

# **Local School Administrative Unit Teacher Compensation Models and Advanced Teaching Roles Approvals**

**December 2023 State Board of Education Meeting**

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# **PUBLIC SCHOOLS OF NORTH CAROLINA**

State Board of Education | Department of Public Instruction

# Session Law 2023-134

## Sections 7.66 and 7.67.(a)

- Requirement to issue new RFP taking into account additional new funding (\$2M).
- Requirement to authorize New Hanover County Schools as an ATR program if NHCS submits a qualifying proposal by July 1, 2023.
- Defines Adult Leadership and Classroom Excellence roles and provides state-funded salary supplements for these positions (\$10,000 and \$3,000, respectively).



# Advanced Roles Definition

- **Adult Leadership**
  - Works in the classroom providing instruction for at least thirty percent of the instructional day.
  - Leads a team of between three and eight teachers
  - Shares responsibility for the performance of the students of all teachers on the team
  - Is not a school administrator
- **Classroom Excellence**
  - Is identified as an advanced teacher
  - Assumes and maintains responsibility for at least twenty percent additional students vs. number of student prior to taking the role
  - Is a member of a team of teachers led by an adult leadership teacher

# Proposal Reviewers

- Five Raters Total
  - Department of Public Instruction Staff Members
  - Educator Preparation Program Faculty
  - Education Non-Profit Organizations

# Evaluation Rubric

- Plan Design
- Qualifications for Positions
- Job Responsibilities
- Communication Strategy
- Budget
- Sustainability
- Outcomes and Evaluation

# New Hanover County Schools

- Submitted ATR proposal to NCDPI prior to July 1, 2023
- Proposal was reviewed by NCDPI staff for compliance with program requirements given the status conferred by the GA
- NCDPI worked with NHCS to emend proposal to meet statutory requirements
- NCDPI recommends SBE authorize NHCS as an ATR program for the 2023-2024 school year

# 8 RFP Respondents

- Cabarrus County Schools
- Chatham County Schools
- Columbus County Schools
- Edenton-Chowan Schools
- Guilford County Schools
- Henderson County Schools
- Moore County Schools
- Surry County Schools

# Summary Scores for RFPs

	Sum of Reader Scores							Score		Individual Category Average								
	Plan Design	Qual for Positions	Leadership Outcomes	Job Responsibilities	Communication Strategy	Budget	Sustainability	Outcomes and Evals	Raw Total	% Score	Mean-Plan Design	Mean-Qual for Positions	Mean-Leadership Outcomes	Mean-Job Responsibilities	Mean-Communication Strategy	Mean-Budget	Mean-Sustainability	Mean-Outcomes and Evals
Proposal 1	14	15	13	14	13	9	8	10	96	80.00%	4.67	5.00	4.33	4.67	4.33	3.00	2.67	3.33
Proposal 2	13	13	11	14	12	8	9	7	87	75.50%	4.33	4.33	3.67	4.67	4.00	2.67	3.00	2.33
Proposal 3	15	14	12	14	15	15	11	15	111	92.50%	5.00	4.67	4.00	4.67	5.00	5.00	3.67	5.00
Proposal 4	13	14	14	14	13	10	9	8	95	79.17%	4.33	4.67	4.67	4.67	4.33	3.33	3.00	2.67
Proposal 5	11	13	8	11	10	8	7	11	79	65.83%	3.67	4.33	2.67	3.67	3.33	2.67	2.33	3.67
Proposal 6	13	14	12	13	11	11	8	9	91	75.83%	4.33	4.67	4.00	4.33	3.67	3.67	2.67	3.00
Proposal 7	13	14	13	13	9	9	6	9	86	71.67%	4.33	4.67	4.33	4.33	3.00	3.00	2.00	3.00
Proposal 8	9	11	7	10	9	7	8	6	67	55.83%	3.00	3.67	2.33	3.33	3.00	2.33	2.67	2.00



# Summary of Funding

	Budget Request		
	Total Project Budget	Requested Amount	Req/3
New Hanover	\$1,310,760.00	\$1,310,760.00	\$436,920.00
Proposal 1	\$818,900.00	\$818,900.00	\$272,966.66
Proposal 3	\$972,634.00	\$972,634.00	\$324,211.33
<b>Total</b>	<b>\$3,102,294.00</b>	<b>\$3,102,294.00</b>	<b>\$1,034,098.00</b>

# Program Funding Totals

Cohort	District	2023 -2024	2024-25	2025-26	2026-27
Pilot #1	Chapel Hill-Carrboro City				
Pilot #1	Charlotte Mecklenburg	\$103,157.00	\$75,000.00		
Pilot #1	Edgecombe County	\$103,157.00	\$75,000.00		
Pilot #1	Pitt County	\$103,157.00	\$75,000.00		
Pilot #1	Vance County	\$103,157.00	\$75,000.00		
Pilot #1	Washington				
Pilot #2	Bertie County	\$103,157.00	\$75,000.00		
Pilot #2	Halifax County	\$103,157.00	\$75,000.00		
Pilot #2	Hertford County	\$103,157.00	\$75,000.00		
Pilot #2	Lexington City	\$103,157.00	\$75,000.00		
Pilot #3	Winston-Salem Forsyth County	\$103,157.00	\$75,000.00		
Pilot #3	Guilford County	\$54,909.00			
Pilot #3	Wilson County	\$103,157.00	\$75,000.00		
Program #1	Cumberland County	\$103,157.00	\$75,000.00		
Program #1	Harnett County	\$103,157.00	\$75,000.00		
Program #1	McDowell County	\$103,157.00	\$75,000.00		
Program #2	Lincoln County	\$161,500.00	\$161,500.00	C/R	C/R
Program #2	Mt. Airy City	\$283,288.00	\$283,288.00	C/R	C/R
Program #2	Nash County	\$376,856.85	\$376,856.85	C/R	C/R
Program #2	Thomasville City	\$166,666.67	\$166,666.67	C/R	C/R
Program #3	Wake County Schools	\$1,065,637.00	\$1,065,637.00	\$1,065,637.00	C/R
Program #4	New Hanover County Schools	\$436,920.00	\$436,920.00	\$436,920.00	C/R
Program #4	Program 1	Planning	\$272,966.66	\$272,966.66	\$272,966.66
Program #4	Program 3	Planning	\$324,211.33	\$324,211.33	\$324,211.33
	<b>Total</b>	\$3,886,818.52	\$4,063,046.51	\$2,099,734.99	\$597,177.99
	<b>Total Available</b>	\$5,540,000.00	\$5,540,000.00	\$5,540,000.00	\$5,540,000.00

# Funding Recommendation (2023-2024 FY)

Available Funds - \$1,653,181.48		Secondary
New Program Planning Funds	2 @ \$150,000	\$300,000.00
Contract for Evaluation		\$200,000.00
Increased funding for all active programs	20 @ \$57,659.07	\$1,153,176.00
	<b>Total</b>	<b>\$1,653,176.00</b>

# Questions

