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

2. Strong Leaders
3. A Fair Evaluation System
4. Tools and Training to Improve Practice
5. Improved Supply of Teachers
6. Support in Low-Achieving Districts and Schools

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

$234 million managed at State Level

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

- 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/](http://www.ncpublicschools.org/rttt/reports/))
- Overall Summative Evaluation coming in 2014
- Summary of Findings to date (see CERE-NC handout)
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  - Student Perceptions Survey (Teacher Effectiveness)

- 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
Presentation Overview

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✓ RttT Budget Key Points

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  • Student Perceptions Survey (Teacher Effectiveness)

• Information Technology (IT) Projects
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
• **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

...enabled by the NC Ed Cloud
Estimated Annual Local Cost-Share for IIS: $6 million
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%

<table>
<thead>
<tr>
<th>High School</th>
<th>Middle School</th>
<th>Elementary School</th>
</tr>
</thead>
<tbody>
<tr>
<td>29</td>
<td>23</td>
<td>66</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>% of Students Proficient</th>
<th>Fall 2010</th>
<th>Fall 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Above 60%</td>
<td>7 schools</td>
<td>39 schools</td>
</tr>
<tr>
<td>50-60%</td>
<td>54 schools</td>
<td>52 schools</td>
</tr>
<tr>
<td>Below 50%</td>
<td>57 schools</td>
<td>16 schools</td>
</tr>
<tr>
<td>Closed</td>
<td>--</td>
<td>10 schools</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Graduation Rate</th>
<th>Fall 2010</th>
<th>Fall 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Above 60%</td>
<td>--</td>
<td>5 schools</td>
</tr>
<tr>
<td>50-60%</td>
<td>8 schools</td>
<td>2 schools</td>
</tr>
<tr>
<td>Below 50%</td>
<td>1 school</td>
<td>--</td>
</tr>
<tr>
<td>Closed</td>
<td>--</td>
<td>2 schools</td>
</tr>
</tbody>
</table>
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

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

<table>
<thead>
<tr>
<th></th>
<th>2011-12</th>
<th>2012-13</th>
<th>2013-14</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teachers</td>
<td>105</td>
<td>129</td>
<td>125 (budgeted)</td>
</tr>
</tbody>
</table>

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

- 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)

<table>
<thead>
<tr>
<th>Target Cohort</th>
<th>Applications Received</th>
<th>Accepted</th>
<th>Completed Training</th>
<th>Teaching 2012-13</th>
</tr>
</thead>
<tbody>
<tr>
<td>100</td>
<td>113</td>
<td>43</td>
<td>34</td>
<td>21</td>
</tr>
</tbody>
</table>
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

<table>
<thead>
<tr>
<th></th>
<th>FY 2011-12*</th>
<th>FY 2012-13*</th>
</tr>
</thead>
<tbody>
<tr>
<td>School Personnel</td>
<td>1,096</td>
<td>1,990</td>
</tr>
<tr>
<td>Full-Time Equivalents (FTE)</td>
<td>884.37</td>
<td>1,625.21</td>
</tr>
<tr>
<td>Expenditures</td>
<td>$1,589,878</td>
<td>$2,971,247</td>
</tr>
</tbody>
</table>

* 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.
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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Information Technology (IT) Projects
IT Projects

Non-RttT
- NC WISE
- PowerSchool
- CEDARS
- P20

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

NC Education Cloud
- IT Enterprise
- Shared Learning
- Business Ops
Home Base
One Technology Platform

Student Information System (SIS)
Tools for Information and Data

Instructional Improvement System (IIS)
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
Home Base – Instructional Improvement System

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

<table>
<thead>
<tr>
<th>Project</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>PowerSchool</td>
<td>$2,625,251</td>
</tr>
<tr>
<td>NC WISE (eSIS) + CEDARS</td>
<td>-</td>
</tr>
<tr>
<td>IIS – Pearson</td>
<td>10,825,500</td>
</tr>
<tr>
<td>IIS – PCG</td>
<td>4,987,540</td>
</tr>
<tr>
<td>Equella</td>
<td>1,000,000</td>
</tr>
<tr>
<td>IAM</td>
<td>7,000,000</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>$26,438,291</strong></td>
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</table>

<table>
<thead>
<tr>
<th>Funding to Support</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>UERS (includes carryover)</td>
<td>$2,625,251</td>
</tr>
<tr>
<td>Other State (connectivity)</td>
<td>-</td>
</tr>
<tr>
<td>Other State (accountability)</td>
<td>-</td>
</tr>
<tr>
<td>RttT</td>
<td>23,813,040</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$26,438,291</strong></td>
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| Difference                                  | $-          |
## Recurring Costs (2014-15)

<table>
<thead>
<tr>
<th>Project</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>PowerSchool</td>
<td>$6,628,477</td>
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<tr>
<td>NC WISE (eSIS) + CEDARS</td>
<td>$5,087,076</td>
</tr>
<tr>
<td>IIS – Pearson</td>
<td>$7,144,000</td>
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<td>IIS – PCG</td>
<td>$470,820</td>
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<tr>
<td>Equella</td>
<td>$350,000</td>
</tr>
<tr>
<td>IAM</td>
<td>$1,500,000</td>
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<td><strong>Total</strong></td>
<td><strong>$21,180,373</strong></td>
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</table>

<table>
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<tbody>
<tr>
<td>UERS (includes carryover)</td>
<td>$13,240,479</td>
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<tr>
<td>Other State (connectivity)</td>
<td>$1,500,000</td>
</tr>
<tr>
<td>Other State (accountability)</td>
<td>$494,864</td>
</tr>
<tr>
<td>RttT</td>
<td>$1</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$15,235,343</strong></td>
</tr>
</tbody>
</table>

| Difference                              | $5,945,030   |

*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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