

Policy DSTR-042: Assistance Teams

Status: DRAFT

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NORTH CAROLINA STATE BOARD OF EDUCATION
Policy Manual

Item	Description
Policy Title	Assistance Teams
Policy Category	District and School Transformation (DSTR)
Policy ID	DSTR-042
Policy Date	10/05/2023
Previous Policy Dates	
Statutory Reference	G.S. 115C-12(9)c4; 115C-105.38; 115C-105.39(b).

G.S. 115C-105.38 permits the State Board of Education to assign an assistance team to any school identified as low-performing or to any other school that requests an assistance team and that the State Board determines would benefit from an assistance team. The policy supports the drafted update to the rule 16 NCAC 06G .0307 by removing internal agency operations (GS 150B-2 (8a)a.) and statutory obligations (GS 150B-19(4)) out of the rules and moved into this SBE policy that explains how the assistance teams operate when the agency implements its powers to assign one of these teams.

(a) Assistance teams shall be comprised of personnel who have experience in coaching educators at the district, school, and/or classroom level and who have had success in turning around the academic performance of low-performing districts and/or schools. Assistance teams should include personnel with experience working with schools with demographics and achievement data similar to those to which they will be assigned.

(b) When performing its duties under G.S. 115C-105.38, each assistance team appointed by the SBE shall act in an advisory capacity to local school personnel, local school boards, and the SBE.

(c) Members of the assistance teams shall be subject to all confidentiality requirements that apply to local school employees.

(d) In the event of a disagreement between the assistance team and the school improvement team, the assistance team may request help from the central office and the local board of education.

(e) In carrying out its duty to evaluate employees, members of the assistance team shall:

- (1) be familiar with and follow the provisions of G.S. 115C-333;
- (2) use the appropriate form of the performance evaluation for the category of personnel being evaluated, such as teachers, support personnel, and administrators;
- (3) share its evaluation and recommendations with each employee and the employee's supervisor;
- (4) provide each employee the opportunity to respond to any findings of inadequate performance; and

(5) notify the SBE of the evaluations for an employee who receives two consecutive evaluations by the assistance team that include findings and recommendations regarding the employee's inadequate performance.

(f) An assistance team that is assigned by the SBE to a low-performing school may at any time recommend to the SBE that a teacher, assistant principal, director, or supervisor be dismissed or demoted for one or more of the grounds established in G.S. 115C-325(e)(1).

(g) Before deciding to dismiss or demote a teacher, assistant principal, director, or supervisor, the SBE shall provide written notice to the employee of the grounds for the recommendation for dismissal or demotion and the opportunity for a hearing under 16 NCAC 06G .0308.

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