costs



Project	Amount
PowerSchool	\$ 2,625,251
NC WISE (eSIS) + CEDARS	-
IIS – Pearson	10,825,500
IIS – PCG	4,987,540
Equella	1,000,000
IAM	7,000,000
Total	\$ 26,438,291

Funding to Support	Amount
UERS (includes carryover)	\$ 2,625,251
Other State (connectivity)	-
Other State (accountability)	-
RttT	23,813,040
Total	\$ 26,438,291

Difference	\$ -
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Recurring Costs (2014-15)



Project	Amount
PowerSchool	\$ 6,628,477
NC WISE (eSIS) + CEDARS	5,087,076
IIS – Pearson	7,144,000
IIS – PCG	470,820
Equella	350,000
IAM	1,500,000
Total	\$ 21,180,373

Funding to Support	Amount
UERS (includes carryover)	\$ 13,240,479
Other State (connectivity)	1,500,000
Other State (accountability)	494,864
RttT	-
Total	\$ 15,235,343

* Difference	\$ 5,945,030
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* The difference in funding will be covered by a subscription fee paid by users of the IIS portion of Home Base.

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