



**OFFICE OF THE STATE SUPERINTENDENT**

North Carolina Department of Public Instruction

# Operation Polaris: Planning Work Session

*August 30, 2022*

# North Star

Every student deserves a highly-qualified, excellent teacher in every classroom.

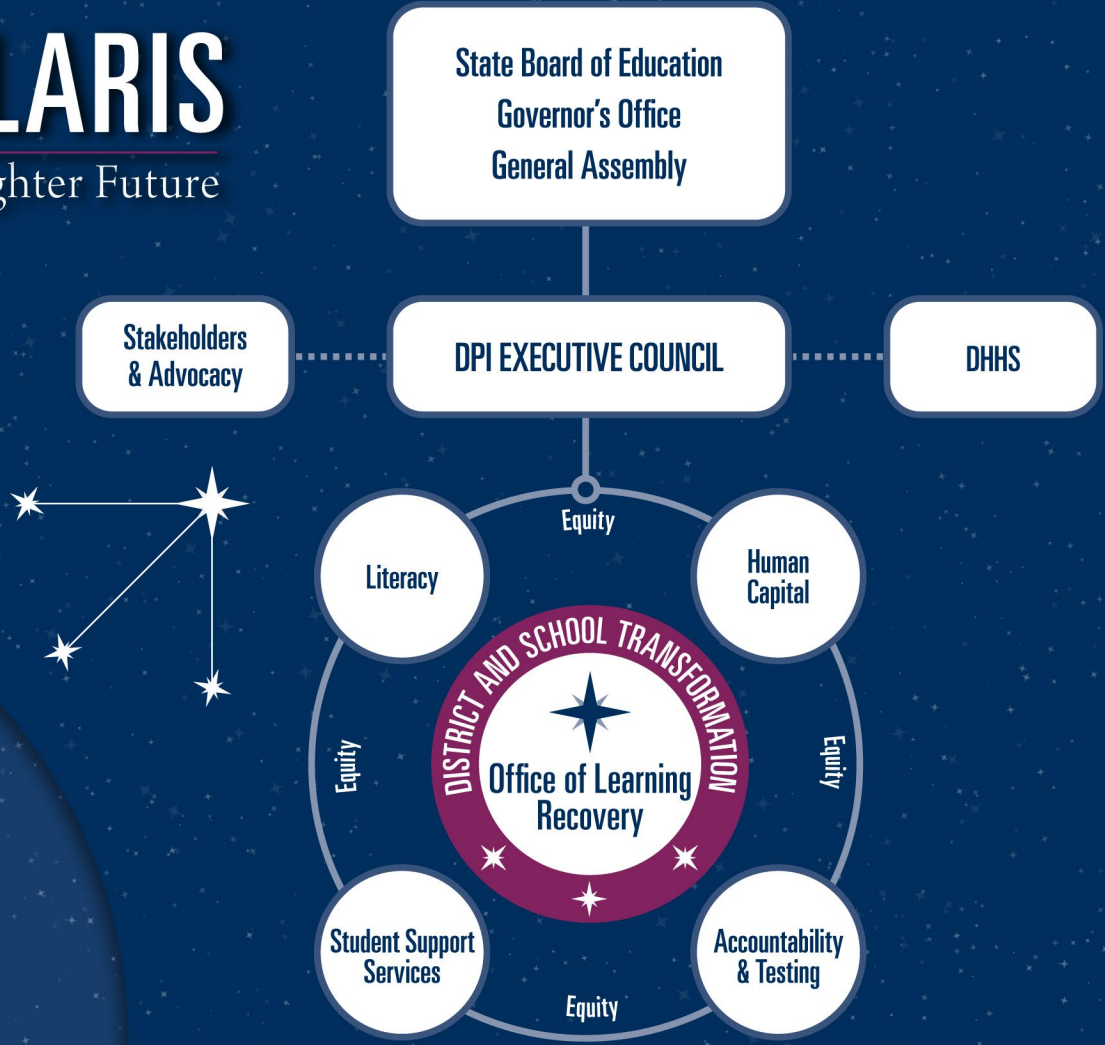


# Operation Polaris



# OPERATION POLARIS

Navigating Students Toward a Brighter Future



# Operation Polaris: Priorities

Accountability  
& Testing



Human  
Capital

Literacy

Student Support  
Services





# Literacy

*Dr. Amy Rhyne*



# 21-22 SMART Goals/Updates

- **Train all Pre-K-5th grade teachers, coaches and administrators in the science of reading by spring 2025**
  - Over 44K NC educators enrolled and participating in LETRS PD
  - Established Sustainability Model: State, Regional, Local Level
- **Support Educational Prep Program alignment with science of reading beginning July 2022**
  - 71 EPP faculty began LETRS V1. A small cohort of EPP faculty/lab schools begin V1 in Sept. (remaining licenses)
  - All EPPs are to have integrated the UNC System Literacy Framework by Fall 2022. Revised courses beginning in fall at some institutions.
  - UNCC and Niner University Elementary have designed field experiences to take place at the school to integrate SOR. Courses taught at the school with immediate practice following



# 21-22 SMART Goals/Updates

- **Support the development of literacy instruction standards (LIS) in alignment with the science of reading for implementation by June 2022**
  - PK-12 LIS developed with feedback from stakeholders
  - Regional meetings were held to share the LIS and submission expectations during Spring 2022 and resources developed
  - DPI staff beginning to review and provide feedback on the LIS submissions
  - DCRI established and posted on all LEA websites with printable docs (translated in Spanish)
- **By August 2022, all districts will use Literacy Intervention Plans with aligned interventions to monitor and improve student literacy gaps**
  - Regional support meetings (OEL/IABS)
  - All LEAs submitted and received feedback in Spring, 2022
  - Based on feedback, updated LIP submission form
  - 22-23 Submissions in progress (Aug. 1 – Oct. 1)



# 21-22 SMART Goals/Updates

- **By 2022-23, all districts will implement Individual Reading Plans (IRP) to guide literacy instruction and improve overall student proficiency in grades kindergarten through third grade**
  - 22-23 implementation of IRPs will begin after 22-23 BOY mCLASS benchmark data (*per legislation*)
  - 22-23 Regional meeting PD sessions scheduled to support alignment and implementation



# Next Steps

- Continue to expand the sustainability coaching and facilitator model using a data-driven systems approach
- Intentional focus on private Pre-K support aligned to SoR
- Regional LIS training for leaders planned for Fall 2022 and PD on the LIS within content areas (Soc. Studies, Science, Math, etc.)
- Continue developing additional resource tools to support the LIS, review and provide feedback on LIS LEA submissions
- PK-12 literacy alignment and collaboration across DPI (Academic Standards, Early Learning, EC, Advanced Learning, etc.)
- Providing adolescent literacy support for secondary grades
- Continued LIP and IRP *implementation* support
- Take a deeper look at how districts are documenting the required information and ensuring intervention best practices are implemented



# Student Support Services

*Dr. Robert Taylor*



# 21-22 SMART Goals/Updates

- Complete a social emotional profile of 100% of schools and districts for use during the 2021-22 through 2025 school year.
  - \$175,000 in ESSER funding allocated for support of profile development.
  - Collaboration with UNC-CH School of Social Work in developing district level profile for use in school profile development
  - Begin initial data collection in September 2022



# 21-22 SMART Goals/Updates

- Increase student and staff access to social-emotional professional staff by 5% annually for 5 years.
  - School psychologist allotment provides each district one FTE to employ a full-time psychologist starting in 22-23 School year.



# 21-22 SMART Goals/Updates

- Increase annually the number of elementary school students receiving breakfast and lunch at no cost with 100% access to no-cost breakfast and lunch by 2025
  - NCDPI awarded Direct Certification w/ Medicaid Project: allowing for free/reduced meals at schools
  - Briefing to State Superintendent and SBE in summer 2022 on with other actions leading to GA providing \$3.9 million to support student co-pay
  - CEP data study with outside group will be used to develop larger data analysis study and communications plan SEL and academic impact.



# 21-22 SMART Goals/Updates

- Address annually during the next five year 5% of district school needs as listed on the Five-Year District Facilities Needs Survey
  - Substantial changes in NBPSCF Grant Legislation. District eligibility up to \$50 million, matching amount as low as 0%, no loss in lottery proceeds with grant approval.
  - 21-22 grant awards of \$395 million impacting all eight education regionals and Tier 1, 2, & 3 counties.
  - 22-23 grant availability of \$431 million
  - SCIF K-12 Athletic Facility Renovation and repair grants total \$12.6 million
  - \$838 million addresses 7%-9% of \$9-\$12 billion facility needs



# 21-22 SMART Goals/Updates

- Decrease by 15% the number of schools without a comprehensive safety plan by implementing a school safety review process to guide plan development over next three years
  - SB 105(FY2021) CFSS receives \$1.7 million R, \$300k NR, \$9.6 million NR for School Safety Grant program. HB 103(FY2022) saw \$32 million increase in School Safety Grant program. \$56.6 million total for both FY.
  - April 2022 over 375 school personnel trained by SIGMA in Threat Assessment Team Training
  - Jan-Mar 2022 180 school personnel trained in SRMP/SERA to submit comprehensive school safety plans.
  - RISE Conference trained over 100 participants in active shooter response, suicide prevention, gang psychology.



# 21-22 SMART Goals/Updates

- Increase by 6% annually the number of homes in rural/suburban/urban settings with access to high-speed internet devices to access this service over next five year.
  - Receive and verify T-Mobile heat maps to create graphic for connectivity in fall 2022
  - Prepare to analyze and share data on school and student accessibility, which will be available for the first time in 2023.





Human  
Capital

# Human Capital

*Dr. Derrick Jordan*





# Compensation, Professional Learning, and Advancement

## Assistant Principal (AP) Accelerator

- Investment in the principal pipeline
- \$5,000 per participant
- Partnership between NCDPI and NC Principal and Assistant Principals Association
- Two-year program with embedded coaching (curriculum developed by The Leadership Academy, formerly New York City Leadership Academy)
- Median experience at the assistant principal level= 3 years
- Demographics= 52% white; 48% persons of color; 76% female; 24% male

## Advancing Inclusive Principal Leadership

- “The Council of Chief State School Officers’ (CCSSO) Advancing Inclusive Principal Leadership (AIPL) State Initiative is designed to help state education agencies develop and implement a plan to advance the preparation and practice of effective inclusive principal leadership.”



# Compensation, Professional Learning, and Advancement

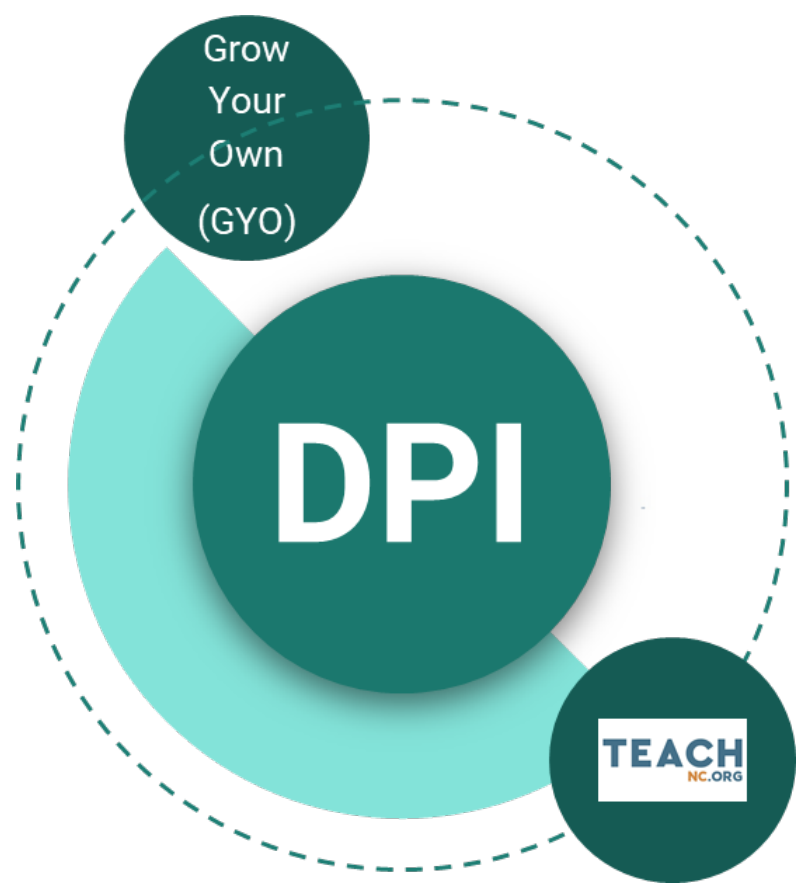
## Pathways to Excellence

Work is underway to develop a proposal that would allow teachers to incrementally cultivate their skills and abilities, expanding their school-based leadership opportunities linked to compensation.

- Various pathways for teachers to demonstrate competency to hold an educator license
- Multiple measures (quantitative and qualitative) for teachers to demonstrate their effectiveness
- Teacher compensation system that incentivizes continuous improvement and impact on student learning



# Recruitment



In an effort to help develop a more robust teacher pipeline, NCDPI now has a full-time position that is dedicated to teacher recruitment.



# Recruitment

- Partner with districts, community colleges, and institutions of higher education to develop GYO and apprenticeship programs that help strengthen the educator pipeline.

GYO

## Examples of other initiatives in NC already implemented:



TEACHER CADETS



*Teaching as a Profession*

## Underway:

- Harnett County Schools
- Central Carolina Community College
- Campbell University

## Process:

- Initial conversations with all partners started in April 2022.
- Currently in developing MOU.
- Anticipated launch Spring 2023.
- Working to determine how many other projects are already underway so we can learn from and use them to help expand across the state.



# Recruitment

TeachNC Signups	Channel Group	Individual Channel	AY22 Goal	% to Goal	AY22 Actuals (YTD)	
TeachNC Sign Ups by Channel	<b>Total Signups (all channels)</b>	-	<b>8,176</b>	126%	<b>10,281</b>	
	<b>Paid Marketing</b>	<b>All channels (Total)</b>	<b>2,953</b>	115%	<b>3,409</b>	
	<b>Referrals</b>	<i>EPP Referral</i>		424	103%	438
		<i>LEA Referral</i>		480	186%	892
		<i>Partner Referral (Other)</i>		1198	135%	1,619
		<b>Total</b>		<b>2,102</b>	<b>140%</b>	<b>2,949</b>
	<b>Other</b>	<b>All channels (Total)</b>		<b>3,121</b>	126%	<b>3,923</b>

- Signups are tracked by source every month.
- Engagement is tracked on a monthly basis.
- Targets are based on how likely people are to convert from each source.
- All of this helps with the optimization of recruitment efforts.



# More to come...

- Truist Leadership Academy for principals and assistant principals statewide
- Financial support for pre-service exceptional education teachers during their student teaching semester
- Recruitment/marketing campaign that helps strengthen the image of teaching
- North Carolina National Pan-Hellenic Educator Recruitment Council (NCNPHERC)
- A more integrated data approach that looks at teacher recruitment metrics
- Statewide system for tracking vacancies
- Updated classification and compensation schedules for classified positions



Accountability  
& Testing

# Accountability & Testing

*Dr. Michael Maher*





# *NC Portrait of a Graduate*

- **What is it?**

- **Defines mindsets** and **durable skills** that combine with academic rigor for deeper learning
- [FAQ Resource](#)

- **Why?**

- Employers expect new hires to have durable skills
- Students will be more prepared for the post-secondary plan of their choice
- Anchor a new multi-measured accountability system in NC- focus on School Performance Grades





# NC Portrait of a Graduate

Engaged 1,200 community stakeholders across the state

- Grassroots and inclusive
- Facilitated discussions across all 8 education regions
- 3 Virtual meetings: landscape shifts, competencies, visual representation



Excited to unveil it this October!



# Redesign of School Accountability Model

- Develop a multi-measure model of school performance that moves beyond compliance with federal guidelines
  - Reduce reliance on test scores & growth by adding valuable school quality indicators to metrics
  - Indicators of school performance
    - Examples: school climate scores, POG competency attainment, school safety, parent engagement, career/college readiness, etc...
  - Cannot omit and will include federal requirements (growth and achievement)



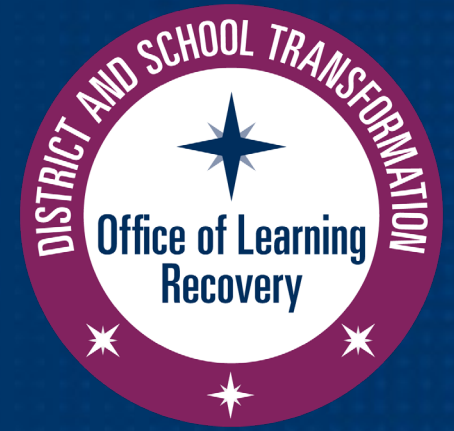
# Process

- The work will be **FAST** but **COMPREHENSIVE**
  - Strategic stakeholder engagement
    - Reconstituted Superintendent's Advisory Group
    - Full-day facilitated convening with Advisory Group
    - Stakeholder survey and potential focus groups
    - AIM Session- opportunity to collect feedback
  - Robust communication
    - VIP communication (Superintendents, CAOs, current Top 10 Districts, elected officials, and many other stakeholders)
    - Polling potentially in partnership with Elon
    - Press engagement
    - Social media support
  - Internal expert review- accountability team

# END GOAL...

## Recommendation for long session





# Office of Learning Recovery and Acceleration

*Lynne Barbour & Dr. Jeni Corn*



# OLR Accomplishments

- Built a **team of experts** in the areas of educational programming, research, evaluation, and policy
- Supported the **implementation** of 2021 and 2022 Summer Programming (HB82, PRC 176, 177, & 178)
- Developed the **OLR Research and Evaluation Plan** to coordinate and leverage state- and local-level research and evaluation studies
- Designed summer **academic and workforce-aligned programs** in partnership with PSUs
- Launched the application for **continued academic year and summer programming** (PRC 188 & 189)
- Hosted an **ARP Summer Convening** focused on the use of data to drive local decisions about evidence-based interventions funded by ESSER III 20% set-aside



# From Triage to Transformation

## ARP 20% set-aside support for PSUs:

- Dedicated ARP Program Administrator
- 1:1 consultations & trainings, upon request
- Deeper Dive into Halftime ESSER Tool, ARP Planning Tool Support
- Quarterly Modules for PSU leadership with CEUs
- Repository of Resources related to accelerated learning and recovery
- Annual ARP Convening

# Evolution of OLR

- **Transition** to a focus on Innovation
- **Transform** supports from technical to consultative
- Support **implementation** of pilot programs using research methods to identify interventions that should or could scale across the state
- Identify and promote **promising practices**
- Establish **processes and identify resources** for on-going research and evaluation

# Questions

