

ACHIEVING EDUCATIONAL **EXCELLENCE**

2025–2030
Strategic Plan for
North Carolina Public Schools





By 2030, North Carolina will
have the **best** public school
system in the nation.



PILLAR 1

Prepare Each Student for Their Next Phase in Life

- Ignite early learning
- Elevate teaching and learning
- Promote excellence for all
- Reimagine the student experience
- Launch life-ready graduates





PILLAR 1

Prepare Each Student for Their Next Phase in Life

Elevate teaching and learning

- Implement the Golden LEAF Schools Initiative through cross-agency collaboration to transform educator practice and student outcomes in rural schools, focusing on high-quality mathematics instruction via the High Reliability Schools model (July 2025)
[P1.F2.A1]





PILLAR 1

Implement Golden LEAF Schools Initiative

Measures

- Increase the percentage of students scoring levels 3, 4, or 5 on EOG or EOC tests [P1.M10].
- Increase the average scale score on the 8th grade math NAEP assessment to 283 by 2030 [P1.M14].
- Establish a baseline and decrease the number of identified low-performing schools and PSUs annually [P6.M1].
- Increase the number of CTE credentials earned by students yearly to 500,000 by 2030 [P1.M9].

Project Leads

- Dr. Maria Pitre-Martin
- Dr. Monique Felder
- Rachel Wright Junio





PILLAR 1

Implement Golden LEAF Schools Initiative

Project Plan Highlights

- July initiative kickoff event with the 15 selected schools.
- GLSI Team is fully staffed as of August 1st.
- Open Up Resources Curriculum Launch at all 10 Transformative Schools (TS).
- Comprehensive needs analysis launched.

CONGRATULATIONS!

to

Jen Black, Michelle Dunbar, Charlotte McMillan, and Aimee Petarca



Four Golden LEAF Schools' Principals

Selected as

District Principals of the Year

in

Harnett County Schools, Warren County Schools, Scotland County Schools, and Lee County Schools



PILLAR 1

Implement Golden LEAF Schools Initiative

Next Steps

- Comprehensive needs analysis complete and presented to SBE in December.
- Individual school performance measures and data collection plans established by January.
- Launch Request for Proposals (RFP) to select 5 additional schools for the PCBE cohort.
- Continued capacity building and job-embedded coaching aligned to grant outcomes, individual performance measures, and school improvement plans.
- Launch of partnership with NC Careers to support career-connected learning in all Golden LEAF Schools.





PILLAR 1

Prepare Each Student for Their Next Phase in Life

Reimagine the student experience

- Promote awareness of NC College Connect, NextNC and the NC Need Based Scholarship to provide direct admission to North Carolina colleges and universities and financial aid to support the cost of attendance (August 2025)
[P1.F4.A1]





PILLAR 1

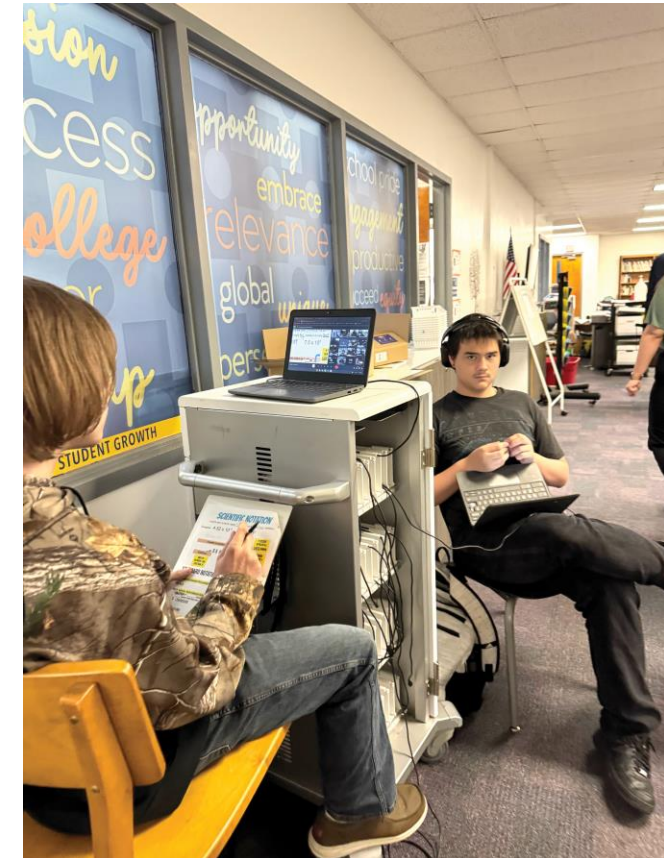
Promote awareness of NC College Connect

Measures

- Increase the percentage of school-aged children enrolled in public schools to 89% by 2030
- Establish a baseline and increase family, student and community satisfaction, knowledge and perception of public schools

Project Leads

- Dr. Stacey Wilson-Norman
- Sneha Shah-Coltrane



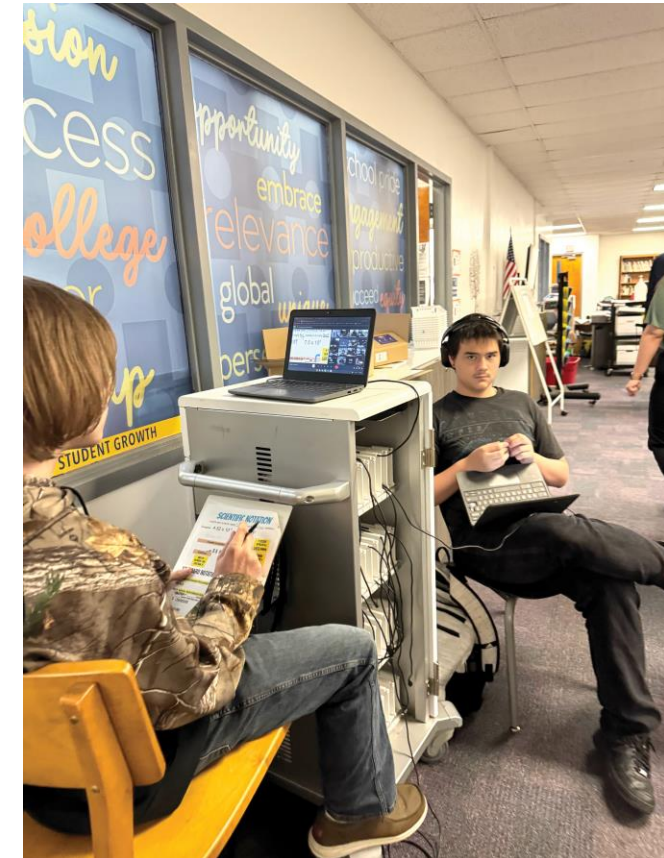


PILLAR 1

Promote awareness of NC College Connect

Project Plan Highlights

- Data infrastructure developed and implemented.
- Over 70,000 students are eligible for direct admissions. Over 25,000 offers have been accepted!
- Phase 3 plan has been approved by all sectors.
- Student input has been received from the Superintendent's Student Advisory to inform Phase 3.



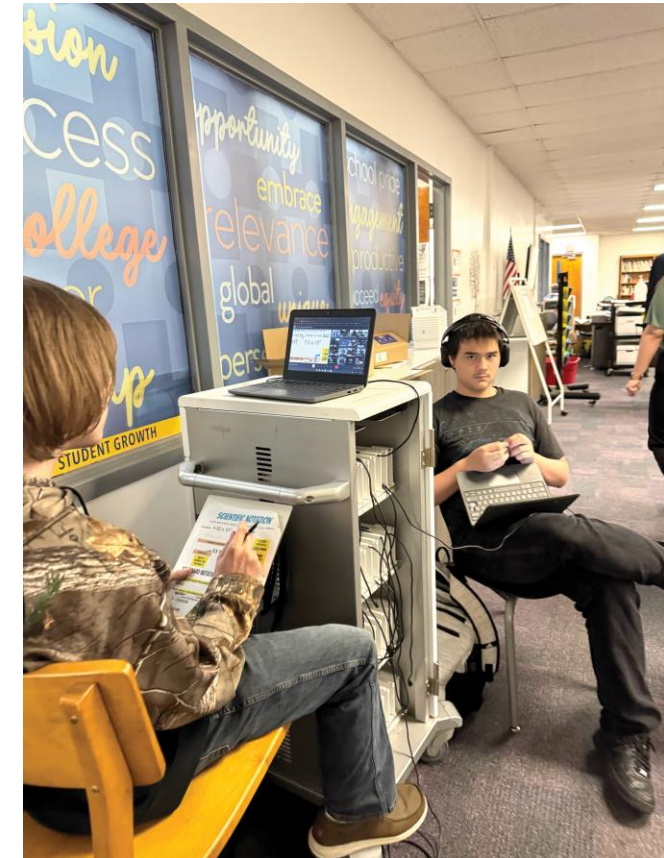


PILLAR 1

Promote awareness of NC College Connect

Next Steps

- Supporting districts with student acceptances and enrollments.
- Working to source funding for Phase 3.
- Development of Phase 3 MOUs and securing colleges.





PILLAR 2

Revere Public School Educators

- Improve educator recruitment and retention
- Expand career pathways for education professionals
- Increase educator compensation
- Elevate and restore pride in the education profession





PILLAR 2

Revere Public School Educators

Expand career pathways for education professionals

- Advocate for continued expansion of the Advanced Teaching Roles program (August 2025) [P2.F2.A1]





PILLAR 2

Advocate for continued expansion of ATR

Measures

- Establish a baseline and increase the number of PSUs implementing Advanced Teaching Roles (ATR), as well as the number of teachers serving in advanced roles that support peer learning. [P2.M4]
- Establish a baseline and increase retention of beginning teachers and early-career administrators, especially in low-performing and high-poverty schools.

Project Leads

- Dr. Derrick D. Jordan
- Dr. Tom Tomberlin
- Leah Sutton
- Geoff Coltrane
- Dr. Charlene Pittman





PILLAR 2

Advocate for continued expansion of ATR

Project Plan Highlights

- Included \$2 million request for additional ATR grant funds in FY 2025-26 budget request
- Included \$14.1 million request for additional ATR salary supplement funds in FY 2025-26 budget request
- State Board approved three new ATR grantees in October





PILLAR 2

Advocate for continued expansion of ATR

Next Steps

- Include request for additional ATR grant funding in FY 2026-27 budget request
- Include request for additional ATR salary supplement funding in FY 2026-27 budget request
- Model grant and salary supplement funding needs for future ATR expansion
- Explore additional policy and statutory changes needed to facilitate ATR expansion and implementation





PILLAR 4

Ensure Healthy, Safe and Secure Learning Environments

- Ensure safe school environments
- Improve student and staff health and well-being





PILLAR 4

Ensure Healthy, Safe and Secure Learning Environments

Ensure safe school environments

- Strengthen physical security measures in PSUs, such as perimeter control, secured access points and protected internal spaces, through school construction assistance provided by NCDPI (September 2025) [P4.F1.A1]





PILLAR 4

Strengthen physical security measures

Measure(s)

- Establish a baseline and increase the number of schools working with NCDPI to implement perimeter control, secured access points management and protected internal spaces across PSUs. [P4.M1]

Project Leads

- Dr. Derrick D. Jordan
- Nathan Maune





PILLAR 4

Strengthen physical security measures

Project Plan Highlights

- Provide design and technical assistance to PSUs for school facility design, construction, safety, repair, and maintenance.
- 231 Design Review Certificates (total projects YTD in 2025)
- 16 New Schools (YTD in 2025)
- 26 Security Vestibules (YTD in 2025)





PILLAR 4

Strengthen physical security measures

Next Steps

- Statewide 5-Year Facility Needs Survey (FY2025-26)
 - New Web-Based Platform
 - User-Friendly Modern Application
- K-12 Design Guidelines
 - Science Lab Safety Standards
 - School Facility Design Guidelines
 - Campus Site Design Guidelines
- School Capital Funds
 - NBPSCF (Needs-Based Grants)
 - PSBCF (Annual Allotments)
 - PSBRRF (Repairs & Renovations)





PILLAR 5

Optimize Operational Excellence

- Improve NCDPI's services to stakeholders
- Improve collaboration and communication across NCDPI offices
- Modernize NCDPI and PSU operations





PILLAR 5

Optimize Operational Excellence

Modernize NCDPI and PSU operations

- Implement with limited challenges the student information system, NCSIS powered by Infinite Campus (August 2025) [P5.F3.A1]
- Launch enhanced data analytic tools for use with the NCSIS (August 2025) [P5.F3.A3]





PILLAR 5

Implementation of NCSIS

New NC SIS implemented statewide effective July 1, 2025, to all PSUs

- Significant data transition project impacting approximately 5M users
- Phase 1: 400,000 students
- Phase 2: 1.1M students
- **Project Leads**
 - Vanessa Wrenn
 - Sri Viswanathan
 - Rob Dietrich
 - Matthew Mayo





PILLAR 5

Implementation of NCSIS

Measures

- Maintain $\geq 99.999\%$ system availability as verified through monthly uptime reports.
- Continue quarterly collaboration with PSU Public Information Officers (PIOs), SIS Coordinators, and Data Managers.
- Implement routine collaboration with Chief Academic Officers.
- PIO outreach via family engagement teams to increase active parent portal user accounts to a minimum 70% of enrolled students' families by the end of the 2026–27 school year.
- Deploy user satisfaction survey tool with overall satisfaction of a minimum of 80%.



PILLAR 5

Implementation of NCSIS

10 Regional Support NCSIS Professional Learning Consultants:

- 8 Regional Consultants
- 2 Charter Focused Consultants

The NCSIS Professional Learning Team has led over 2,300 hours of Professional Learning (Face to Face and Virtual sessions) impacting over 22,000 staff members across the state.



PILLAR 5

NCSIS Plan Highlights

- Cost savings to PSUs:
 - *Statewide Online Registration* module allows for seamless student enrollment
 - *Messaging System* is a built-in messaging module
 - Several modules are included in the state contract at zero cost to PSUs
- Parent Portal access 835,011 active users
 - *52.4% of all students*
 - *Mobile access*
- NCSIS System has been up 99.999% of the time.



PILLAR 5

Sustainability & Next Phases

Next Steps

- Professional Learning Team Training focus
 - Additional modules that are available in the system such as payments and automatic workflow approvals
 - Student course scheduling (school master schedule)
 - Data analytics tools
 - Insights
 - Pivot Designer
 - Early Warning System
- Ongoing Professional Learning NCED Connect Symposium (February 2026 – Greensboro)
- Explore extended funding for NCSIS Professional Learning Consultants



PILLAR 6

Lead Transformative Change

- Transform schools through research and development
- Connect North Carolina public schools through education networks
- Promote integrated support systems for schools and districts
- Explore accountability and funding reform





PILLAR 6

Lead Transformative Change

Explore accountability and funding reform

- Establish an SBE Task Force to develop a new school-level accountability system (October 2025) [P6.F4.A1]





PILLAR 6

Establish an SBE Accountability Task Force

Measures

- Establish a baseline and increase PSU use of assessment tools that provide timely, actionable information and multiple measures of learning. [P6.M2]

Project Leads

- Michael Maher
- Rupen Fofaria
- Curtis Sonneman





PILLAR 6

Establish an SBE Accountability Task Force

Project Plan Highlights

- Established task force membership*
- Engaging Center for Assessment to support facilitation
- Began assembling working groups to vet research and proposals for task force members





PILLAR 6

Establish an SBE Accountability Task Force

Next Steps

- Convening first meeting of the task force
- Develop guiding principles





PILLAR 7

Celebrate the Excellence in Public Education

- Develop comprehensive public education messaging
- Engage partners on education
- Share public education messaging and stories





PILLAR 7

Celebrate the Excellence in Public Education

Develop comprehensive public education messaging

- Use research and assessment of current NCDPI partners' initiatives and messaging for public education (October 2025) [P7.F1.A1]





PILLAR 7

Research and assess partner messaging on public education

Measures

- Establish a baseline and increase the number of professional development opportunities provided for PIOs and NCDPI partners to use shared messaging and materials.
- Establish a baseline and increase family, student and community satisfaction, knowledge and perception of public schools.
- Establish a baseline and increase the number of NCDPI staff and education partners working in collaboration on celebrating public education.



Project Leads

- Mark Dessauer



PILLAR 7

Research and assess partner messaging on public education

Project Plan Highlights

- Previous public education messaging efforts were reviewed for impact.
- Strong research and messaging investments helped align allies in supporting public education especially in rural communities.
- Focused call to action and better distribution across all allies at the state and local levels was needed.





PILLAR 7

Research and assess partner messaging on public education

Next Steps

- This review of messaging is being used to support five additional actions in Pillar 7.
- The best practices from previous messaging efforts will serve as the foundation for public education messaging [P7.F1.A2]
- The challenges identified will be mitigated in future efforts.



Questions and Discussion