

# November 2016 - From the Board Room

## North Carolina Public Schools

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Inbox

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## NOVEMBER 2016

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 students in our state and the more than 100,000 educators who provide services to children. You may view all State Board of Education member and advisor information [online](#). To access current and archived versions of From the Boardroom, visit the State Board of Education’s [website](#).



### Board Affirms Focus on “Whole Child” in Resolution

Recognizing that some public school students in North Carolina face significant barriers to learning and academic success, the State Board of Education unanimously approved a resolution supporting a “whole school, whole community, whole child framework.”

The resolution lists concerns about poverty, poor health, unsafe environments, lack of access to services and supporting infrastructure to support health and safety, and references research that links these factors to academic success.

This resolution directs the Department of Public Instruction to rename its Interagency Committee to become the NC SBE Whole Child NC Committee and to use the whole child model as a framework for creating collaborative school-community relationships that can help support students more effectively.

### School Mental Health Initiative Highlighted

Out of concern for the continued and increasing mental health challenges facing North Carolina children and youth, a group of stakeholders representing diverse backgrounds and experiences related to mental health services came together to consider options for providing support to students experiencing mental health concerns. This group presented its findings and recommendations to the State Board of Education in November.

Mental and behavioral wellness is directly linked to overall positive student achievement, school climate, high school graduation rates and the prevention of risky behaviors, disciplinary incidents and substance abuse. Nearly one in five North Carolina students has a mental health and/or substance use disorder in any given year, but only one-fourth of these young people will receive treatment. In addition, suicide was the second leading cause of death among 10- to 24-year-olds in 2014. In alignment with the Whole School, Whole Community, Whole Child Model, consistently funded and implemented school-based mental health services could help more students receive services they need.

The School Mental Health Initiative made three large recommendations to the Board:

- create a continuum of supports and services;
- make the continuum sustainable; and
- engage stakeholders.

Next steps for the group include work to implement policy and legislative changes; identifying, researching and replicating sustainable practices; developing tools to facilitate implementation strategies; and continuing to build partnerships across government agencies and community providers.

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## NC School-Based Administrator Pay Lags

Teacher salaries have been in the spotlight for a number of years in North Carolina and nationally, but pay for school principals and assistant principals also has been a concern as described in a report to the Board by NCDPI's School Business division.

Approximately 5 percent of state public school salary and benefit costs support these school-based administrators.

The salary schedule for administrators used to be aligned to the teacher salary schedule, but those linkages were severed and other adjustments made over time. The end result is that the principals/assistant principal pay is no longer as competitive when compared with master teachers' pay, and pay can be a disincentive to entering the assistant principal or principal roles.

Today, it takes 10 years of experience to move off of the assistant principal bottom step and 36 years to move to the top of the scale. For principals, it takes between 13 and 23 years to move off the beginning salary step and 1,000 of 2,400 principals are on the beginning step of their classification. The average state base pay for principals has decreased by \$6,835 since 2008-09 and is now at \$62,633. For assistant principals, the average base pay is \$50,528, a slight increase since 2010 because of a special provision that guaranteed no loss of pay for assistant principals who move into that role from the teacher corps.



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## State of the Teaching Profession Report Overhauled to Reflect Attrition, Mobility

About 9 percent of North Carolina teachers were counted as leaving employment in the state's public schools during the 2015-16 school year, according to a [report](#) (pdf, 1mb) presented to the State Board of Education. The 2015-16 State of the Teaching Profession in North Carolina report provides a more

detailed analysis of shifts in the state's teaching force than the annual teacher turnover report that it replaces. Instead of a single "turnover" percentage combining attrition from North Carolina classrooms with departures from one school district to another in the state, the new report separates attrition from teaching jobs in the state from "mobility," a measure the report defines as the loss of teachers from one district to another or to a charter school.

Among the key findings in the report:

- Most teachers who left employment in North Carolina's public schools (53.3 percent) cited "personal reasons" for their decision. Within that category, retirement with full benefits and family relocation were the largest individual reasons (19.8 percent and 12.6 percent, respectively).
- The attrition rate for beginning teachers (less than three years), is substantially higher than the attrition rate for those not counted as beginning teachers – 12.78 percent vs. 8.19 percent.
- Based on reporting from 100 of North Carolina's 115 school districts, the five hardest-to-fill license areas are math (middle and high school), exceptional children's education – general curriculum, and science (middle and high school).
- Total attrition from the state's 115 school districts (attrition plus mobility) ranged from 35.02 percent in Halifax County to 5.26 percent in Avery County.

The board will vote in its December meeting on the report.

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SBE Highlights: A [checklist](#) of Board actions is posted every month at the conclusion of the meeting. The State Board of Education's next meeting will be held Nov. 30 - Dec. 1 in the 7th Floor Board Room, Education Building, 301 N. Wilmington Street, Raleigh, NC. Board materials will be available [online](#) by clicking on the Meetings tab.



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