



From the Board Room

ACTIVITIES OF THE NC BOARD OF EDUCATION

APRIL 2015

The State Board of Education is comprised of the State Treasurer, the Lieutenant Governor and 11 citizens appointed by the Governor. This newsletter highlights the Board's activities on behalf of the 1.5 million public school children in our state and the more than 100,000 educators who provide services to children. View all State Board of Education member and advisor information online at <https://eboard.eboardsolutions.com/AboutUs/AboutUs.aspx?S=10399&TID=1>.

To access current and archived versions of *From the Boardroom*, visit <http://stateboard.ncpublicschools.gov/> and select the "SBE Newsletter" tab.

DIFFERENTIATED TEACHER PAY CONSIDERATIONS EXPLORED

Differentiated teacher pay has been considered and piloted at different times and in different forms in North Carolina over the past years. This idea continues to hold appeal – both as a way to provide additional pay to teachers and as a way for teachers to advance professionally and remain in the classroom. This month, the State Board of Education received more information on differentiated pay and the financial and other implications of possible models. Features of a differentiated pay plan could focus on a competitive salary schedule, performance pay, bonuses for hard-to-serve schools and increased responsibility. Considerations for any potential models include the need for a robust evaluation process, the inclusion of student growth and the possibility of career pathways. Currently, local salary supplements provided by districts range from 0 to 25 percent, with smaller and more rural districts being the least likely to offer substantial salary supplements. To gauge potential costs based on available data, there are 2,673 teachers (14.2 percent) currently participating in the Standard 6 (student growth component) of the evaluation model and identified as Highly Effective. To provide a \$100 bonus to each one would cost \$267,300. In looking at school-wide growth, 36.5 percent of teachers (39,129) are identified as Exceeding Expected Growth. Offering a \$100 one-time bonus to the teachers in schools that exceeded expected growth would cost \$3.9 million, for example.

SUPPORT IN PLACE FOR STUDENTS AND TEACHERS

For some students, behavior issues can collide with academic requirements in ways that are detrimental to students and to the school environment. Two programs – Responsiveness to Instruction and Positive Behavior Intervention and Support – implemented by the NC Department of Public Instruction can help, and now they have been combined into a multi-tiered system of support (MTSS). Amy Jablonski, a consultant with the Division of K-12 Curriculum and Instruction, presented an overview of this system to Board members. In brief, MTSS involves all staff and students in a school and uses teams to seek solutions to solve behavior, instructional and learning problems. There is an emphasis on using data about student learning and performance to help improve situations for students.

NC VIRTUAL PUBLIC SCHOOL TEACHER OF THE YEAR



Jessica Ludders

NC's NC Virtual Public School Teacher of the Year is Jessica Ludders of Bangor, Maine. Ms. Ludders teaches English and journalism. She is an outstanding example of how great teaching and learning can occur without regard to geographic boundaries. Ludders grew up in North Carolina, taught here and then moved to Maine where she and her husband have a family farm. She initially was nominated by her peers for this honor. The state-level virtual teachers of the year will now compete for the national award.

ACT AWARDS PRESENTED

Jackie Twigg, ACT account executive, presented three awards recognizing students who embody college and career readiness and schools and community colleges that embody preparation of students for college and career readiness.

- High School Senior ACT Award, Jeffrey Barahona, Harding University High School (John Floyd, principal, Charlotte-Mecklenburg Schools)
- High School ACT Award – Isaac M. Bear Early College High School, Philip Sutton, principal, New Hanover County Schools;
- Community College Award – Mayland Community College, Dr. John Boyd, president, Spruce Pine, NC



Isaac M. Bear Early College High School



Mayland Community College

CHARTER SCHOOL ACTIONS TAKEN

- The State Board of Education accepted the voluntary relinquishment of the charter from SEGS Academy, a K-7 school in Columbus County. The school closed for students on Thursday, April 2.
- Members found PACE Academy in material breach of its 2014 settlement agreement with the State Board of Education. PACE will be asked to present its case to an appointed review panel of the State Board of Education, but if that finding is upheld by the review panel, according to the conditions of PACE's agreement with the Board, the school must relinquish its charter. PACE is currently operating through its charter and also an agreement initiated by the Administrative Office of Hearings based on a previous action and appeal process.
- Board members voted to take no action to revoke the charter of Children's Village Academy at this time. This will allow the 2013 agreement with the school to run its course. The term of the agreement expires June 30. At that time, the Department will provide a review of the school's progress.