



# State Board Review

A Publication for Members of the  
N.C. Association of School Administrators

September 7, 2017

*The State Board of Education (SBE) met September 6-September 7 in Raleigh. The pages that follow summarize the Board's actions for this month. For complete SBE information, visit their Web site:*  
<http://stateboard.ncpublicschools.gov/>

## BOARD UPDATED ON HOW SCHOOL-BASED ADMINISTRATORS ARE PAID

As [previously reported by NCASA](#), during the 2017 legislative session the General Assembly made significant changes to both the assistant principal and principal pay schedules as ratified in the [2017-2019 budget legislation](#). On Wednesday, Alexis Schauss, Director of School Business for the Department of Public Instruction, provided the Board with a [presentation on the changes the General Assembly made to school-based administrator pay](#).

As Ms. Schauss described the changes in assistant principal compensation, she noted that the new pay schedule for assistant principals favors those with 25 years or less experience. Those principals received a pay raise of 6%-12%, while assistant principals with more than 25 years of experience received pay raises of 2% or less. Schauss noted about 5% of assistant principals would require being held harmless to not see a loss in pay. Chairman of the Board Bill Cobey expressed concern that the hold harmless was only one year.

There was much more discussion regarding the changes made to the way principals are paid. Ms. Schauss described the complexity of new principal pay model which places principals on a scale based on school size and growth scores, and which could result in wide swings in a principal's pay from year to year, providing specific examples. As Ms. Schauss wrapped her presentation many Board members noted their concerns with the new plan. Board Vice Chairman Buddy Collins noted a principal has contacted him that based on the legislation, the principal is set to take a 30% pay cut next year. Collins expressed he did not believe General Assembly leaders meant for these sorts of unintended consequences to take place, and expressed a need to ensure the General Assembly is aware of such issues so they may act. Collins also noted his concern that, as the new principal pay plan also tends to benefit less experienced principals, that more experienced principals will opt for retirement rather than take losses in pay.

Board member Dr. Olivia Oxendine noted the system is so complex, with principals being eligible to be paid on the principal scale, teacher scale or assistant principal scale, along with the hold harmless language, that she doesn't know how principals keep track of how they should be paid.

Board member Patricia Willoughby expressed her thoughts on the new principal pay plan stating, "I could have summed up this presentation in one slide, 'This is a mess'".

On Thursday, the State Board approved a motion directing State Superintendent Mark Johnson and Department of Public Instruction staff to make available to the General Assembly any information

which may be required for the General Assembly to correct any unintended consequences of the newly enacted school-based administrator pay models.

NCASA is seeking technical corrections to clarify the hold harmless in the legislation to prevent a loss in pay where some glitches have been identified. NCASA is hopeful the General Assembly will make these changes during its special session in October, and that the changes will be retroactive to July 1, 2017 to ensure no school-based administrator loses any pay due to these technical glitches. NCASA will also continue to identify tweaks and needed next steps to the new pay models, including a recognition of experience in the principal base pay, which we will seek during the 2018 legislative short session.

## **LIST OF SCHOOLS QUALIFYING FOR ISD SELECTION RELEASED TO THE BOARD**

A list showing [prospective schools that qualify for selection](#) for the Innovative School District (ISD) was released to the State Board on Thursday by ISD Superintendent Dr. Eric Hall. The aim of the initiative is to improve the state's lowest-performing schools by shifting governance from their home district to a statewide school district, known as the Innovative School District, where selected schools will be operated by a charter or education management organization (CMO/EMO).

To qualify for the ISD, a school must meet the following criteria:

1. School Performance Score in the lowest 5 percent of all schools in the prior year.
2. Include all or part of grades K-5.
3. Did not exceed growth in at least one of the prior three school years and did not meet growth in at least one of the prior three school years.
4. Did not adopt one of the established reform models for the immediate prior school year.

The General Assembly has directed the State Board of Education to select at least two schools for inclusion in the ISD for the 2018-19 school year and to select a total of five schools for the ISD by the 2019-20 school year. Based on the most current data available, 48 schools qualified for selection into the ISD. 21 school districts have one or more qualifying school. The list of qualifying school under consideration can be found [here](#).

With the release of qualifying schools that may be selected for the ISD, Dr. Hall expects to work with local school districts and communities over the next two months to determine a final selection of schools for the State Board to approve during its December meeting.

The powerpoint which Dr. Hall used during his Thursday presentation to the Board can be found [here](#).

## **2016-17 GRADUATION RATE UP OVER LAST YEAR'S NUMBERS**

The 2016-17 cohort graduation rates were presented to and approved by the State Board on Thursday. The 4-year graduation rate for 2016-17 was 86.5%, up from the 2015-16 rate of 85.9%. This rate is an 18.2% increase since the first release of the 4-year cohort graduation rate in 2006, which was just 68.3%

The 5-year graduation rate for 2016-17 was 87.5%, the same rate as in 2015-16.

More information on these graduation rates, including results by student subgroups, can be found [here](#).

## 2016-17 SCHOOL PERFORMANCE AND GROWTH SCORES RELEASED

The 2016-17 School Performance Grades were released during the Thursday meeting of the State Board. Highlights show the following:

- School Performance Grades (A – F):
  - The percentage of schools which received “A+”, “A”, “B”, or “C” performance grades increased over last year.
  - The percentage of schools which received a “D” or “F” decreased over last year.
  - A higher percent of charter schools received an “A+” performance grade than did district schools, but a higher percentage of charter schools also received a “F” performance grade. Just 3.7% of district schools received a “F” while 8% of charter schools received a “F”.
  - A higher percentage of district schools received an “A” performance grade than did charter schools.
- Growth Results:
  - The percentage of schools which exceeded growth fell from 27.5% to 26.3%.
  - The percentage of schools which met expected growth increased from 46.1% to 47.4%.
  - The percentage of schools which did not meet growth decreased from 26.4% to 26.3%.

A full report which includes performance grade breakdowns by school board districts, alternative schools, and other performance and growth break downs can be found [here](#).

## STATE BOARD APPROVES DRAFT ESSA PLAN

During the monthly meeting of the State Board of Education, the Board approved the [latest Every Student Succeeds Act \(ESSA\) draft plan](#) (last updated on September 1, 2017). A document showing the changes made to the most recent draft ESSA plan can be found [here](#). The plan will next be submitted to the United State Department of Education (USED) by September 18, 2017. Once the plan is submitted, the USED has 120 days to approve or reject the plan. If USED requests changes to the NC ESSA plan, the State would have 15 days to make those changes. The plan goes into effect for the 2017-2018 school year.

Dr. Lou Fabrizio, Director of Federal Policy at the Department of Public Instruction, presented the Board with the updated plan, noted the various changes to the last draft of the plan, and provided the Board with an updated ESSA implementation timeline. Dr. Fabrizio’s powerpoint can be seen [here](#).

## ACTION ITEMS

The State Board of Education gave approval to the following items this month:

### BUSINESS OPERATIONS COMMITTEE

**BSOP 1** [Extended Learning and Integrated Student Supports Grant Program Request For Proposal](#)

**BSOP 2** [Extended Learning and Integrated Student Supports Competitive Grant Program Allotment Policy](#)

**BSOP 3** [Title IV, Part A – Student Support and Academic Enrichment Grant Allotment Policy](#)

**BSOP 4** [Digital Learning Initiative Grant Program Request For Proposal](#)

**BSOP 5** [Title V State Abstinence Education Grant](#)

**BSOP 6** [Changes to QZAB Board Policy Regarding SB 468](#)

## **EDUCATOR STANDARDS AND PRACTICES COMMITTEE**

**ES&P 1** [Amendment To General Licensure Requirements Policy: LICN-003: Academically or Intellectually Gift \(AIG\) and Birth-Kindergarten \(BK\)](#)

**ES&P 2** [Educator Preparation Program Approvals For Institutions of Higher Education](#)

**ES&P 3** [Recommendations from the Advisory Board on Requests for Exception from Teacher Licensure Requirements](#)

## **EDUCATOR INNOVATION AND CHARTER SCHOOLS COMMITTEE**

**EICS 1** [2017-18 Charter Schools Pilot Transportation Grant Recommendations](#)

**EICS 2** [NC Innovative School Districts State Board of Education Draft Policies For Consideration](#)

## **STUDENT LEARNING AND ACHIEVEMENT COMMITTEE**

**SLA 1** [Extended Content Elective Courses: Vocational Preparation; Health, Safety and Independent Living](#)

**SLA 2** [K-8 Mathematics Extended Content Standards Revision](#)

**SLA 3** [Every Student Succeeds Act Draft Plan](#)

**SLA 4** [Compliance Commission Recommendations For Field Testing and Special Studies Appeals for the 2017-2018 School Year](#)

**SLA 5** [Cohort Graduation Rate for the 2016-2017 School Year](#)

**SLA 6** [Release of 2016-2017 Accountability and School Performance Grades Report](#)

**SLA 7** [Amendment to the Course for Credit Policy Related to Online Vendor Course Approval](#)

**To view the agenda for the State Board of Education's meeting on September 6, including links to all handouts and Powerpoint presentations presented to the Board, and which may include discussion only and informational items not discussed above, please click [here](#).**

**To view the agenda for the State Board of Education's meeting on September 7, including links to all handouts and Powerpoint presentations presented to the Board, and which may include discussion only and informational items not discussed above, please click [here](#).**

**To view the monthly State Board of Education newsletter for the month of July (August not yet available), please click [here](#).**

## **The Board is set to meet again on October 4 – 5.**

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*Members of the NCASA staff represent NCASA at all meetings of the State Board of Education. If you have questions about the issues discussed in this State Board Review, please contact Katherine Joyce, Executive Director, at [kjoyce@ncasa.net](mailto:kjoyce@ncasa.net) or Adam Pridemore, Legal Affairs & Policy Manager at [apridemore@ncasa.net](mailto:apridemore@ncasa.net).*