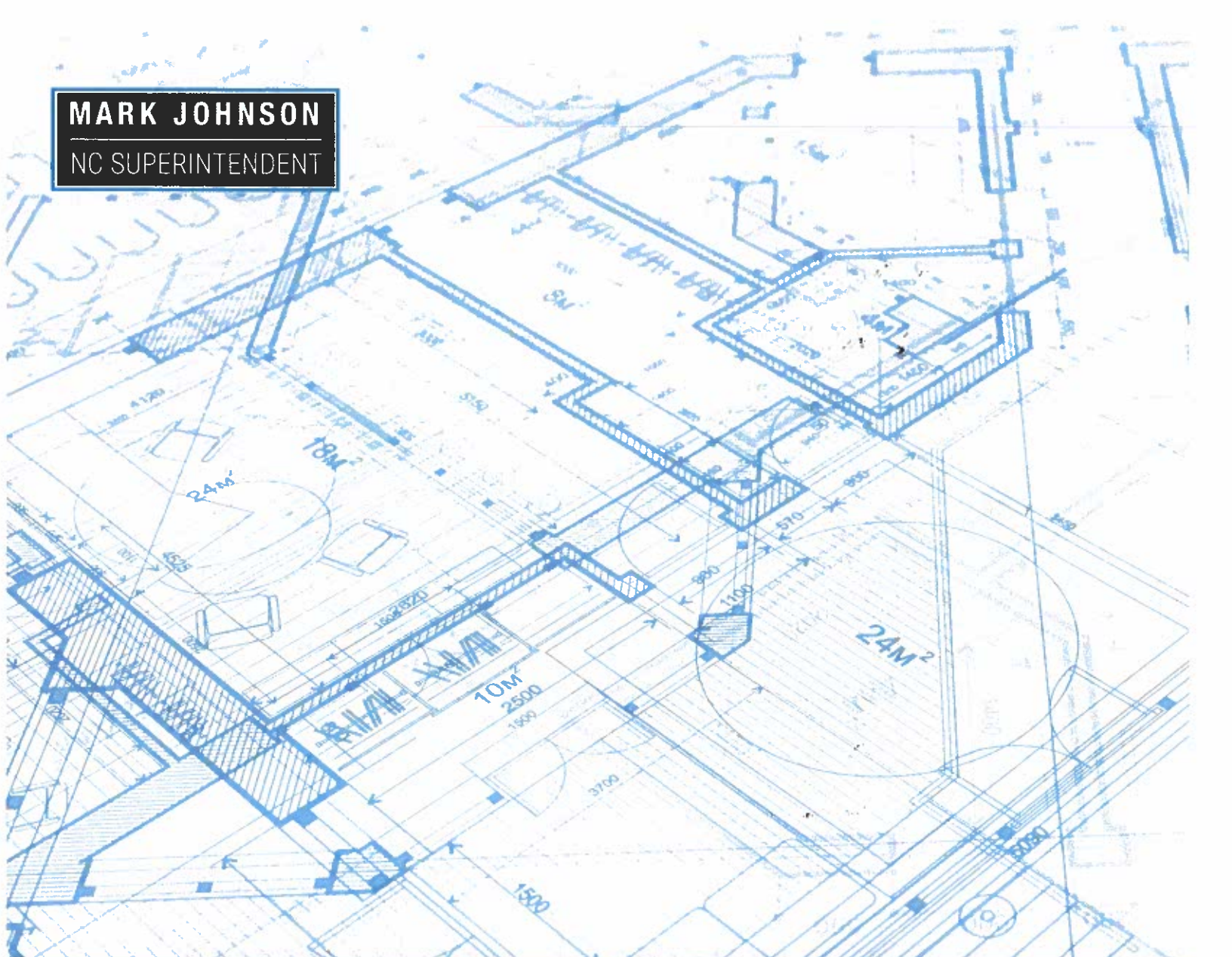


**MARK JOHNSON**  
NC SUPERINTENDENT



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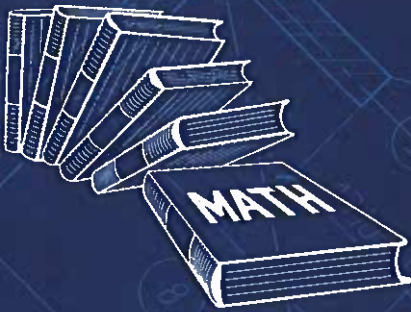
@MarkRJohnsonNC



By 2030,  
North Carolina will be the



Best place  
to begin



Best place  
to learn



Best place  
to teach

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Each year for the next  
decade, we will increase:



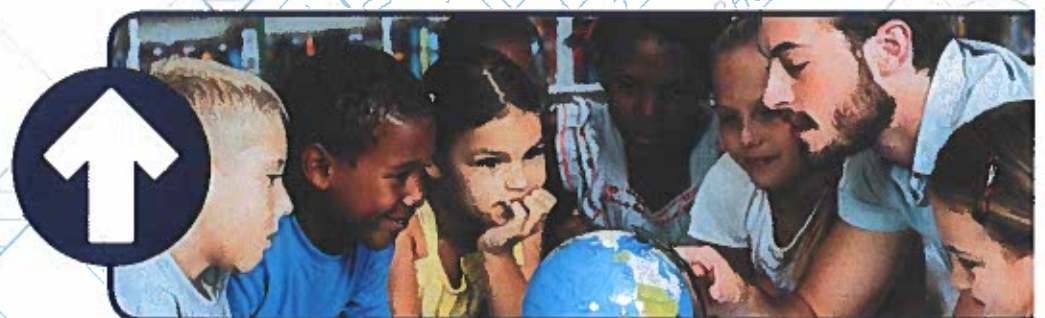
Four-year-olds engaged in high-quality kindergarten-readiness programs



Fourth graders reading on grade level

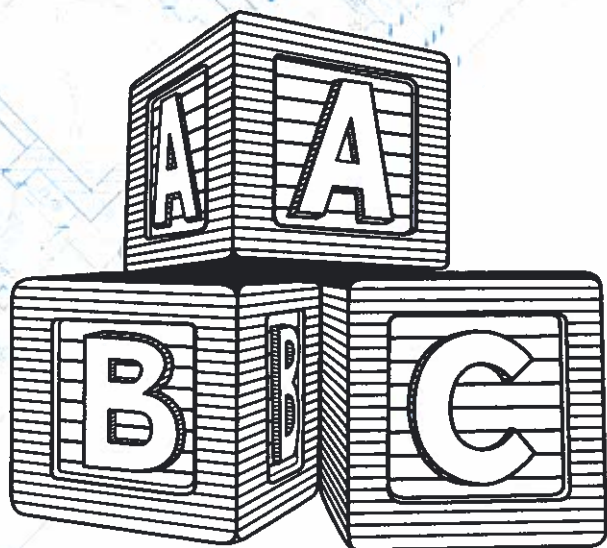


Students on track to their chosen, fulfilling career after high school



Recruits to education professions and educators remaining in the field





## BEST PLACE TO **BEGIN**

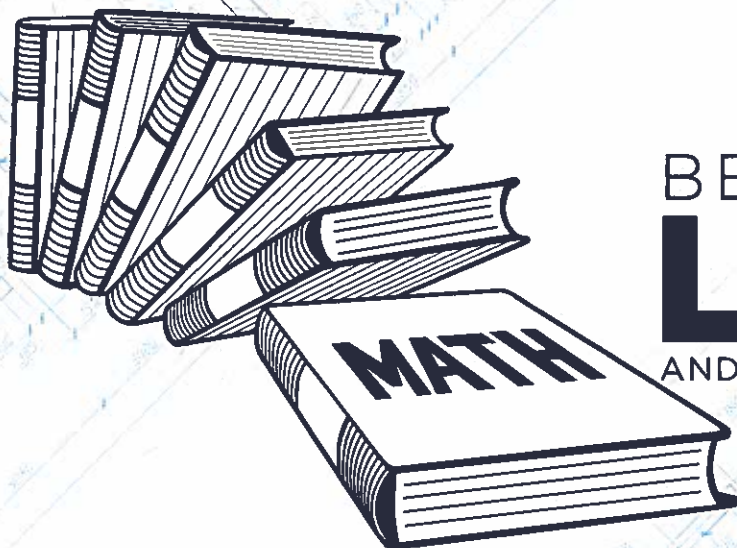
### Help All Children Enter Kindergarten Ready to Learn

- Expand high-quality preschool opportunities for 4-year-olds, streamline funding and access, and require NC DPI to approve a program's academic alignment with kindergarten expectations. Offer additional kindergarten-readiness tools for children on the waitlist for NC Pre-K and pilot kindergarten-readiness camps.

### Continue to Focus on Early Literacy

- Improve Read to Achieve implementation through state-led efforts focused on professional development, high-quality curriculum, on-the-ground support for evidence-based reading instruction through coaching and data-driven feedback, and enhanced summer literacy instruction.
- Continue and expand partnerships such as Wolfpack WORKS that provide intensive support, mentoring, and professional development to reading teachers.
- Review 3rd-grade assessments and determine appropriate levels to ensure that students are prepared for 4th grade.





# BEST PLACE TO **LEARN** AND PURSUE CAREER PATHWAYS

## Personalized, Low-stress Education Settings that Maintain High Standards

- Implement personalized-learning opportunities to improve student proficiency, reduce burdens on teachers, and eliminate high-stress over-testing.
- Allow a working group of districts to opt out of the NC Mathematics Standard Course of Study through a pilot study using clear, rigorous, and results-driven math standards and personalized-learning tools.

## Connections to Successful Career Pathways

- Expose and prepare students for careers in skilled trades, military, and other high-demand career fields through the SkillsUSA Career Essentials program, improved distance-learning experiences, and access to more community college career coaches. Ensure all students graduate financially literate.
- Prepare middle and high school students for high-tech careers by expanding computer science courses and continuing coding and robotics grants.

## Safe, Supportive Environments for All Students, Families, and Educators

- Continue and expand school safety and mental-health professionals and equipment grants and encourage innovative approaches, partnerships, and training. Provide state-level and regional support to districts. Fund the ongoing costs of an anonymous tip application.
- Provide additional resources and support to meet the unique needs of military families and districts with high demand for special education services. Allow districts the flexibility to align their calendars to meet community needs and partnerships.
- Continue to provide innovative school choices to families to best meet their needs while holding innovative options accountable for results.

## Appropriate Learning Spaces for Students and Educators

- Continue lottery funding to assist lower-wealth counties with their critical public school building capital needs. Adopt a plan to address the capital needs of public school across the state, including agency resources to review and oversee the projects.



## BEST PLACE TO **TEACH**

### Competitive Compensation and Benefits for Educators

- Provide all teachers with a salary increase of at least 5%, which would keep the NC average teacher salary competitive with, and greater than, the median household income in NC. *A 7% increase for all teachers would further promote the competitiveness of teacher salary in NC.*
- Create professional teaching cohorts for the entire state by adding time and compensation at the beginning of the school year for all first- through fourth-year teachers for professional and cohort development. Opt-in program for experienced, qualified teachers to serve as Teacher Leaders during that time (with additional compensation) and throughout the year. Scale the Advanced Teaching Roles pilot to meet demand.
- Recruit and retain teachers through a multi-faceted teacher recruitment and appreciation campaign and expand the NC Teaching Fellows Program.
- Raise principal pay to compete with surrounding states; reward principals for taking on more complex schools.

### 21st Century Tools and Support for Educators

- Increase funding for textbooks and digital media, empower teachers with direct control over the use of state funding for classroom supplies, and provide all schools consistent, cost-effective access to high-quality digital and personalized learning tools.
- Continue the current 15-point grading scale to support consistent evaluation of performance and growth (as opposed to switching to a 10-point scale). Allow a waiver for class size by the State Superintendent in case a local district has sufficiently demonstrated they are unable to find qualified teachers to meet requirements.
- Support and enable policymakers, local districts, and educators to make data-driven decisions to improve student outcomes through modern systems and state-level data analytics personnel and resources.



**Reports**

**Administrator Summary**

**Administrator Dashboard**

**Administrator Summary**

Find information for administrators in your state

Name:

Name	Current Role	Current School
Alva Malcom	Principal	Jessie M Middle School
Alvin Boone	Principal	Oyster Elementary School
Ann Collier	Assistant Principal	Shaw Upper Elementary School
Beatrice Robertson	Assistant Principal	Rix Intermediate School
Bert Carter	Assistant Principal	Gopher High School
Bethany Walker	Assistant Principal	Cardinal Primary School
Beulah Green	Assistant Principal	Pratt Elementary School
Bill Flores	Assistant Principal	Groupers Upper Elementary School
Brandi Kennedy	Assistant Principal	Raw Umber Elementary School
Bruce Castillo	Assistant Principal	Highland High School
Camryn Pratt	Principal	Bumblebee Primary School
Carol Lee	Teacher	Wild Blue Yonder Elementary School
Carroll Mcgee	Principal	Jazzberry Jam Elementary School
Cathy Sharp	Teacher	Bobwhite Elementary Middle School
Chester Park	Teacher	Monkey Elementary School
Conrad Sullivan	Teacher	Barn Owl Upper Elementary School

*\*Fictional data. For illustrative purposes only.*

North Carolina's Leadership Dashboard is a comprehensive tool optimizing data-driven leadership strategy. Intended for superintendents and charter school directors, the dashboard allows leaders to support their human capital strategies with real-time data. When making staffing decisions, school leaders can identify educators by filtering characteristics, including effectiveness, experience, licensure and other qualities.

The Leadership Dashboard, launching in time for the 2019-2020 school year, is provided to North Carolina's public schools through support from The Wallace Foundation.

**Reports**

**Administrator Summary**

# Administrator Dashboard

IHE Summary

## Administrator Summary

**Administrators**

Find information for administrators in your state.

Name:

▼ Evaluation Rating

✕ **Highly Effective**

▼ Years of Experience

✕ **10-20 Years**

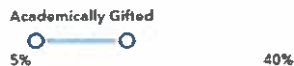
▼ Licenses

▼ Preparation Program

**Schools**

▼ School

• Characteristics



Students with Disabilities

Name	Current Role	Current School	Highly Effective	10-20 Years	Characteristics
▼ <b>Emma Miles</b>			Highly Effective	10-20 Years	Characteristics
<b>Evaluation Rating:</b>	Highly Effective	2018	○	Coaler Junior High School	Principal
<b>Experience:</b>	10-20 Years	2017	○	Anchovy Primary School	Principal
<b>Licenses:</b>	6-8 English/Language Arts 9-12 English/Language Arts			Enrollment: 1608 students	
<b>Prep Program:</b>	Shaw University	2016	○	Badger Elementary School	Teacher
				Enrollment: 1536 students	
▶ <b>Jimmy Gutierrez</b>	Teacher	Sparrow Elementary School	Highly Effective	10-20 Years	Characteristics
▶ <b>Walter Stewart</b>	Principal	Cougar High School	Highly Effective	10-20 Years	Characteristics

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## IS TEACHING A GOOD CAREER PATH?



- ▶ Teachers have critical roles in our communities, and they truly change lives!
- ▶ Teaching allows you to have a fruitful and fulfilling career anywhere in North Carolina — your hometown, a big city, the mountains, or the coast.
- ▶ 9 out of 10 North Carolina teachers say that their school is a good place to work and learn.

## WHAT DO STARTING TEACHERS MAKE?



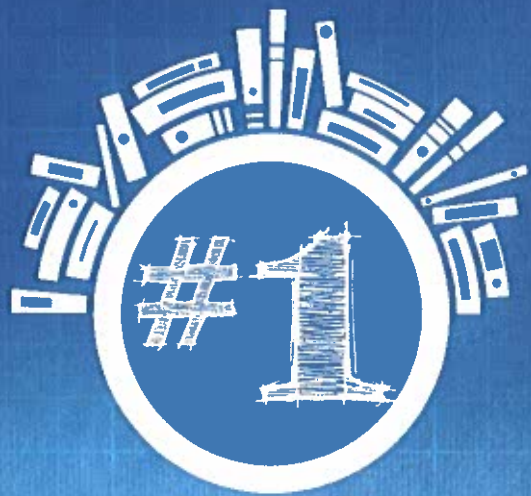
- ▶ \$39,300 per school year is the average salary for a beginning teacher in North Carolina.
- ▶ \$26,400 per year is what the average college student makes after graduating from a UNC college.
- ▶ Students can attend a UNC college and become a teacher for only \$1,000 per year in tuition or for free with educator scholarships.

## DOES TEACHING OFFER CAREER GROWTH?



- ▶ In North Carolina, the average teacher salary is over \$53,000 per school year.
- ▶ The median teacher salary is now more than the median salary of someone with a 4-year college degree in NC. *(The median wage for an individual in NC is \$30,326 per year. The median household income in NC is \$50,320 per year.)*
- ▶ North Carolina is expanding new programs that provide opportunities to become Teacher Leaders in their schools and receive more compensation.





LEARNING



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TEACHING