FACTS & FIGURES

EDUCATION IN NORTH CAROLINA

February 2019

BEST NC (Business for Educational Success and Transformation) is a nonprofit organization created by business leaders who believe the future of our state's economy is inseparable from the quality of our education. North Carolina's education system must keep pace with the rapidly changing economic landscape of the 21st century. BEST NC supports the creation of the boldest education success story in America, one that nurtures the talents of every student, from early learning to post-graduate, by investing in students, teachers, school leaders, innovation, and establishing high standards of success for all.

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BEST NC's Vision:

Every student graduates with the knowledge, skills and behaviors to succeed in a competitive global economy.

This guide is designed to give you quick and easy access to key data that will support you in your work to improve North Carolina's education system.

Children & Students

Who goes to school in North Carolina? Where do they go to school? How has this changed over time?

Educators

Who is teaching in North Carolina, pre-k through postsecondary? How do teachers enter the profession? How are educators compensated?

Schools & Programs

How many schools are in North Carolina? Where do students go to school from pre-k to postsecondary? What schooling options do students have?

Finance

How is education paid for in North Carolina? How is funding distributed? Are there funding inequities?

Achievement

How are students performing on state and national assessments? At what rate do North Carolina students graduate from high school and postsecondary programs? How are students performing in higher education? Are our students prepared for careers and life?

Children Under the Age of Six with All Parents in the Labor Force (2017)
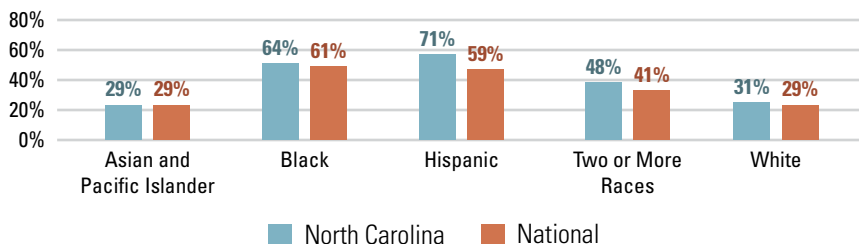
67%

66%

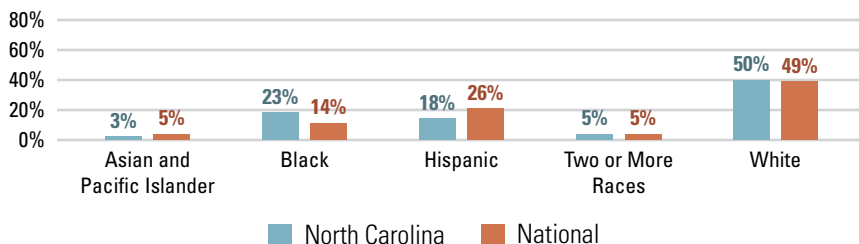■ North Carolina ■ National

Source: *NC Child – Kids Count Data Center*

Children Ages Zero to 18 Living At or Below 200% of the Federal Poverty Line, by Race (2016)

	Asian and Pacific Islander	Black	Hispanic	Two or More Races	White
North Carolina	29%	64%	71%	48%	31%
National	29%	61%	59%	41%	29%

■ North Carolina ■ National

Source: *NC Child – Kids Count Data Center*

Children Ages Zero to Four, by Race (2017)

	Asian and Pacific Islander	Black	Hispanic	Two or More Races	White
North Carolina	3%	23%	18%	5%	50%
National	5%	14%	26%	5%	49%

■ North Carolina ■ National

Source: *NC Child – Kids Count Data Center*

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Children Living in Households with Food Insecurity (2016)

Legend: North Carolina | National

22%
17%
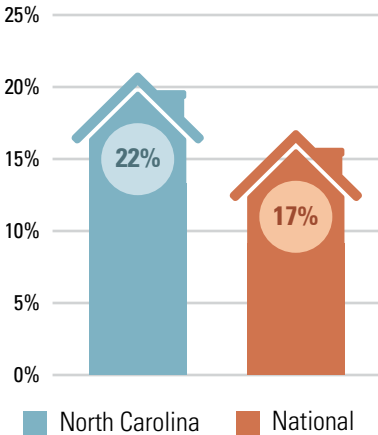
Children Ages Nine to 35 Months Receiving Developmental Screening (2016-17)
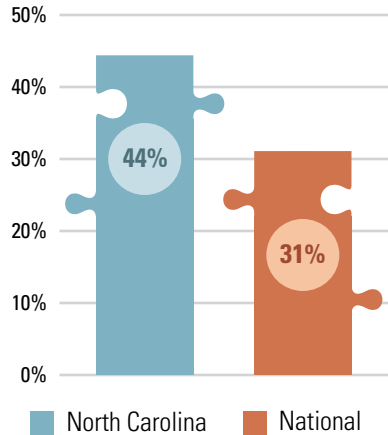
Legend: North Carolina | National

44%
31%

NC Pathways to Grade-Level Reading (Pathways)

is an initiative of the North Carolina Early Childhood Foundation (NCECF) in partnership with NC Child, the North Carolina Partnership for Children, and BEST NC. The Pathways icon indicates whole-child Measures of Success that put children on a pathway to grade-level reading. Information on the Pathways initiative is available at: **buildthefoundation.org/initiative/pathways-to-grade-level-reading**.
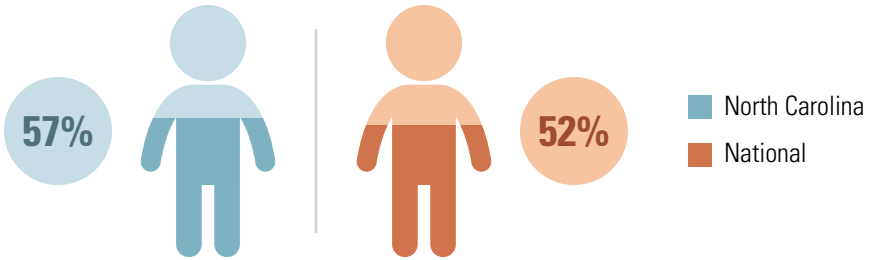
In 2018, North Carolina ranked **22nd** in education and **32nd** overall in child well-being in the KIDS COUNT Project, moving up from 33rd in 2017.

Children Ages Three and Four Not in School (2014-2016)

57% **52%**

■ North Carolina
■ National

Source: *NC Child – Kids Count Data Center*

Percentage of All Four-Year-Olds Enrolled in State Pre-K Programs (2017)

22% **33%**

■ North Carolina
■ National
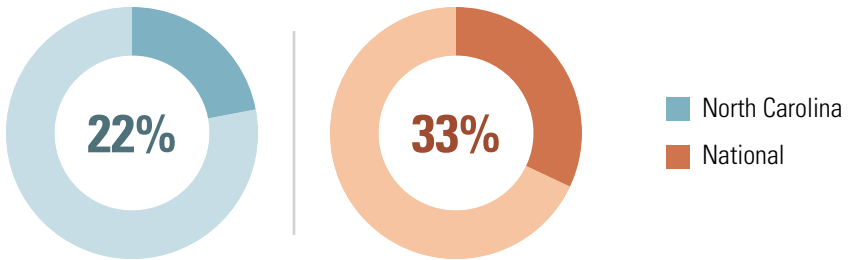
Source: *NIEER 2018 State of Pre-School Report*

North Carolina Pre-K Seats (2009-2018)

Year	Seats
2009	31,197
2010	30,767
2011	26,818
2012	29,572
2013	26,617
2014	26,851
2015	26,781
2016	27,019
2017	28,535
2018	29,509
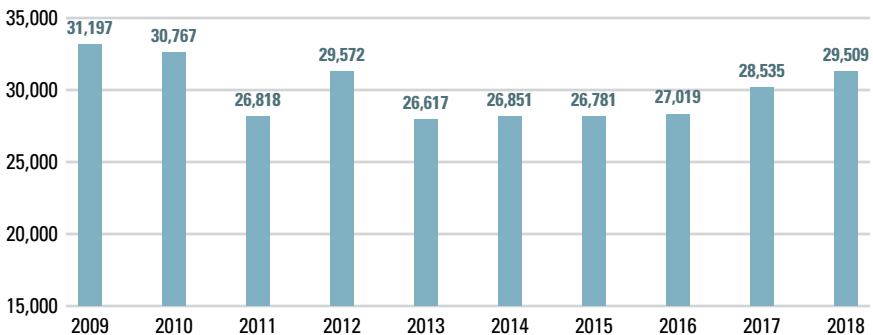
Source: *NC Division of Child Development and Early Education*

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North Carolina Pre-K (NC Pre-K)

NC Pre-K initiated in 2001

Since it was initiated in 2001, the North Carolina Pre-K program (formerly More at Four) has served more than 350,000 children. Students enrolled in NC Pre-K attend school for 6.5 hours per day, 180 days per year.

10 OUT OF 10 quality benchmarks met

North Carolina is one of only four states nationally to meet all 10 quality benchmarks set by the National Institute for Early Education Research – up from 9 benchmarks in 2015.

Families at or below 75% of the state median income are eligible

Children from families at or below 75% of the state median income are eligible to enroll in North Carolina Pre-K, along with English language learners, children with developmental disabilities or chronic health conditions, and children of active duty military members.

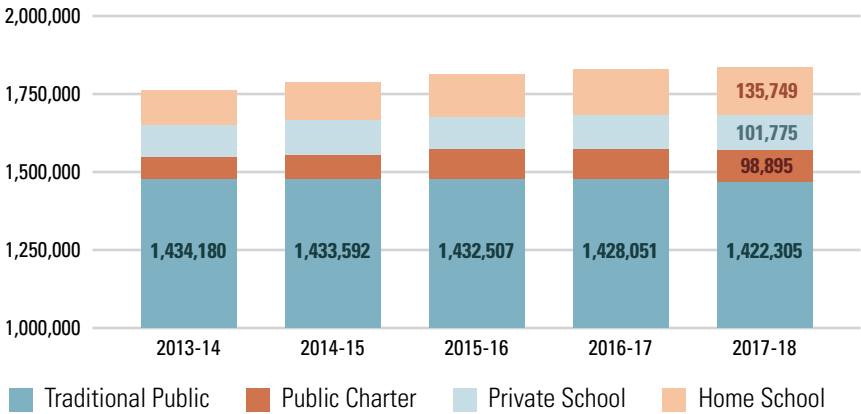**NC Pre-K spends about $2,740 more more per pupil than the national average for Pre-K programs**

In the 2016-17 school year, NIEER estimates North Carolina spent approximately $7,748 per child enrolled in North Carolina Pre-K. NIEER estimates the Pre-K national average to be $5,008 per pupil.

Average Daily K-12 Student Membership, by School Type (2013-14 to 2017-18)

	2013-14	2014-15	2015-16	2016-17	2017-18
Home School					135,749
Private School					101,775
Public Charter					98,895
Traditional Public	1,434,180	1,433,592	1,432,507	1,428,051	1,422,305

Legend: ■ Traditional Public ■ Public Charter ■ Private School ■ Home School

Source: NC DPI Student Accounting, NC Division of Non-Public Education

Demographic Change in K-12 Public Schools, by Race (2014 to 2018)

	American Indian	Asian and Pacific Islander	Hispanic	Black	Two or More Races	White
2013-14	1%	3%	15%	26%	4%	51%
2017-18	1%	3%	17%	25%	4%	48%

Legend: ■ 2013-14 ■ 2017-18
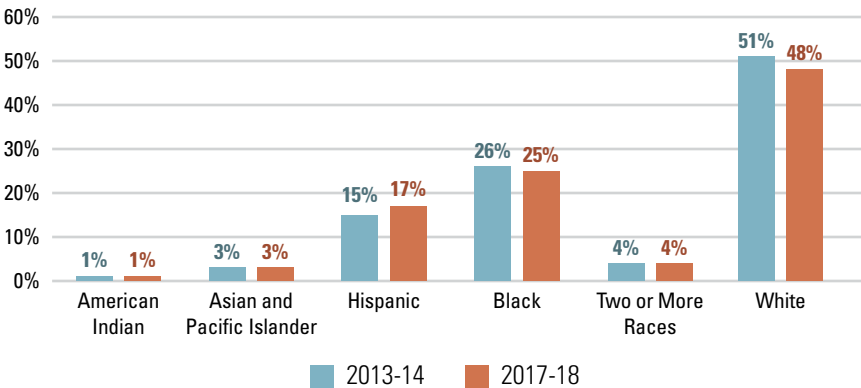
Source: NC DPI Statistical Profile

Enrollment in charter schools increased by more than 90% between 2014 and 2018.

Source: NC DPI Student Accounting

Children who are **chronically absent** in preschool, kindergarten, and 1st grade are **less likely to read at grade level by the 3rd grade**. Students who are chronically absent from school are far more likely to eventually drop out.

Source: *U.S. Department of Education 2015 Chronic Absenteeism Data Story*

Chronic Absenteeism* in K-12 Public Schools (2015)

14%

13%

■ North Carolina   ■ National
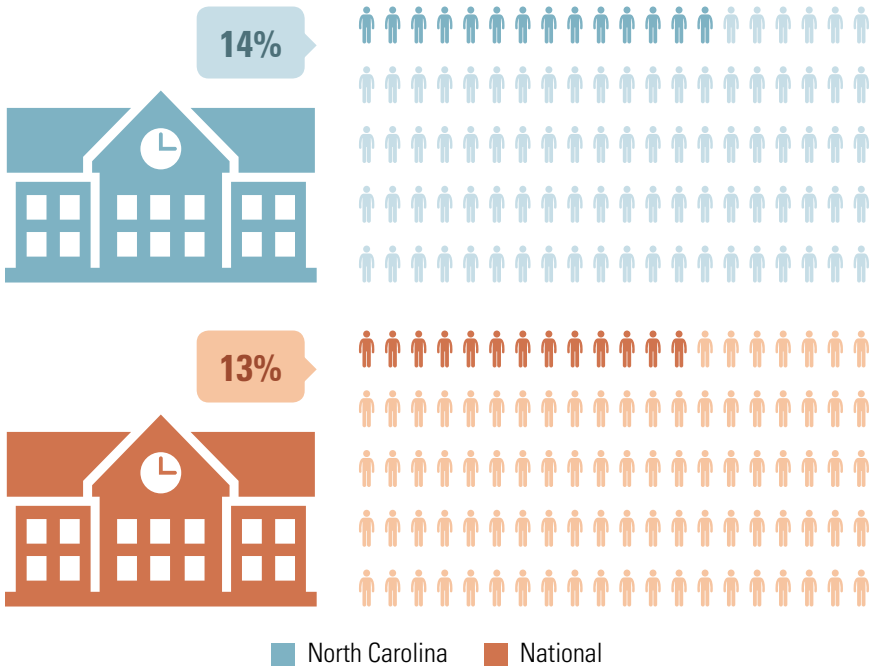
Students are classified as chronically absent if they miss 15 or more days of school in a single year.

Source: *Attendance Works 2016 Preventing Missed Opportunity Report*

In 2016, nearly 3 out of 4 North Carolina school districts had between 5 to 15% of their elementary school students chronically absent.

Source: *Attendance Works, Portraits of Change (2017)*

9

Enrollment in K-12 Traditional Schools, by District (2017-18)

500   87,500+
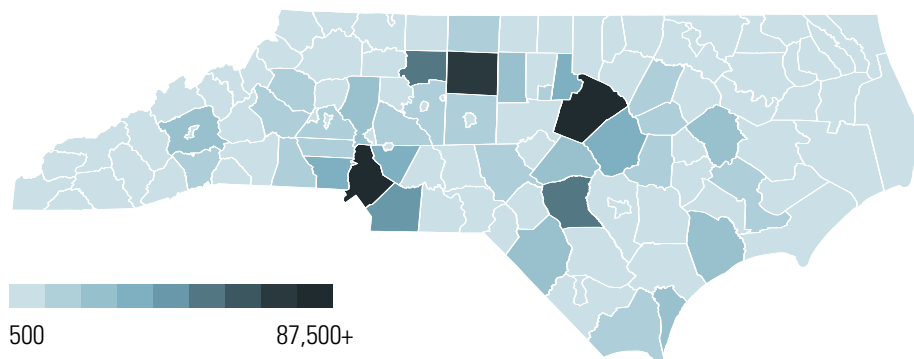
Source: NC DPI Student Accounting Data

Five-Year Percentage Change in K-12 Student Enrollment, by District (2013 to 2018)

-30%   15%
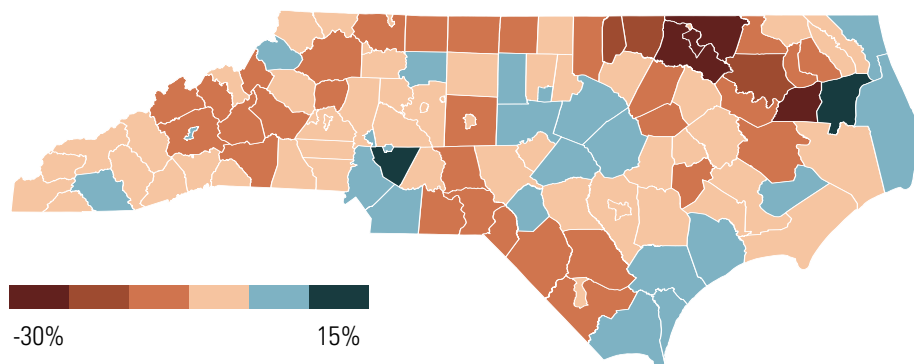
Source: NC DPI Student Accounting Data

While overall average daily membership in traditional K-12 public schools increased by **0.7**% between 2014 and 2018, 78 out of 115 districts experienced a decline in student membership.

Source: NC DPI Student Accounting Data

Charter Enrollment as Percent of Total K-12 Public School Enrollment, by District (2017-18)

0%   25%+
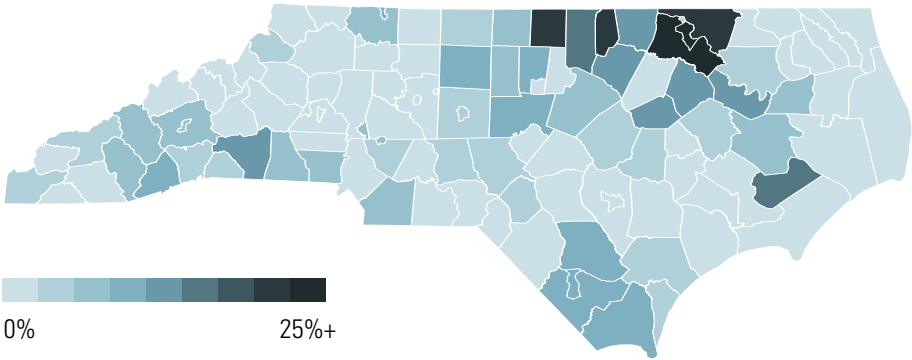
Source: *NC DPI Student Accounting Data*

Demographic Distribution of K-12 Traditional Public Schools vs. Public Charter Schools, by Race (2016-17)

	American Indian	Asian and Pacific Islander	Black	Hispanic	Two or More Races	White
Traditional Public	1%	3%	25%	18%	4%	48%
Public Charter	1%	4%	26%	10%	5%	55%
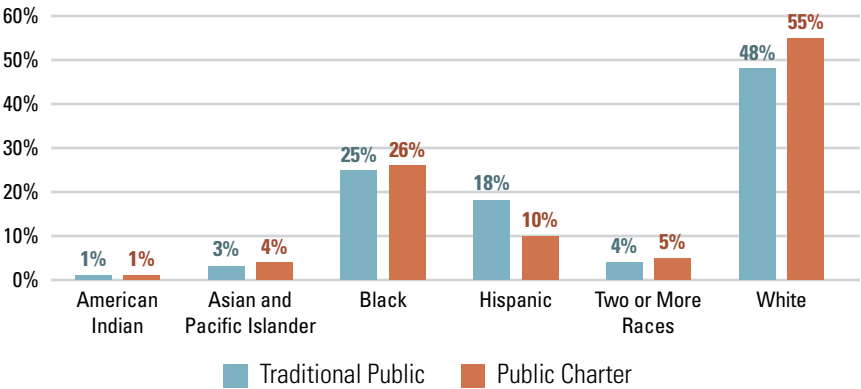
Source: *NC DPI Statistical Profile*

7% of K-12 public school students attended charter schools in 2018, up from 4% in 2014.

Source: *NC DPI Student Accounting Data*

Short-Term Suspension Rates in North Carolina K-12 Public Schools, by Race (2016-17)

Race	# of Suspensions per 10 Students Enrolled
Total	1.82
American Indian	2.33
Asian	0.16
Black	3.03
Hispanic	0.84
Two or More Races	1.62
White	0.71

# of Suspensions per 10 Students Enrolled

Source: *NC DPI 2016-17 Consolidated Discipline Report*

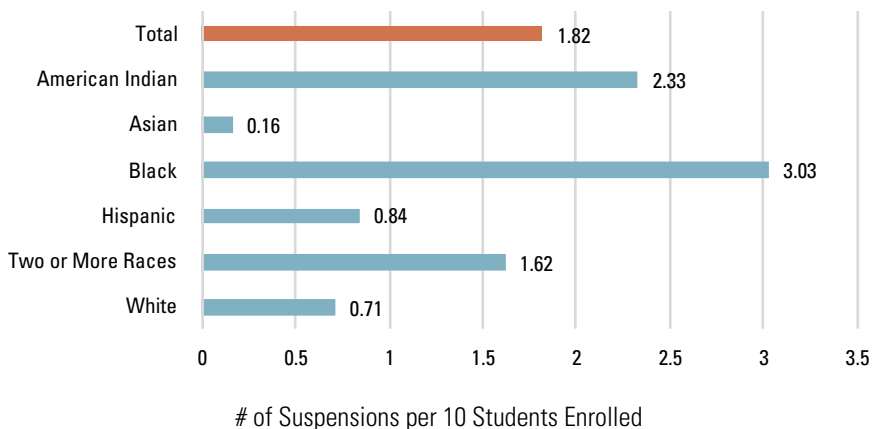In the 2016-17 academic year, **113,825 students**, received **one or more short-term suspensions**, a decrease of 2,642 students from 2015-16. These students were suspended an average of **1.8 times** with an average total duration of **5.5 school days**.

As in past years, male students, black and American Indian students, ninth graders, and students receiving special education services are among the groups that continue to be disproportionately represented among suspended students.

Source: *NC DPI 2016-17 Consolidated Discipline Report*

2.4% decrease in the amount of school days lost due to short-term suspensions from 2015-2016 to 2016-2017 academic years.

*Source:* *NC DPI 2016-17 Consolidated Discipline Report*

National School Lunch Program

Public school children qualify for free meals if their family's income is 130% of the federal poverty level or less ($31,980 per year for a family of four). Students qualify for reduced price meals if family income is 131-185% of the federal poverty level (up to $45,510 per year for a family of four).

Source: U.S. Department of Agriculture National School Lunch Program Fact Sheet, U.S. Department of Health and Human Services 2017 Federal Poverty Guidelines

Percent of K-12 Public School Students Receiving Free & Reduced Price Meals (2007-2018)
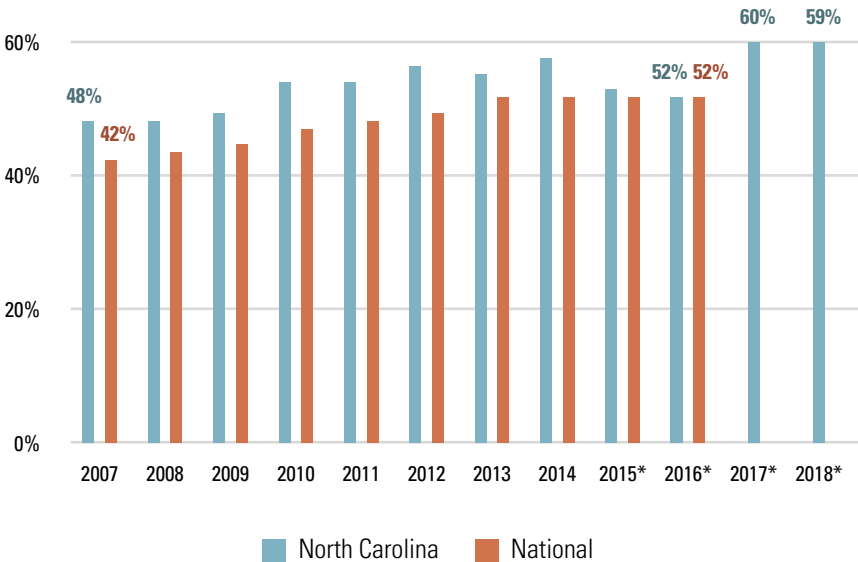
Source: NC DPI Free & Reduced Meals Application Data, National Center for Education Statistics

*The Community Eligibility Provision of the 2010 Healthy, Hunger-Free Kids Act provides an alternative to household applications for free- and reduced-price meals for schools and districts with an eligibility rate at or above 40%. Community eligibility improves the efficiency and effectiveness of the National School Lunch Program by streamlining meal service, reducing stigma, and reducing household and administrative burden. However, with the loss of student-level eligibility data, free and reduced price meal participation after 2014 is becoming a less reliable proxy for individual economic need.

Source: National Forum on Education Statistics – Alternative Measures of Socioeconomic Status in Education Data Systems, U.S. Dept. of Agriculture Community Eligibility Fact Sheet

North Carolina Community College System Enrollment (Fall 2017)

Fall Curriculum Enrollment	
Career and Technical Education	103,752
Transfer and General Education	110,667
Special Credit	9,393
Total Curriculum Unduplicated Enrollment	223,119

Fall Continuing Education Enrollment	
Basic Skills	41,729
All Other Continuing Education	173,619
Total Continuing Education Unduplicated Enrollment	212,538

Source: *North Carolina Community College System – Statistical Reports*

UNC System and Independent College/University Enrollment (Fall 2018)
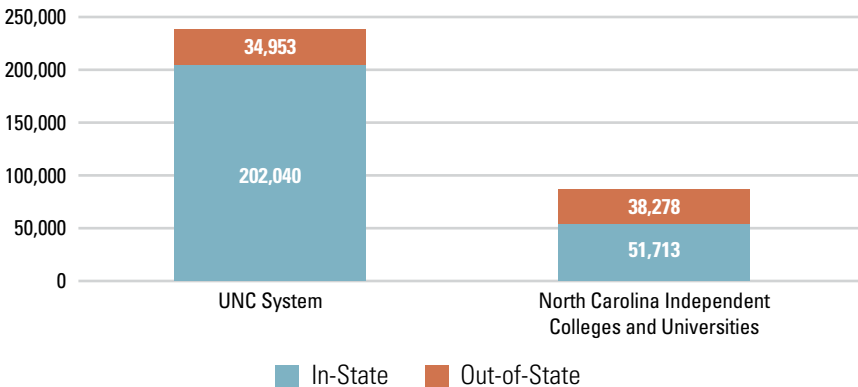
Source: *UNC System Data Dashboard*, *North Carolina Independent Colleges and Universities – Quick Facts*

UNC System Enrollment (2017) vs. NC Traditional Public K-12 Enrollment, by Race (2017-18)

	NC Traditional Public K-12 Enrollment	UNC Enrollment
American Indian or Alaskan Native	1%	1%
Asian	3%	4%
Black	25%	20%
Hispanic	18%	6%
Two or More Races	4%	4%
White	48%	57%
International and Unknown		3%
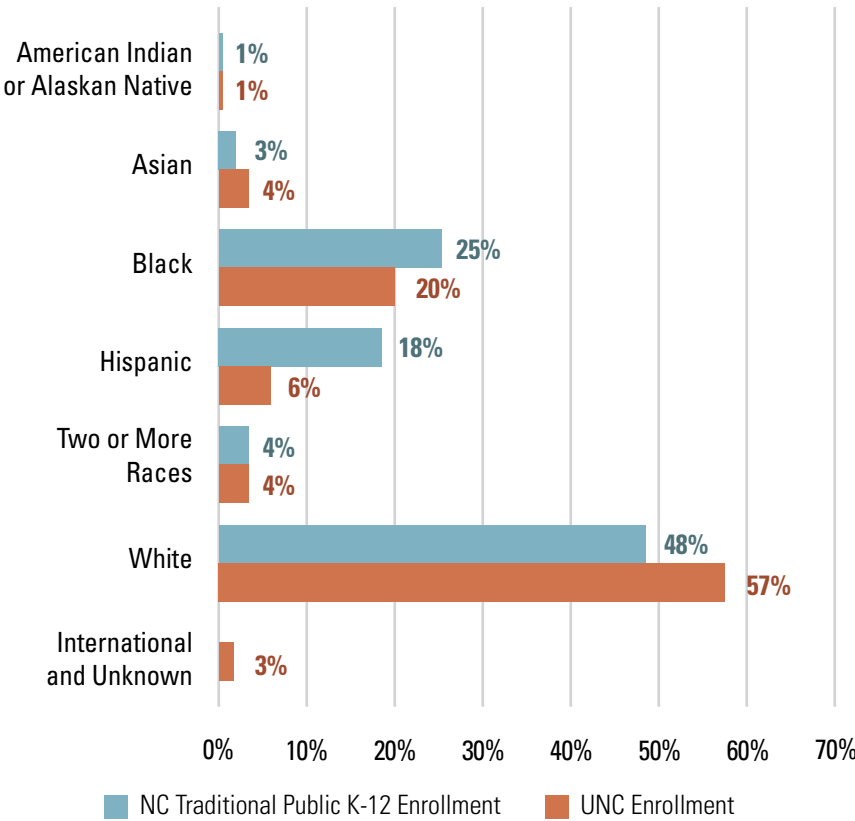
Source: *UNC System Data Dashboard, NC DPI Sudent Accounting Data*

UNC System Enrollment, by Gender (2017)

43% Male
57% Female

Female 132,403

Male 100,469
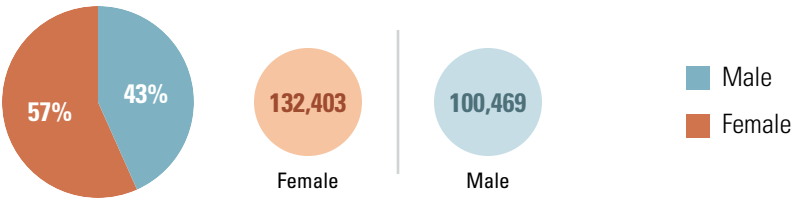
Source: *UNC System Data Dashboard*

Early Childhood Workforce Median Wages, by Position (2017)

Bar chart legend: ■ North Carolina ■ National

Position	North Carolina	National
Child Care Worker	$9.86	$10.72
Preschool Teacher	$12.44	$13.94
Preschool/Child Care Center Director	$20.97	$22.54
Kindergarten Teacher	$25.37	$31.29
Elementary Teacher	$26.03	$32.98
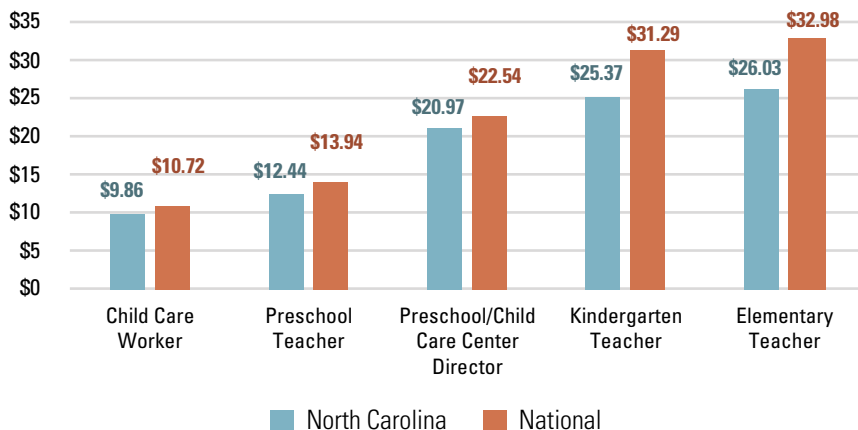
Source: Early Childhood Workforce Index 2018 - Center for the Study of Child Care Employment, University of California, Berkeley

NC Pre-K requires **ALL LEAD TEACHERS** to hold a **BACHELOR'S DEGREE** in early childhood education.

1 course in ECE is required for infant and toddler teachers. There are no additional requirements needed for lead teachers.

Source: Think Babies Fact Sheet: Infant and Toddler Workforce (2019) - NC Early Education Coalition

Percentage of ECE Workforce Holding an Associate Degree or Higher, by Program (2015)
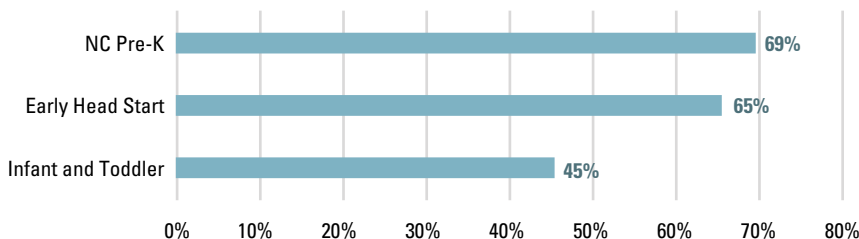
Program	Percentage
NC Pre-K	69%
Early Head Start	65%
Infant and Toddler	45%

Source: Think Babies Fact Sheet: Infant and Toddler Workforce (2019) - NC Early Education Coalition

Early Childhood Education Enrollment in North Carolina Community Colleges (2008-17)
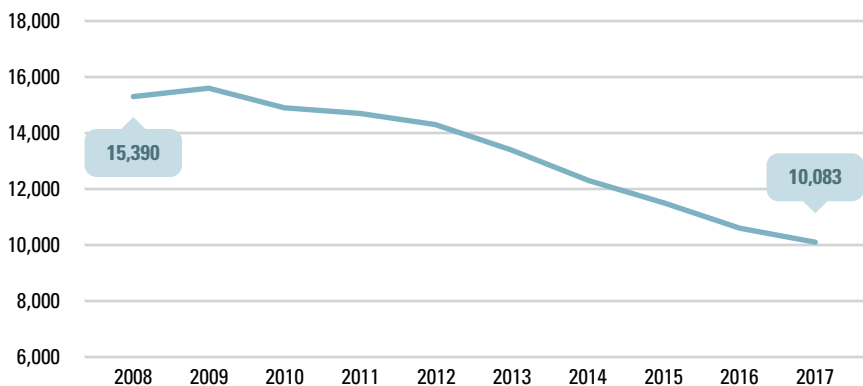
Source: NCCCS Data Tower Students and Graduates, 2017

Early Childhood Educator Wage Gap for the First Five Years of Employment (2017)

■ Associate Degree in All Subject Areas

■ Associate Degree in Early Childhood Education
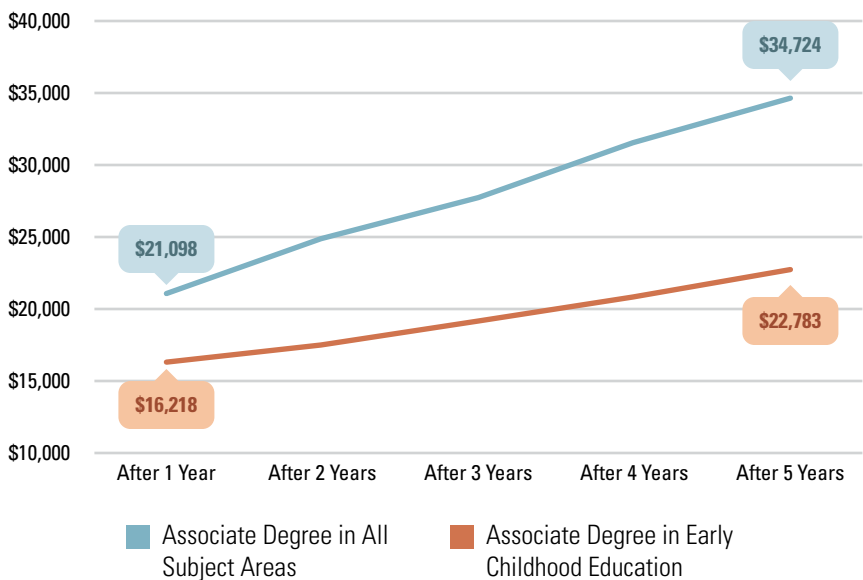
Source: NCCCS Data Tower Students and Graduates, Mean Wages, 2017

Average SAT Scores for Education Majors and Non-Education Majors in the UNC System (2016-17)

■ UNC Education Majors   ■ UNC Non-Education Majors
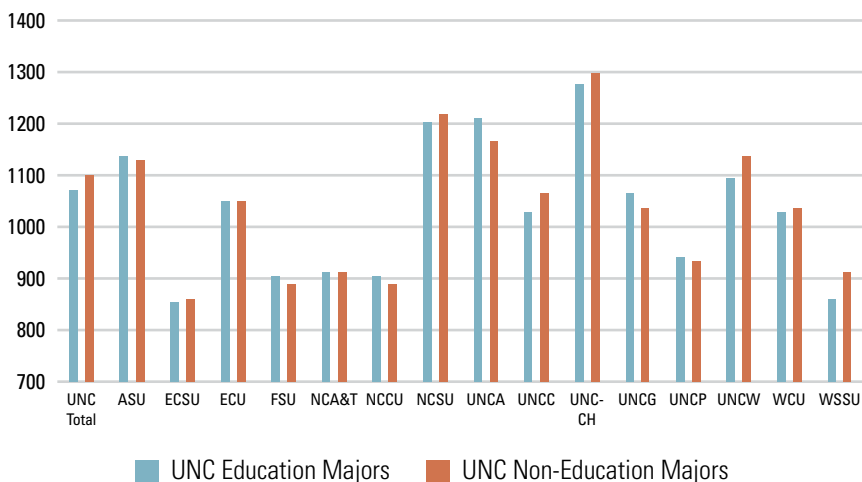
Source: UNC Educator Quality Dashboard

UNC System Educator Preparation Program Enrollment Trends (2013-14 to 2017-18)

	2013-14	2014-15	2015-16	2016-17	2017-18
Total	16,366				13,492
Other	2,291	1,969	2,031	2,435	2,484
Master's	6,058	5,164	5,171	5,525	5,050
Bachelor's	8,017	7,164	6,659	6,156	5,958

■ Bachelor's   ■ Master's   ■ Other
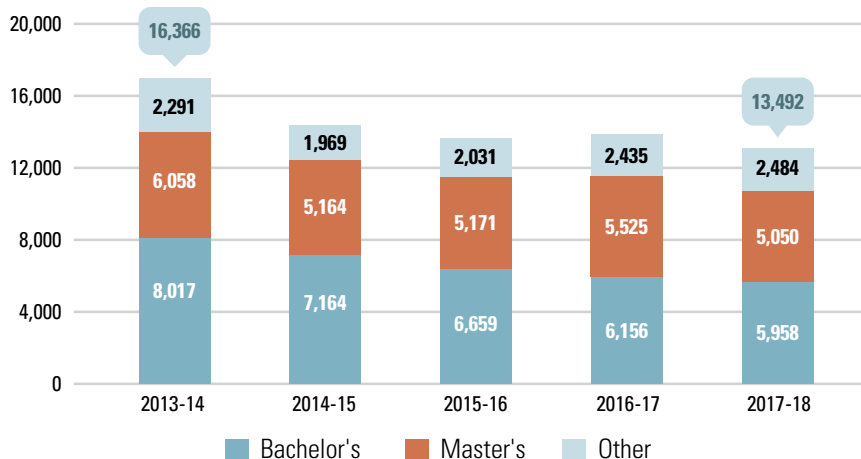
Source: UNC Educator Quality Dashboard

Distribution of Preparation Routes for K-12 Teachers (2012-2017)

Legend:
- UNC System
- North Carolina Private
- Out of State
- Alternative Entry
- Teach for America

UNC System: **46%** (2012), **42%** (2017)
Out of State: **17%** (2012), **24%** (2017)
Alternative Entry: **16%** (2012), **18%** (2017)
North Carolina Private: **13%** (2012), **11%** (2017)
Teach for America: **2%** (2012), **2%** (2017)
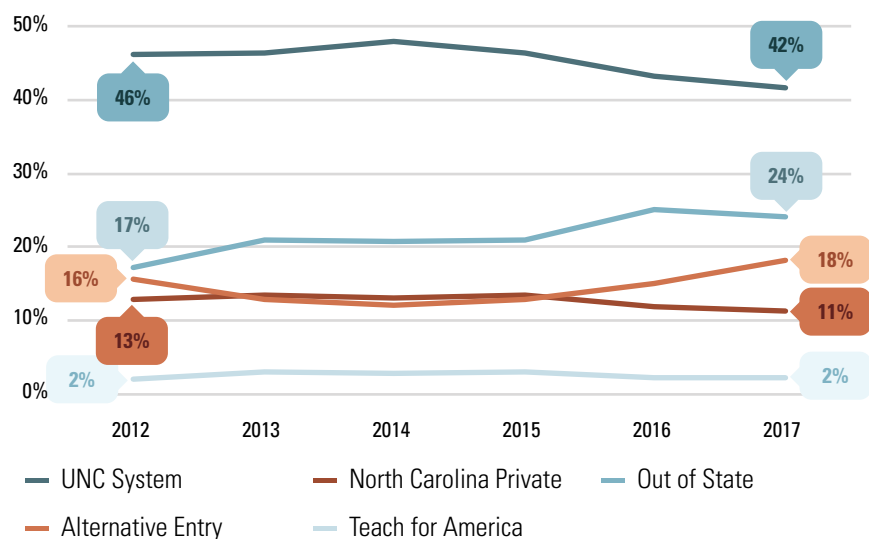
Source: UNC Educator Quality Dashboard

Teacher and Student Demographics in K-12 Public Schools, by Race (2017-18)

| **79%** White | **48%** White | **16%** Black | **25%** Black | **< 5%** Hispanic | **17%** Hispanic | **< 5%** All Other Racial and Ethnic Groups | **9%** All Other Racial and Ethnic Groups |

Legend: Teachers · Students
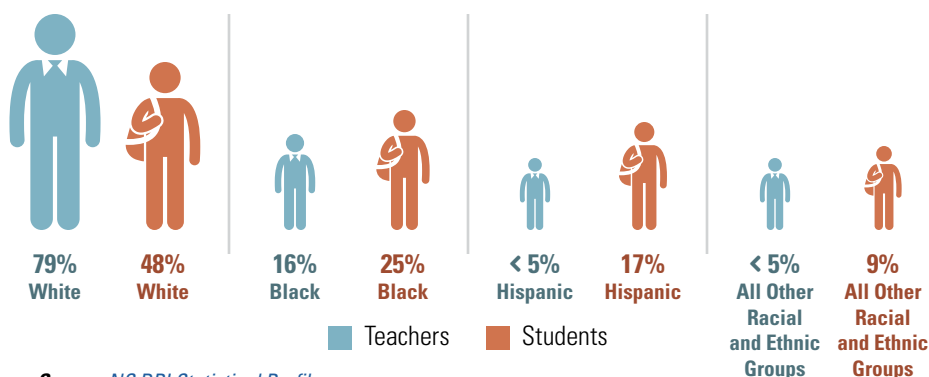
Source: NC DPI Statistical Profile

79% of K-12 teachers are white, while 51% of K-12 public school students are non-white.

Source: NC DPI Statistical Profile

North Carolina K-12 Public School Teachers (2017-18)

20% Male

80% Female

79% White

16% Black

5% All Other Races

100,475 Total
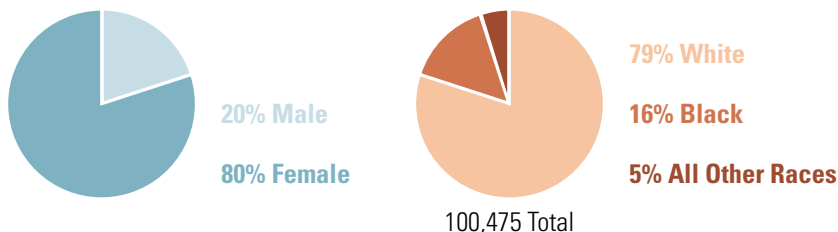
North Carolina K-12 Public School Principals (2017-18)

39% Male

61% Female

72% White

25% Black

3% All Other Races

2,661 Total
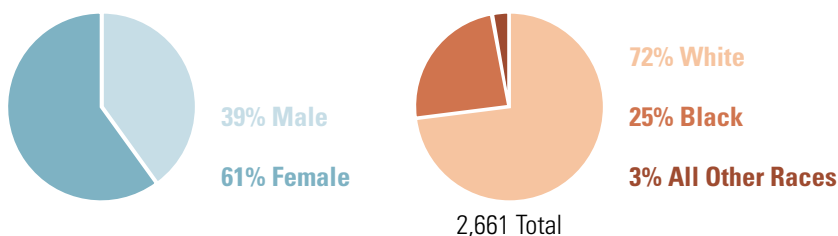
North Carolina K-12 Public School Assistant Principals (2017-18)

35% Male

65% Female

65% White

32% Black

4% All Other Races

3,082 Total
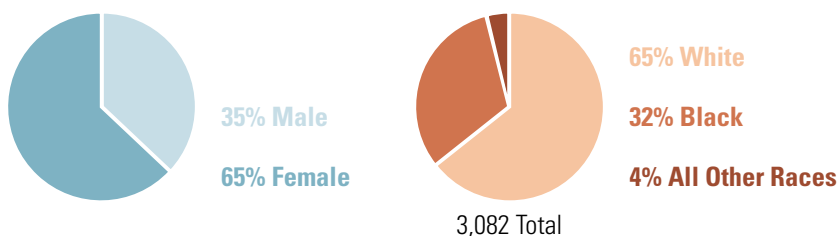
Source: *NC DPI Statistical Profile*

10% **of North Carolina educators and other certified personnel in public schools are National Board Certified. North Carolina has more National Board Certified Teachers than any other state in the nation.**

Source: *NC DPI National Board Certification Data*

Percentage of Teachers Rated "Highly Effective," by Title-I School Status (2015-16)

8% **16%**

■ Title I Schools

■ Non-Title I Schools
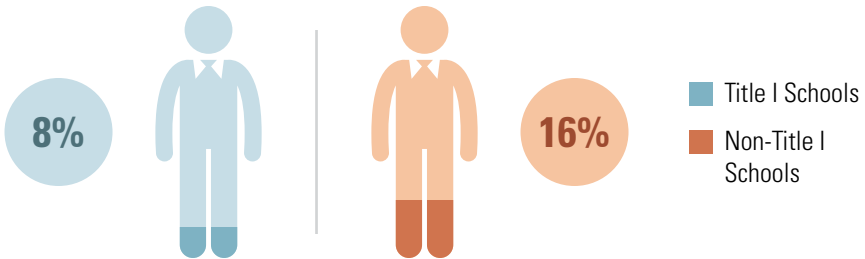
North Carolina teachers are evaluated on a statewide rubric. Teachers who *do not meet* the level of proficiency on the evaluation standards or the Student Growth measure are deemed "In Need of Improvement." Teachers who demonstrate greater than proficient ratings on the evaluation standards and exceed expectations for Student Growth are deemed "Highly Effective." More information on teacher and principal evaluations can be found at: www.dpi.state.nc.us/effectiveness-model/data.

Source: NC DPI Consolidated State ESSA Plan

Percentage of National Board Certified Teachers, by School District Free & Reduced Meal Eligibility (2016-17)

13%	Lowest Poverty Quartile
10%	
9%	
7%	Highest Poverty Quartile
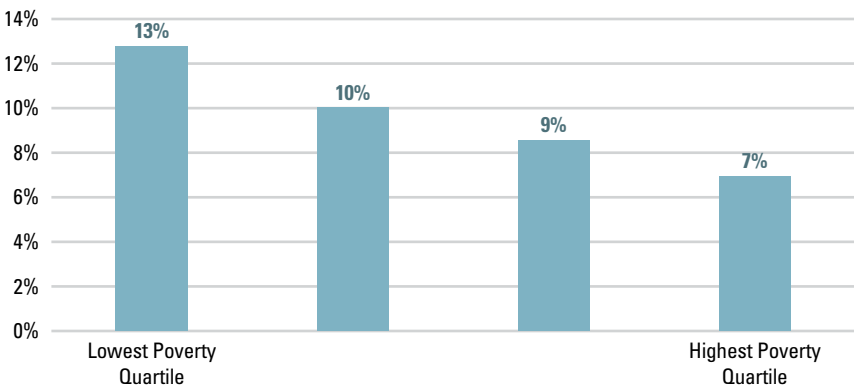
Source: NC DPI National Board Certification Data, NC DPI Free and Reduced Meals Application Data

Trends in Classroom Teacher Allotment Ratios for North Carolina Public Schools (2005-19)*

Grade	2004-05 to 2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	Net Effect from 2005 to 2019
K	1:18	-	-	1:19	1:18	-	-	-	-	Same
1	1:18	1:17	-	1:18	1:17	-	1:16	-	-	1:18 to 1:16
2-3	1:18	1:17	-	1:18	1:17	-	-	-	-	1:18 to 1:17
4-6	1:21	-	-	1:24	-	-	-	-	-	1:22 to 1:24
7-8	1:21	-	-	1:23	-	-	-	-	-	1:21 to 1:23
9	1:24.5	-	-	1:26.5	-	-	-	-	-	1:24.5 to 1:26.5
10-12	1:26.64	-	-	1:29	-	-	-	-	-	1:26.64 to 1:29

━ No Change ▇ Class Size Decrease ▇ Class Size Increase

Expressed as teachers per students in average daily membership

Source: *NC DPI Highlights of the Public School Budget*

Traditional K-12 Public School Teachers and Teacher Assistants, by Funding Source (2008 to 2018)
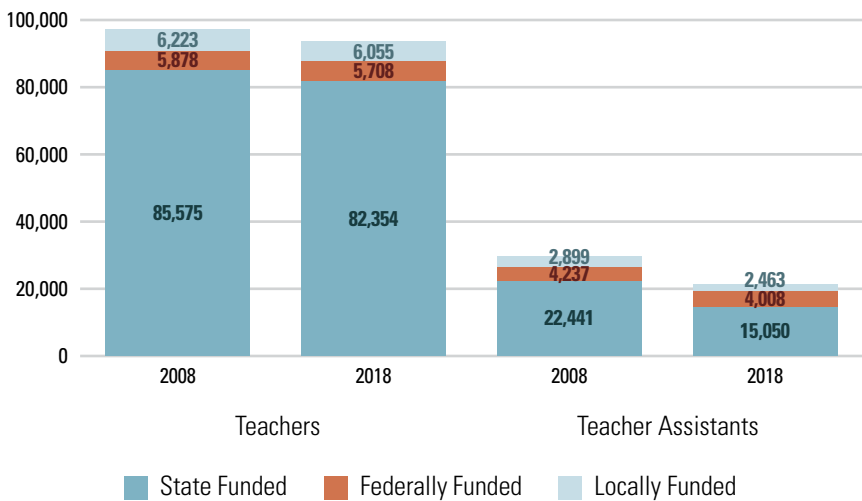
Source: *NC DPI Statistical Profile*

☀ **SPOTLIGHT ON:**   **School Support Staff and the Whole Child**

In 2016, the State Board of Education (SBE) adopted the **Whole School, Whole Community, Whole Child model** as a framework for supporting healthy behaviors and academic performance for students.

Source: NC SBE Whole Child, Whole Community, Whole Child Framework

Counselors

North Carolina Public Schools

Suggested Ratio

👤 = 25 Students

In 2017-2018, there was **one school counselor for every 370 students** in North Carolina public schools. The American Counseling Association recommends a maximum ratio of **one counselor for every 250 students**.

Nurses

North Carolina Public Schools

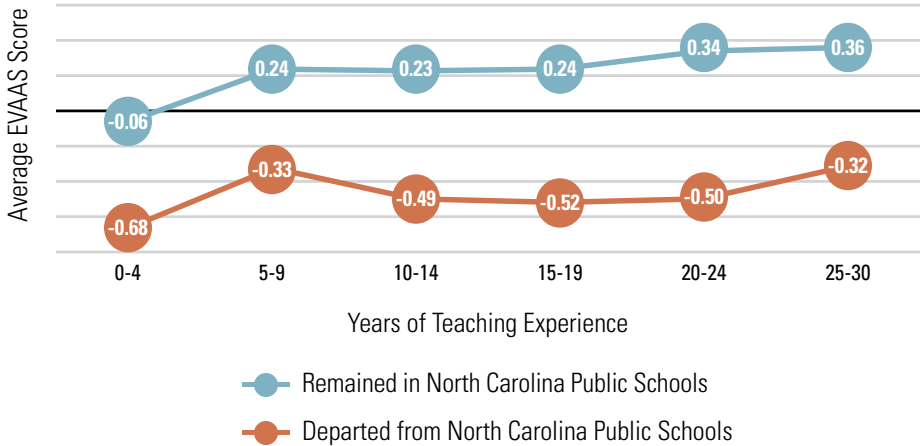**Suggested Ratio**

👤 = 25 Students

In 2016-2017, there was **one school nurse for every 1,073 students** in North Carolina public schools. The National Association of School Nurses recommends a maximum ratio of **one school nurse for every 750 students without special health needs**.

Source: NC DPI Statistical Profile, NC Division of Public Health Annual Report

Average EVAAS Scores* of Teachers Who Remained in and Departed from Public Schools (2016-17)

Average EVAAS Score

Remained in North Carolina Public Schools

Years	0-4	5-9	10-14	15-19	20-24	25-30
Remained	-0.06	0.24	0.23	0.24	0.34	0.36
Departed	-0.68	-0.33	-0.49	-0.52	-0.50	-0.32

Years of Teaching Experience

⎯⚫⎯ Remained in North Carolina Public Schools

⎯⚫⎯ Departed from North Carolina Public Schools

Teachers with EVAAS scores of zero are considered to be as effective as the hypothetical "average" North Carolina teacher.

Source: *NC DPI 2016-17 State of the Teaching Profession Report*

State Attrition Rates, by Teacher Category (2016-17)

8%
5,630

73,516

Fully Licensed Teachers

12%
2,619

21,276

Beginning Teachers
(0-3 Years of Experience)

16%
726

4,643

Lateral Entry Teachers

◼ Teachers Leaving Employment in North Carolina Public Schools

◼ Teachers in Category Not Leaving Employment in North Carolina Public Schools
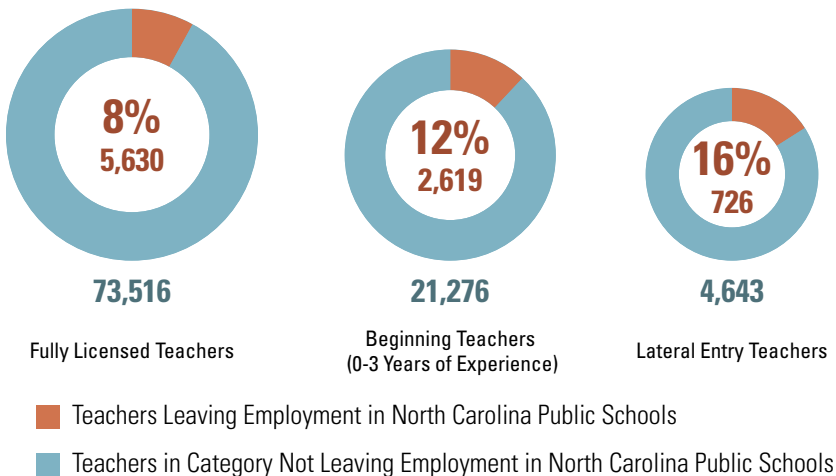
Source: *NC DPI 2016-17 State of the Teaching Profession Report*

Teacher Turnover in K-12 Traditional Public Schools, by District (2016-17)

5%   16%

10%   25%+
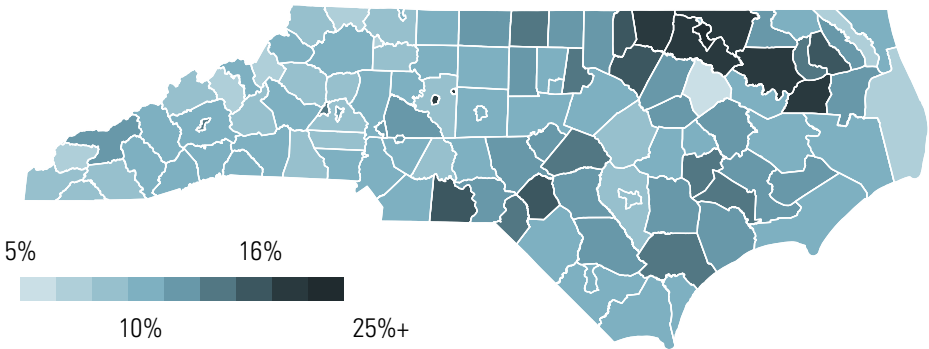
13.5% State Average Teacher Turnover in 2016-17

Source: *NC DPI 2016-17 State of the Teaching Profession Report*

Top Reasons for K-12 Teacher Turnover (2016-17)

Reason	Value
To Teach in Another North Carolina Public School District	4,549
Retired with Full or Reduced Benefits	2,043
Family Relocation	1,006
Career Change	865
Teach in Another State	767
Family Responsbilities	604
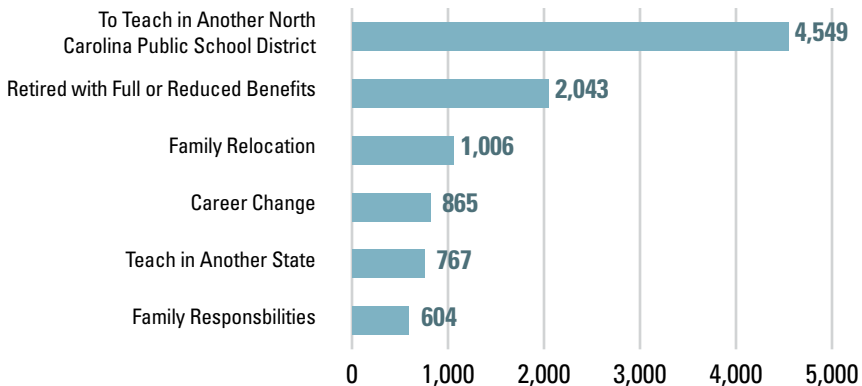
Source: *NC DPI 2016-17 State of the Teaching Profession Report*

In 2016-17, the turnover rate for beginning teachers (first three years of teaching) was **12%**.

Source: *NC DPI 2016-17 State of the Teaching Profession Report*

Compensation for North Carolina K-12 Public School Teachers (2018-19)*

Legend:
- 2018-19 State Base Salary
- State Health Insurance Contribution ($5,869)
- State Retirement Contribution (17.13% of Salary)
- Average Local Supplement (8.4% of Base Pay)
- Total Compensation with National Board and Average Local Supplement
- Total Compensation with National Board, Master's, and Average Local Supplement
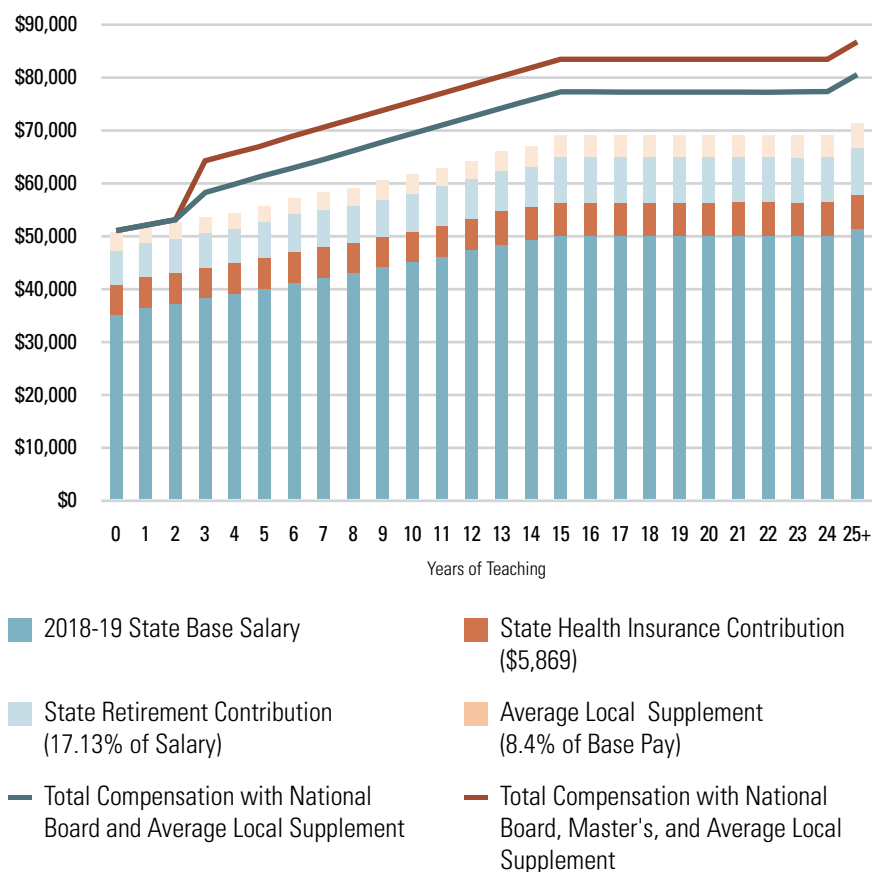
Calculations based on the most recent available data.

Source: *NC DPI Financial & Business Services, 2018 Appropriations Act*

In 2017-18, North Carolina's average teacher pay ranked 37th in the nation. Adjusting for cost-of-living, North Carolina's average teacher pay ranked 29th nationally.

Source: *National Education Association Rankings and Estimates*

Average Local Salary Supplement for K-12 Teachers, by District (2017-18)

$0 $8,650
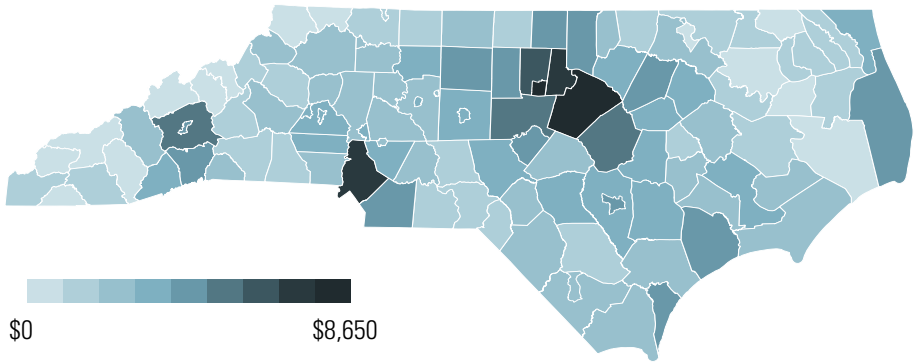
Source: *NC DPI Statistical Profile*

Average K-12 Teacher Salaries, Inflation Adjusted to 2018 Dollars (2004-2018)

■ North Carolina ── National Average* ── Georgia (Highest in the Southeast)
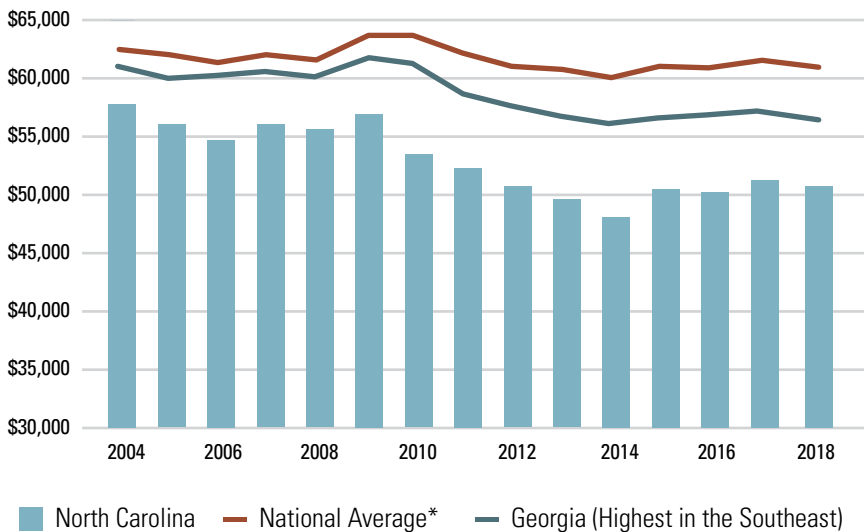
In 2017-18, 37 states have an average salary below the national average.

Source: *National Education Association Rankings and Estimates*

☀ **SPOTLIGHT ON:** **Teacher Pay Trends**

The statewide teacher salary schedule is established in the state budget. The following charts show two major phases in the teacher pay schedules over the last ten years: pay freezes from 2009 to 2014, followed by investments of almost $1 billion from 2014 to 2019.

5-Year Change in State Teacher Pay Schedule (2008-09 to 2013-14)
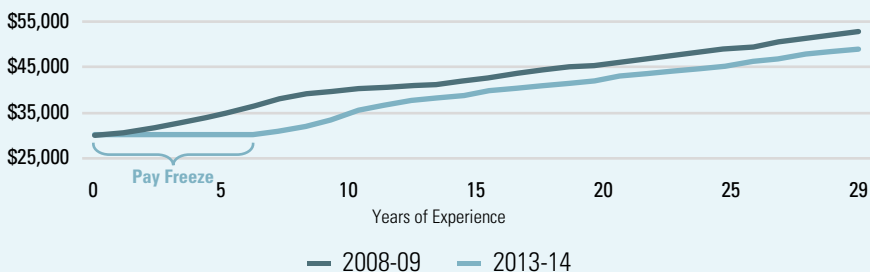
5-Year Change in State Teacher Pay Schedules, Inflation Adjusted (2013-14 to 2018-19)
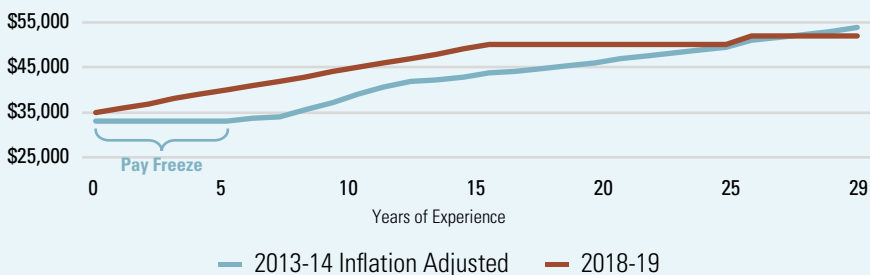
10-Year Change in State Teacher Pay Schedules, Inflation Adjusted (2008-09 to 2018-19)
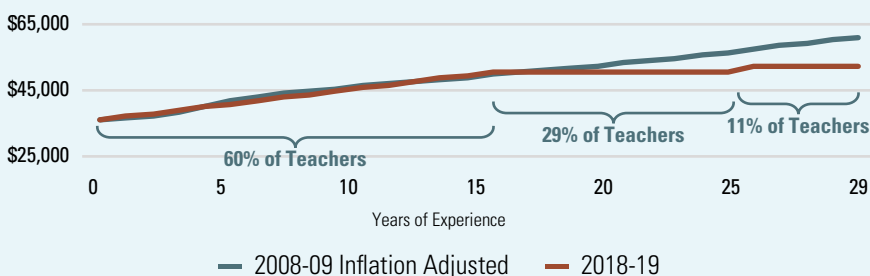
Source: NC DPI Financial & Business Services

Compensation Distribution for K-12 Public School Employees

26%

- Salary
- Benefits

74%
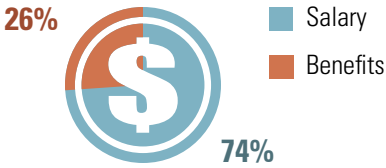
Compensation Distribution for Private Sector Employees

16%

- Salary
- Benefits

84%
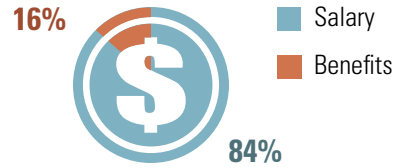
Source: *North Carolina TSERS Handbook, NCGA Fiscal Research Division – Comparison of the Value of Employee Benefits*

State Retirement Contributions for Teachers and Other State Employees as a Percentage of Employee Salary (1999-2018)
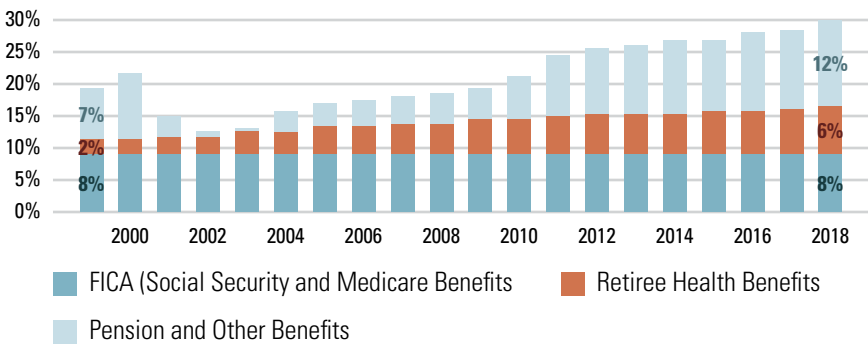
Legend:
- FICA (Social Security and Medicare Benefits
- Retiree Health Benefits
- Pension and Other Benefits

Source: *North Carolina General Assembly Fiscal Research Division – History of Budget Legislation*

State Health Coverage Contributions for Teachers and Other State Employees, Inflation-Adjusted to 2017 Dollars (1999-2018)
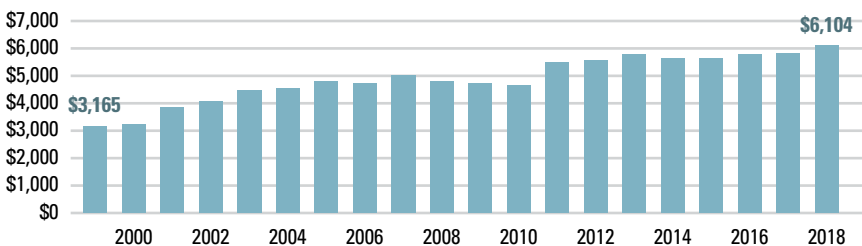
Source: *North Carolina General Assembly Fiscal Research Division – History of Budget Legislation*

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Average Local Salary Supplement for K-12 Principals, by District (2017-18)

$0 $33,900
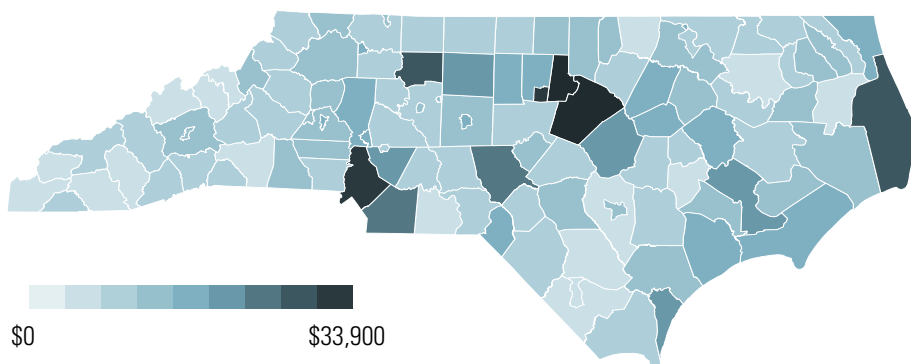
Source: *NC DPI Statistical Profile*

Average Principal Pay, by Source (2009-2019)

$80,785	
$11,317	
$69,485	

Natl. Avg. **$90,500**

Natl. Avg. **$95,700**

$91,255

$1,514
$14,325

$75,416

■ State Base Pay   ■ District Pay Supplement   ■ Performance Bonus
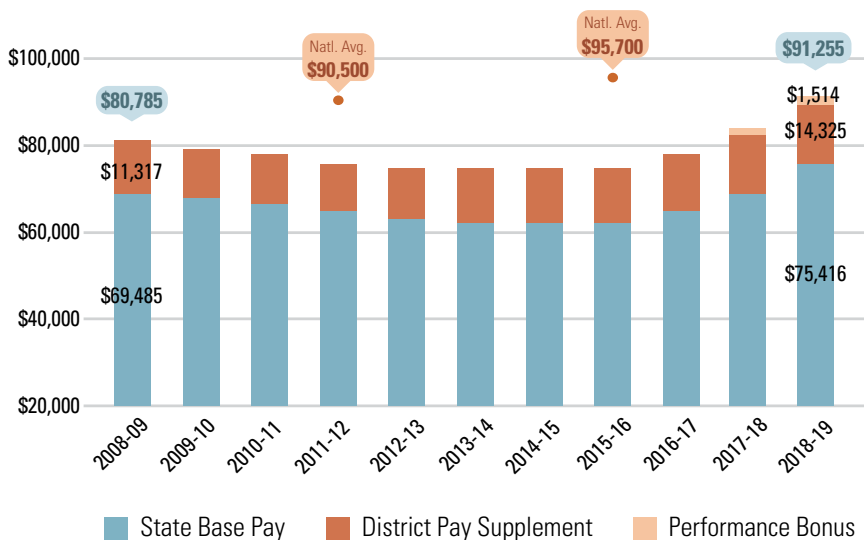
Source: *NC DPI Financial & Business Services - Highlights of the Public School Budget Reports 2009-2018, U.S. Department of Education - National Center for Education Statistics*

In 2017-18, the average local salary supplement for principals was
$13,799 and $7,116 for assistant principals.

Source: *NC DPI Statistical Profile*

Higher Education Salaries in North Carolina vs. Southern Regional Education Board (SREB) States (2016-17)

Public Four-Year Institutions

$76,944
North Carolina Average

$77,662
SREB Average

Source: SREB 2017 State Data Exchange

Public Two-Year Institutions

$47,724
North Carolina Average

$52,070
SREB Average

Source: SREB 2017 State Data Exchange

Percentage of Children Enrolled in Child Care Programs, by Star Rating (2018)

- ■ Four and Five Star Facilities
- ■ Three Star Facilities
- ■ One and Two Star Facilities

15.7%

3.5%

71.5%
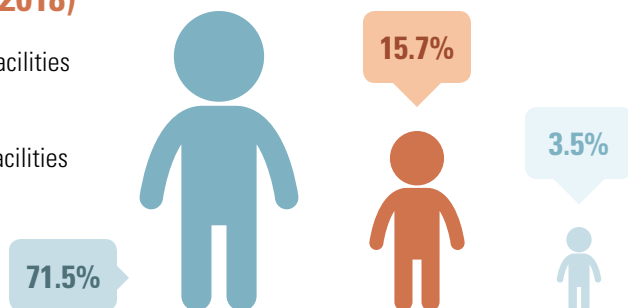
In North Carolina, **242,343** children attend one of **6,006** licensed child care programs; **4,442** are child care centers and **1,564** are family child care homes. North Carolina uses a range of one to five stars to rate early learning programs. Programs that meet minimum standards receive one star, while programs exceeding these requirements may receive up to five stars.

Source: NC Department of Health and Human Services, Division of Child Development and Early Education, Child Care Analysis, Child Care Statistical Report, November 2018

North Carolina K-12 Schools, by Type (2017-18)

Traditional Public	2,461	Statewide: Virtual Schools	2
Public Charter	173	Private	767
Regional and Lab Schools	3	**Total Schools**	**3,409**
Statewide: Deaf & Blind	3		

■ Traditional Public

■ Private

■ Charter

72%   **23%**   **5%**
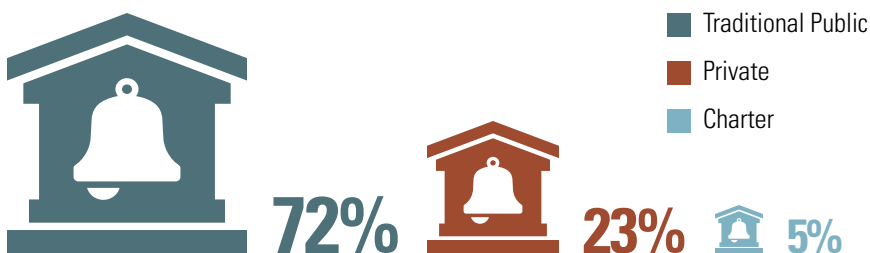
Source: NC DPI Highlights of the Public School Budget (2018), NC DPI Education Services for the Deaf and Blind (ESDB), NC Department of Administration Private School Statistics (2018), Home School Statistical Survey (2018)

North Carolina K-12 Traditional Public School Districts (2018-19)

North Carolina has **116** school districts (otherwise known as Local Education Agencies or LEAs).

12,182 Students
Average District Size

5,663 Students
Median District Size

Source: *NC DPI Student Accounting Data*

34%
of students attend the largest five school districts

Wake and Charlotte-Mecklenburg school districts each enroll more students than the 53 smallest districts combined.

Source: *NC DPI Student Accounting Data*

In the 2017-18 academic year, North Carolina had **86,753** home-schooled students. If homeschooling were a district, it would be the 3rd largest district in North Carolina.

Source: *NC DPI Student Accounting Data, NC Private School Statistics, NC Home School Statistical Summary*

Note: In 2018, the Innovative School District, which is overseen by DPI, became the 116th school district in North Carolina.

Source: *NC DPI - NC Innovative School District*

Children with Disabilities in North Carolina K-12 Public Schools Who Receive Special Education Services, by Race (2018)

Bar chart values:
- American Indian: 17.0%
- Asian: 5.7%
- Black: 16.2%
- Hispanic: 12.1%
- Native Hawaiian or Other Pacific Islander: 10.2%
- Two or More Races: 14.6%
- White: 12.6%
- Total: 13.3%
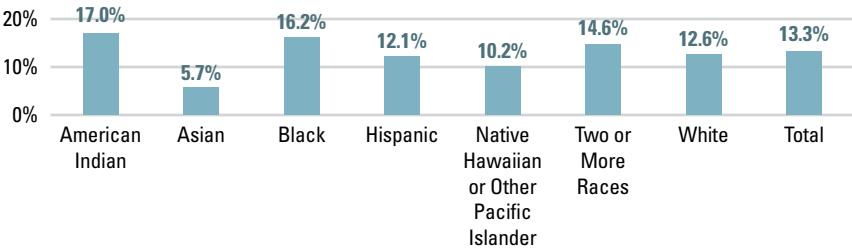
Source: NC DPI Statistical Profile

The North Carolina Department of Public Instruction's Exceptional Children Division supports local school districts to develop and implement individualized education plans for over **204,000** students with disabilities in North Carolina K-12 public schools.

Source: NC DPI Statistical Profile

Children in Academically and Intellectually Gifted Programs in North Carolina K-12 Public Schools, by Race (2018)

Bar chart values:
- American Indian: 6.3%
- Asian: 23.1%
- Black: 4.5%
- Hispanic: 5.4%
- Native Hawaiian or Other Pacific Islander: 8.0%
- Two or More Races: 10.9%
- White: 16.9%
- Total: 11.6%
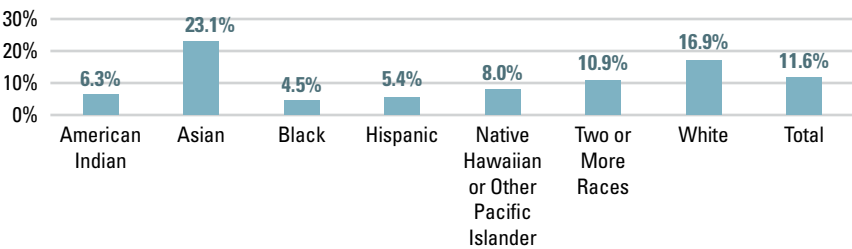
Source: NC DPI Division of Advanced Learning & Gifted Education

Over 178,000 students are enrolled in gifted education programming. White students are enrolled at nearly four times the rate of black students.

Source: NC DPI Division of Advanced Learning & Gifted Education

North Carolina Cooperative Innovative High Schools (2016-17)

Number of Schools	**116**
Students Currently Enrolled	**23,204**
Percentage of CIHS Students Promoted to the Next Grade Level Each Year	**>95%**
Percent of Community College Courses Passed with C or Better (2016)	**85%**

Source: NC DPI Report to the NC General Assembly: College and Career Promise and Cooperative Innovative High School Study, 2018

North Carolina's College and Career Promise (2016-17)

The College and Career Promise offers opportunities for qualified high school students to enroll tuition-free in community college courses that provide pathways leading to a certificate, diploma, or degree. In 2017, nearly **22,000** North Carolina high school students participated in the College and Career Promise program.

Source: NC DPI Report to the NC General Assembly: College and Career Promise and Cooperative Innovative High School Study, 2018

Career and Technical Education (2016-17)

Career and Technical Education (CTE) in North Carolina public schools provides students with academic, technical, and employability skills along with industry-recognized certifications and licenses that have value in local, regional, state, and global economies.

More than **99,000** North Carolina public school students earned one or more Career and Technical Education credentials in the 2016-17 academic year.

Source: NC DPI – Career and Technical Education

72.5% of Cooperative Innovative High Schools had a zero percent drop-out rate in the 2016-17 academic year.

Source: NC DPI Report to the NC General Assembly: College and Career Promise and Cooperative Innovative High School Study, 2018

North Carolina's Advanced Teaching Roles Initiative

Halifax
Vance
Hertford
Guilford
Bertie
Edgecombe
Lexington City
Chapel Hill-Carrboro
Washington
Pitt
Charlotte-Mecklenburg
Cabarrus

■ Advanced Roles Pilot Districts Authorized by Legislation

■ Other Advanced Roles Districts
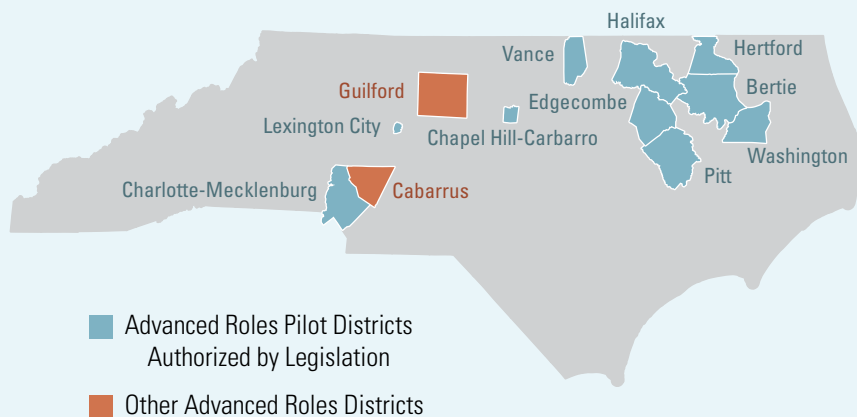
Many others are creating advanced teaching roles opportunities but outside of this initiative.

Source: *North Carolina Department of Commerce*

In 2016, North Carolina created the Advanced Teaching Roles Initiative. This legislation establishes a school leadership re-design model that empowers districts and educators to design new teaching roles that **provide advancement opportunities, improved professional development, and greater support for student achievement**.

Advanced Teaching Roles enables highly-effective teachers to advance their careers, extend their positive impact on student achievement, and increase their compensation. **The best part: they get to stay in the classroom!**

In effective models, developing teachers also benefit by having access to real-time professional development, relieving some of the pressures of principals who are traditionally the primary source of instructional leadership in the school. Today, ten districts are taking part in the Advanced Roles Initiative.

For more information visit www.BEST-NC.org/advancedroles

Success by Design Program

Created in 2013 and inspired by lessons learned from the Opportunity Culture model in Project LIFT schools, Success by Design is an official Advanced Roles program in Charlotte-Mecklenburg Schools (CMS).

This approach is being phased in strategically over time. During the 2018-19 school year, Success by Design was implemented in 50 schools. Success by Design advanced roles teachers can earn up to **$20,000** on top of their base salary, while increasing their impact on student achievement.

Early results from the CMS program suggest that this model helps the district recruit and retain top talent, resulting in significant student achievement gains. During the 2017-18 school year, **58%** of Success by Design schools exceeded growth, compared with **27%** of all schools statewide. Also, a recent study published by the CALDER Center finds that students' academic gains increased when taught by advanced roles teachers, with significant achievement gains in math.

Source: *Charlotte-Mecklenburg Schools Success by Design*

School Academic Growth Status in Success by Design Schools vs. Statewide (2017-2018)

Success by Design	58%	29%	13%
All North Carolina Schools	27%	46%	27%

0   20%   40%   60%   80%   100%

Percentage of Schools in Growth Category

■ Exceeded Growth   ■ Met Growth   ■ Did Not Meet Growth
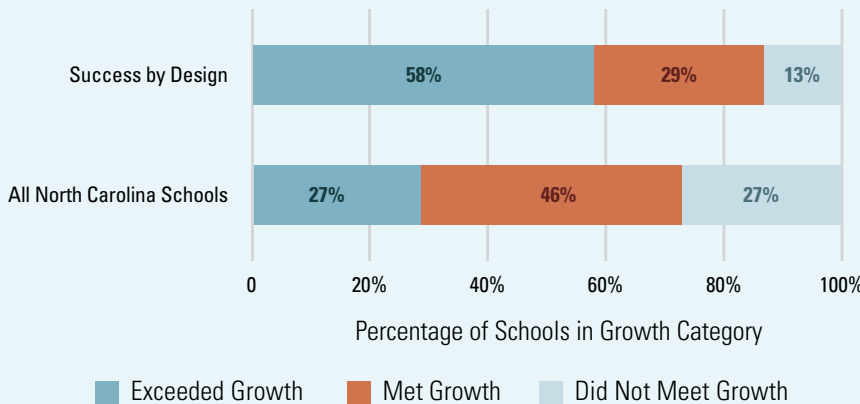
Source: *Charlotte-Mecklenburg Schools Success by Design*

School Systems as Employers

Traditional K-12 public school districts are the single-largest employer in 68 North Carolina counties, a top-3 employer in 97 counties, and a top-5 employer in all 100 counties.

UNC system universities are the single-largest employer in three North Carolina counties.

Largest Employers in North Carolina by County (2018)

Health Services   Higher Education   K-12 Education

Manufacturing   Other   Public Administration
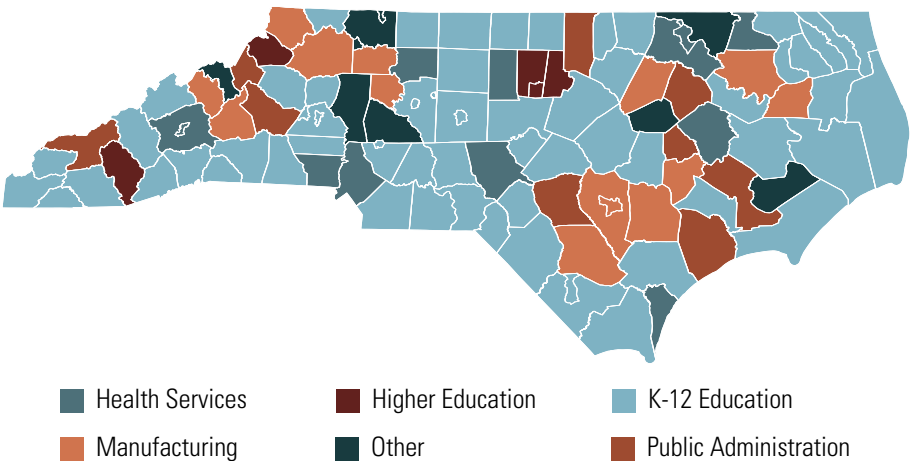
Source: : North Carolina Department of Commerce

Higher Education Institutions in North Carolina (2019)

North Carolina Community College System (NCCCS)

58 **Community Colleges**

Source: *NCCCS Main Campuses*

UNC System

17 **Public Campuses**

Source: *UNC System Campuses Map*

Independent Colleges and Universities

36 **Institutions**

Source: *NCICU Colleges and Universities*

North Carolina General Fund Appropriations (2018-19)

K-12 Schools	9,546,315,927	39.9%
NC Community College System	1,185,482,141	5.0%
UNC System	3,027,616,066	12.7%
Health & Human Services	5,353,212,884	22.4%
HHS: Division of Child Development & Early Education	228,633,098	1.0%
Justice & Public Safety	2,793,474,065	11.7%
General Government	434,761,075	1.8%
Natural & Economic Resources	602,768,253	2.5%
Information Technology	61,893,631	0.3%
Reserves, Capital Improvements, Debt Services	910,540,334	3.8%
Total	**$23,916,064,376**	**100%**

0.3% 2.5% 1.8% 3.8% 39.9% 11.7% 22.4% 5.0% 12.7%

- K-12 Schools
- NC Community College System
- UNC System
- Health & Human Services
- Justice & Public Safety
- General Government
- Natural & Economic Resources
- Information Technology
- Reserves, Capital Improvements, Debt Services
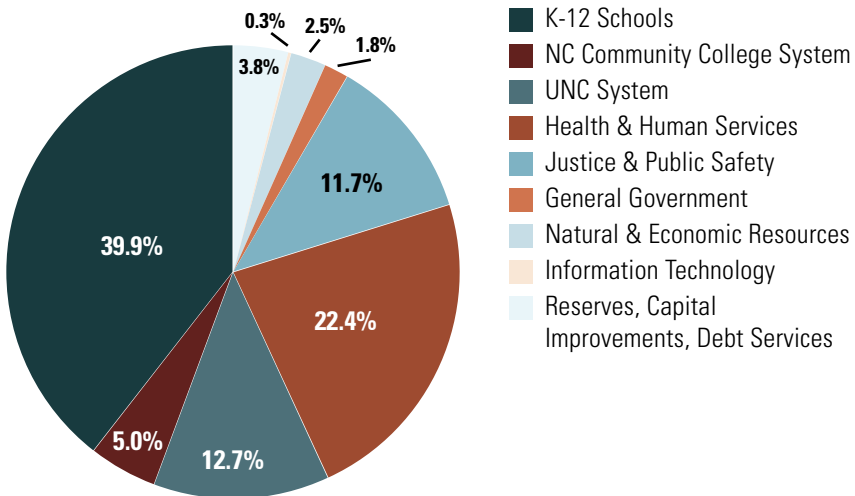
Source: *North Carolina General Assembly – 2018 Appropriations Act*

58% of North Carolina General Fund appropriations support public education.

Source: *North Carolina General Assembly – 2018 Appropriations Act*

Total Spending per Child Enrolled in State Pre-K Programs, by Source (2017)

North Carolina: $7,748 total — State $5,308, Federal and Local* $2,440

National Average: $5,691 total — State $5,008, Federal and Local* $683

Legend: ■ State ■ Federal and Local*
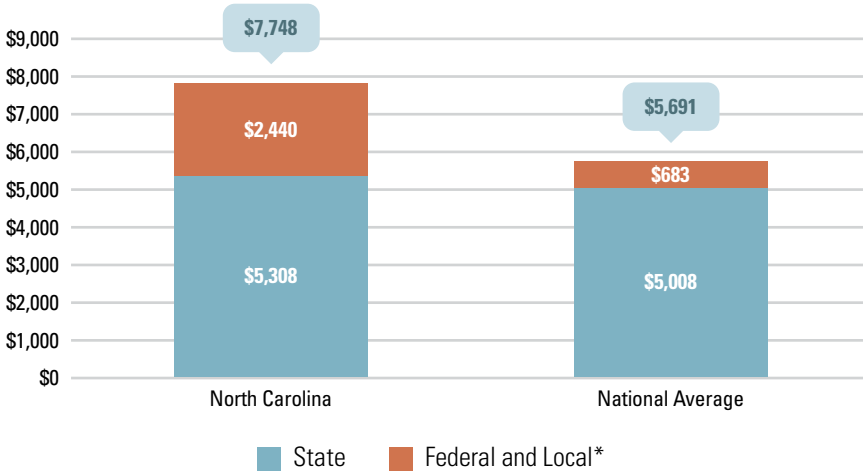
Pre-K programs may receive additional funds from federal or local sources that are not included in this figure. To learn more, check out the NC Early Childhood Foundation Cost of NC Pre-K Fact Sheet.

Source: *NIEER 2018 State of Preschool Report*

State Spending per Child Enrolled in NC Pre-K, Inflation Adjusted to 2017 Dollars (2002-2017)

2002: $8,148 — 2017: $5,308
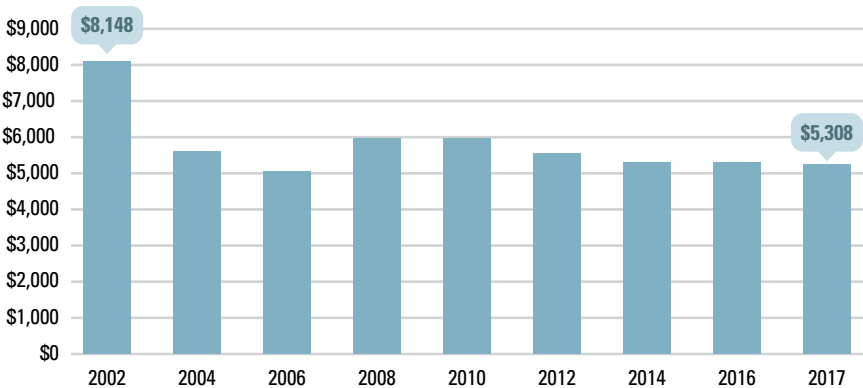
Source: *NIEER 2018 State of Preschool Report*

K-12 Education Finance in North Carolina

Roughly **11%** of K-12 public education funding in North Carolina comes from the federal government. Federal funds mainly support child nutrition, students with disabilities, and students from low-income households.

Districts receive additional funding from the state based on student learning needs (such as for children with disabilities, English language learners, and economically disadvantaged students). The state also provides supplemental funding to **68** low-wealth counties and **27** small counties.

Federal and State per Pupil K-12 Education Funding, by Student Characteristic (2017-18)*

$20,000
$16,985
$15,000
$10,000
$5,636
$5,000
$0

Student A:
1st Grade Student with Limited
English Proficiency and Special Learning
Needs, Economically Disadvantaged

Student B:
1st Grade Student with
No Special Learning Needs,
Non-Economically Disadvantaged

- Every 1st Grade Student
- Special Learning Issues (IEP)
- Limited English Proficient
- 1st GradeStudent from Low Income Family
- Disadvantaged Student Supplement

Data are based on student characteristics and exclude all local funding as well as any low-wealth and small county supplemental funding from the state.

Source: *Highlights of the NC Public School Budget, February 2018*

K-12 Education Finance (Continued)

In addition to state and federal funds, North Carolina counties provide additional funding to supplement state support for K-12 school operations. Funds to build, furnish, and maintain K-12 school buildings are also provided at the county level. Local dollars fund nearly **28,000** positions in K-12 public schools, in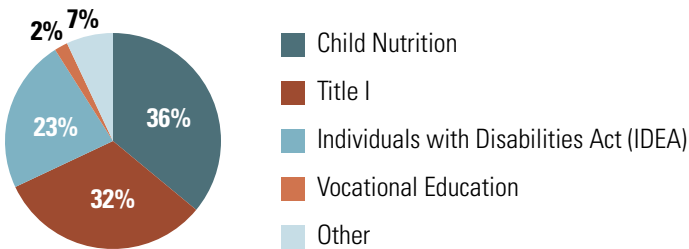cluding **9,566 service workers, 6,055 teachers, 2,463 teacher assistants, and 841 assistant principals** across the state. Local funds for school operations range from **$959** per pupil in Halifax County to **$6,235** per pupil in Chapel-Hill/Carrboro City Schools.

Distribution of Federal K-12 Funds (2018)

Child Nutrition — 36%
Title I — 32%
Individuals with Disabilities Act (IDEA) — 23%
Vocational Education — 2%
Other — 7%

Source: NC DPI 2018 Highlights of the Public School Budget

Top-10 Local K-12 Operating Expenditures (2018)

Category	Amount (In Millions)
Classroom Instruction	$927
Public Utilities & Energy	$320
Building Maintenance	$308
Payments to Other Govermental Units*	$240
Instruction for Children with Disabilities	$138
Child Nutrition	$128
Technology Support	$108
Custodial Services	$105
School Leadership	$100
Financial Services	$99

These 10 categories constitute 71% of total local expenditures

Predominately transfers to charter schools.

Source: North Carolina General Assembly - 2018 Appropriations Act

Distribution of North Carolina K-12 Education Funding, Compared to the National Average (Fiscal Year 2016)

	North Carolina	National Average
Total Revenue Per Pupil	**$9,198**	**$13,814**
State %	$5,668 (62%)	$6,546 (47%)
Federal %	$1,066 (12%)	$1,115 (8%)
Local %	$2,464 (27%)	$6,153 (45%)

Source: U.S. Census Bureau, 2018 Public Education Finances Report on Fiscal Year 2016

"The General Assembly shall provide by taxation and otherwise for a general and uniform system of free public schools, which shall be maintained at least nine months in every year, and wherein equal opportunities shall be provided for all students."

– Article IX, Section 2, North Carolina Constitution

In 2016, total per pupil revenues ranged from **$8,244** in Idaho to **$25,730** in New York. The percent of total revenue provided by the state (as opposed to local or federal sources) ranges from **30%** in South Dakota to **90%** in Vermont.

Source: U.S. Census Bureau - 2018, Public Elementary-Secondary Education Finance Data 2016
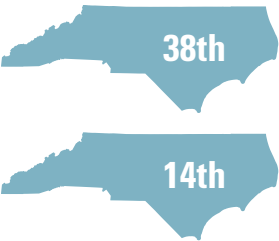
38th

14th

In 2017, North Carolina ranked 38th in the country in per pupil spending and 14th for the percentage of education funding provided by the state.

Source: NEA Rankings of the States 2017

In the 2015-16 Statewide Facility Needs Survey, North Carolina's 115 local school districts reported an estimated $8 billion in infastructure needs over the next five years.

Source: NC DPI School Planning Section

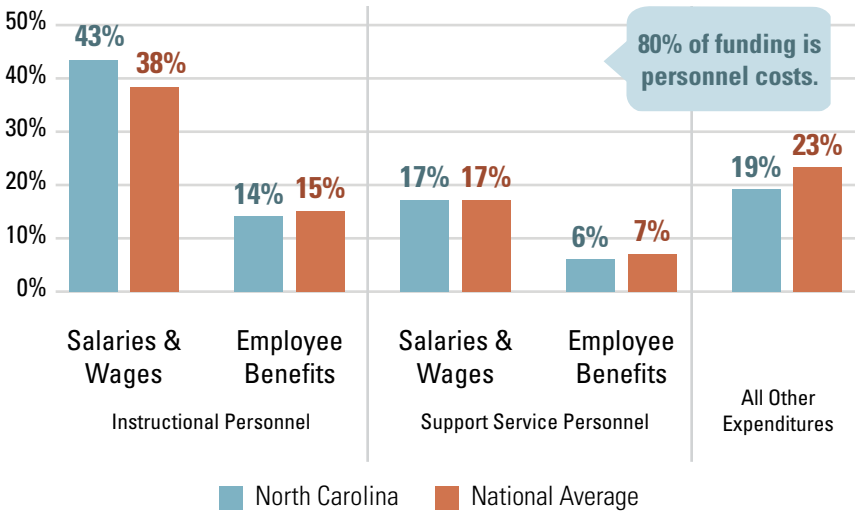# K-12 Public School Expenditure Distribution, by Function (Fiscal Year 2015)

80% of funding is personnel costs.

	Instructional Personnel		Support Service Personnel		All Other Expenditures
	Salaries & Wages	Employee Benefits	Salaries & Wages	Employee Benefits	
North Carolina	43%	14%	17%	6%	19%
National Average	38%	15%	17%	7%	23%

■ North Carolina   ■ National Average

Source: U.S. Census Bureau - 2018, Public Elementary-Secondary Education Finance Data 2016

In North Carolina, **57%** of K-12 expenditures fund the salary and benefits of instructional personnel, compared to **54%** nationally.

Source: U.S. Census Bureau - 2018, Public Elementary-Secondary Education Finance Data 2016

State Revenue Sources for K-12 Public Education (2017-18)
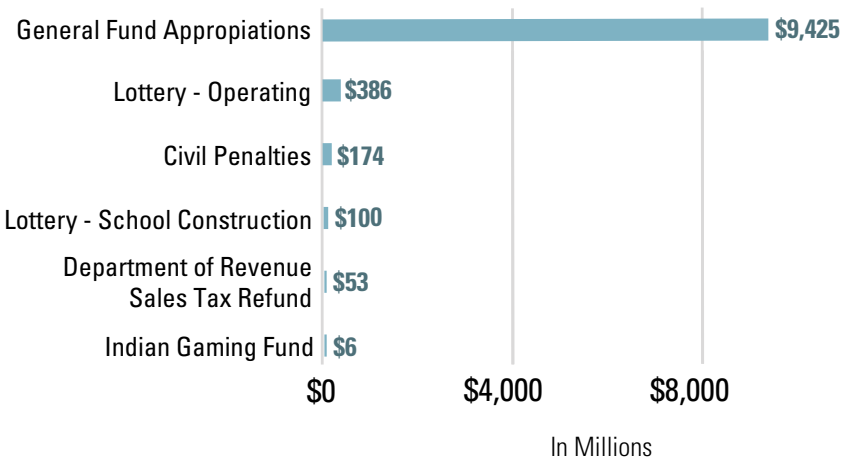
Source	Amount
General Fund Appropiations	$9,425
Lottery - Operating	$386
Civil Penalties	$174
Lottery - School Construction	$100
Department of Revenue Sales Tax Refund	$53
Indian Gaming Fund	$6

In Millions

Source: North Carolina General Assembly – 2018 Appropriations Act

Capital Expenditures for K-12 Public Schools, by Source (2008-2017)
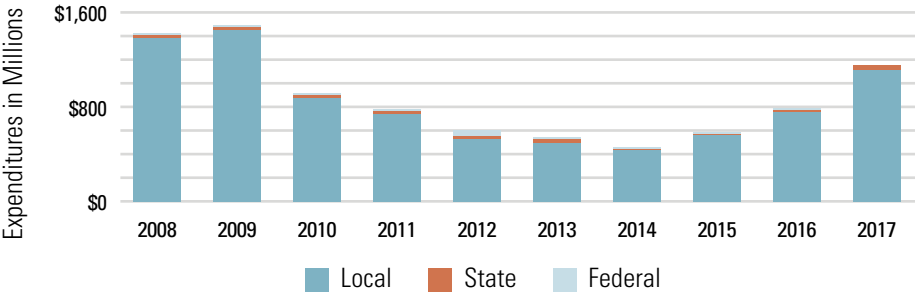
Source: *NC DPI Statistical Profile*

North Carolina Education Lottery: Education-Directed Spending, by Category (2010-2019)
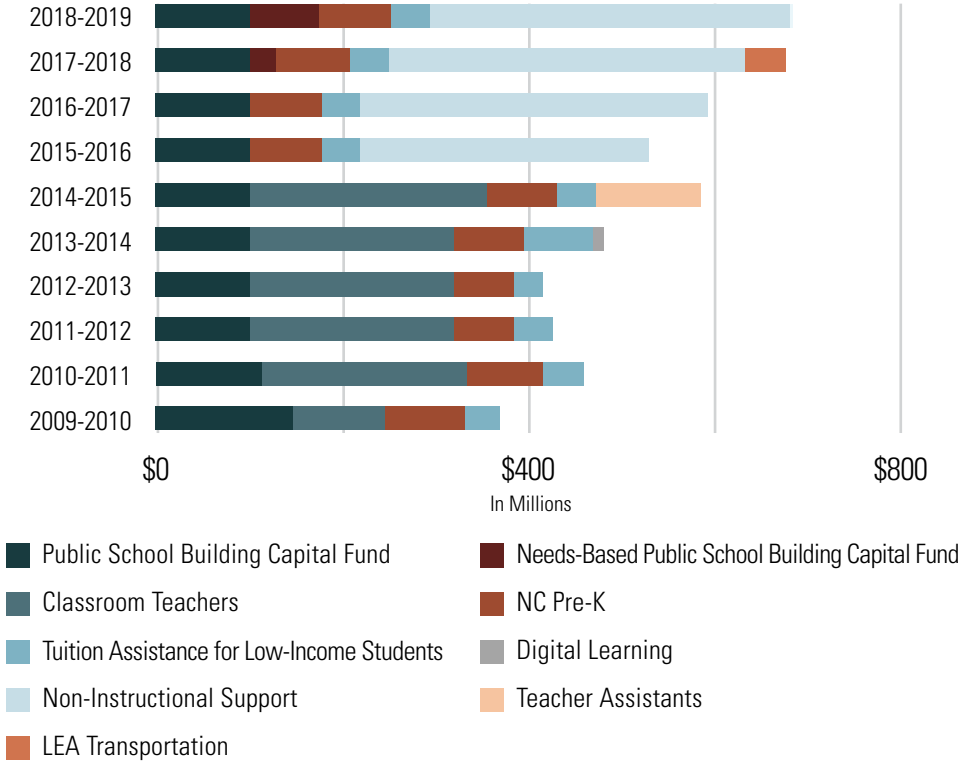
Legend:
- Public School Building Capital Fund
- Needs-Based Public School Building Capital Fund
- Classroom Teachers
- NC Pre-K
- Tuition Assistance for Low-Income Students
- Digital Learning
- Non-Instructional Support
- Teacher Assistants
- LEA Transportation

Source: *North Carolina General Assembly Fiscal Research Division – History of Budget Legislation*

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SPOTLIGHT ON:

North Carolina's Allotment Approach: How Teacher Sorting Affects Funding Fairness

In North Carolina, the state allots teaching positions to each school district based on the number of students in each grade, according to specific ratios set by the General Assembly. The classroom teacher allotment is by far the largest single state allotment: salary and benefits for teaching positions represents approximately **55%** of total state support for education.

What is unique about this approach is that the largest state education resource allocation is made in the form of positions, not dollars. This personnel-based allotment model was intended to give districts and principals more hiring flexibility, allowing them to have a 'budget blind' hiring process. In other words, a school or district can hire any qualified candidate, regardless of where he or she fall on the salary schedule.

While well-intended, a recent NC Program Evaluation Division (PED) report and several other studies have found that this approach deprives high-poverty schools and systems from funding resources, as well as highly-effective teachers. This phenomenon is called "Teacher Sorting."

The financial impact of teacher sorting can be significant and has its greatest negative impact on low-wealth schools and districts. The figure below shows the disparity between the districts with the highest and lowest average teacher compensation. In this scenario, District B receives **$649** less funding per student because their average teacher has less experience and is not Board Certified. If districts A and B each have 10,000 students, the funding differences between the districts is **$6,490,000**.

Teacher Sorting Impact Example from 2016 PED Report

Sample District	Average Salary*	Pay per Student	Average Years of Teaching Experience	Board Certified
A	$68,160	$3,104	17	26%
B	$53,402	$2,455	9	3%
	Difference	**$649**		

Average salary includes salary and benefits for teachers funded from the state allotment only.

Source: *North Carolina General Assembly Program Evaluation Division Report on K-12 Funding Formulas*

Per Pupil Expenditures for North Carolina K-12 Public Schools, Inflation Adjusted to 2018 Dollars (1998-2018)

Local | State | Federal
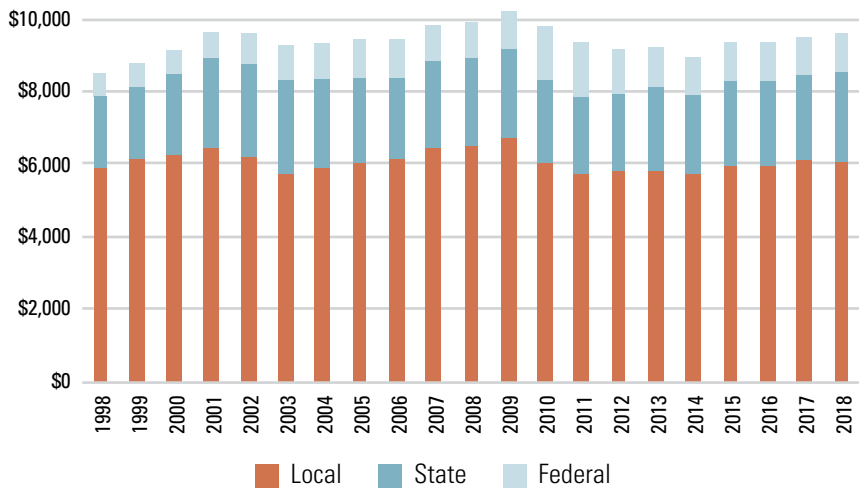
State per Pupil Expenditures, by Free & Reduced Meal Eligibility Quintiles (2007-08 to 2017-18)

Lowest F&RM Eligibility — $6,084
$6,716
$6,741
$6,878
Highest F&RM Eligibility — $8,280

School District Quintiles by F&RM Eligibility

2007-08 | 2012-13 | 2017-18
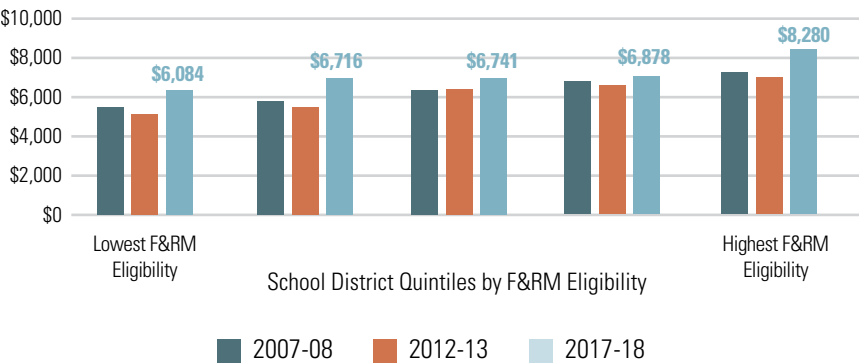
North Carolina is one of just six states nationally that provide at least 10% more per pupil funding to high poverty districts than low poverty districts.

State-Funded K-12 per Pupil Spending, by District (2017-18)

$5,000 $10,000+
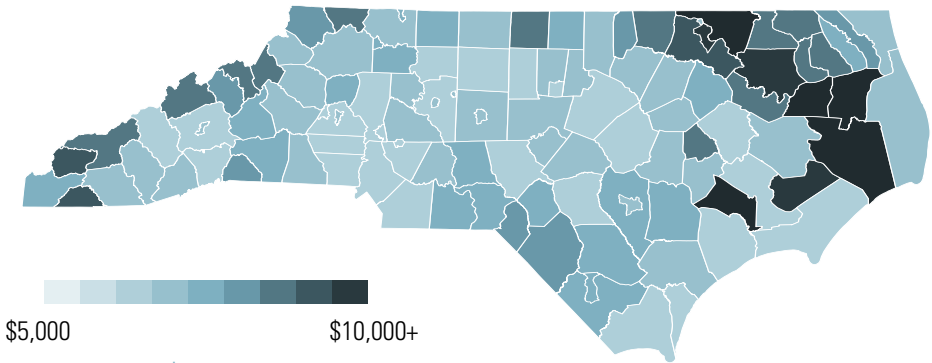
Average: $6,153

Source: *NC DPI Statistical Profile*

Total K-12 per Pupil Spending, by District (2017-18)

$8,000 $15,000+
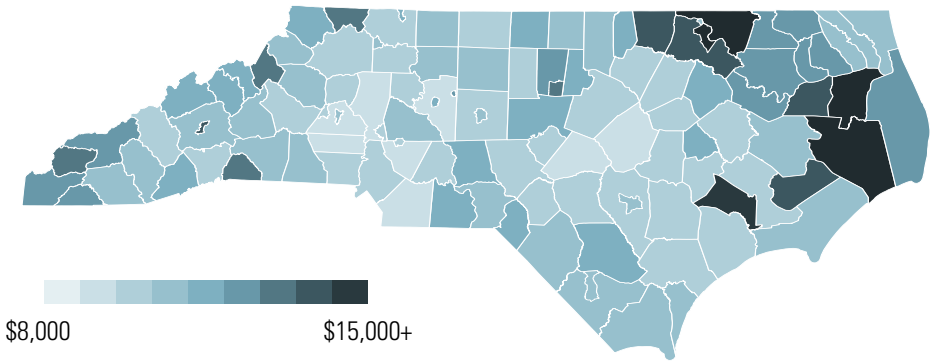
Average: $9,478

Source: *NC DPI Statistical Profile*

North Carolina earned a "B" for funding distribution and an "F" for funding effort on the Education Law Center's National School Funding Fairness Report Card.

Source: *"Is School Funding Fair? A National Report Card" - Education Law Center 2018*

North Carolina Community College System (NCCCS): State Spending per Full-Time Student, Inflation Adjusted to 2018 Dollars (2015-2019)
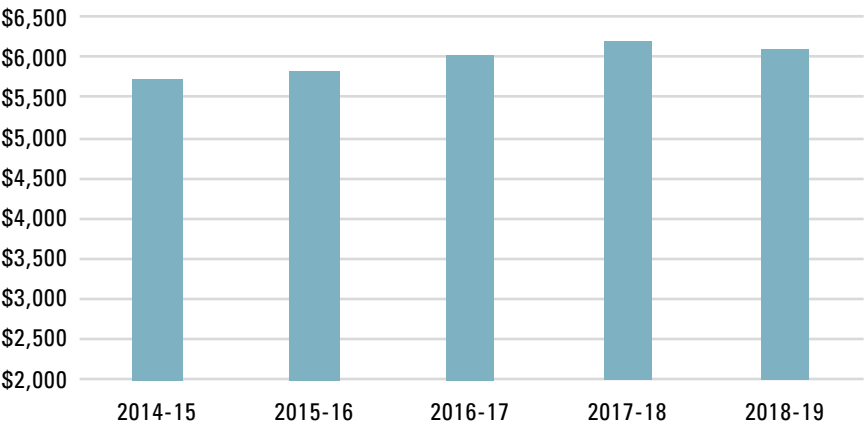
Source: *North Carolina Community Colleges System - Finance and Operations - Budget Information (2014-2018)*

UNC System: State Spending per Full-Time Student, Inflation Adjusted to 2015 Dollars (2007-2015)
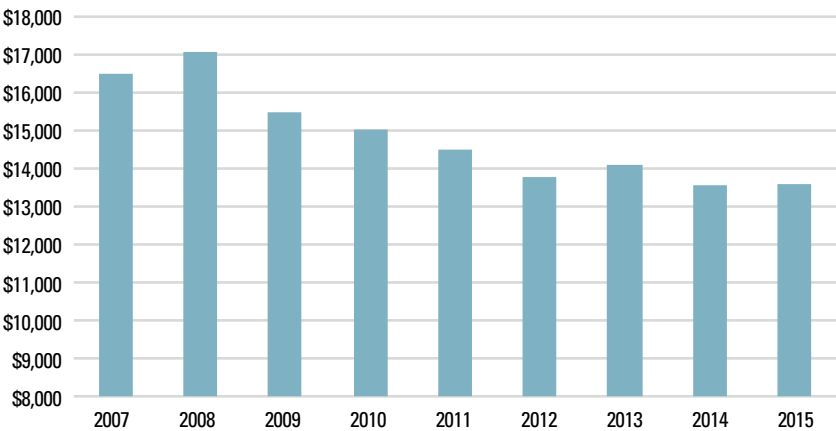
Source: *North Carolina General Assembly Fiscal Research Historical Education Expenditures, Fiscal Year 2006-07 to Fiscal Year 2014-15*

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Funding for Higher Education per Full-Time Student (2016-17)

$8,780

$7,420

North Carolina ■ National Average
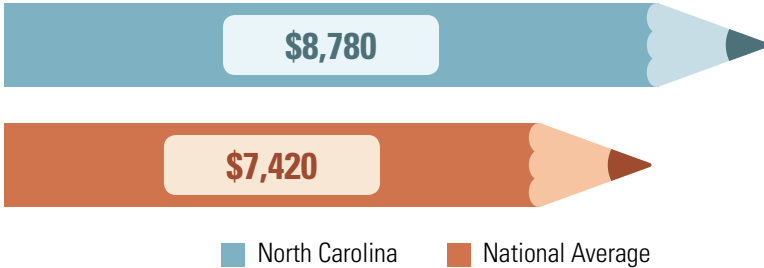
Source: *College Board – Trends in Higher Education: Institutional Finances*

Average In-State Tuition and Fees at Public Four-Year Institutions (2018-19)
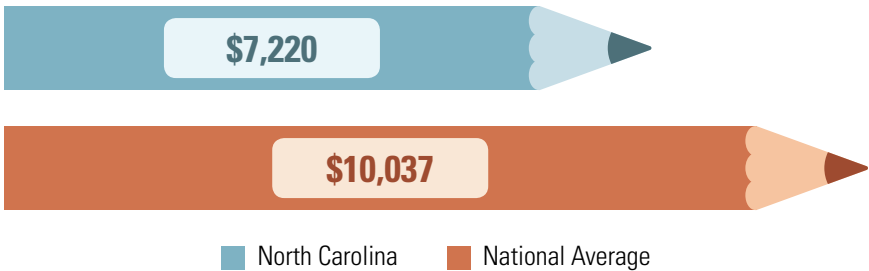
$7,220

$10,037

North Carolina ■ National Average

Source: *College Board – Trends in Higher Education: Institutional Finances*

11th — **North Carolina's funding for public higher education ranks 11th nationally.**

7th — **Average tuition in North Carolina's public four-year institutions is the 7th lowest nationally.**

Source: *College Board – Trends in Higher Education: Institutional Finances*

Free Application for Federal Student Aid (FAFSA)

The Free Application for Federal Student Aid (FAFSA) must be filled out by anyone seeking federal aid to help fund their higher education expenses.

FAFSA Completion Rates, by District (2017-18)

40%   80%
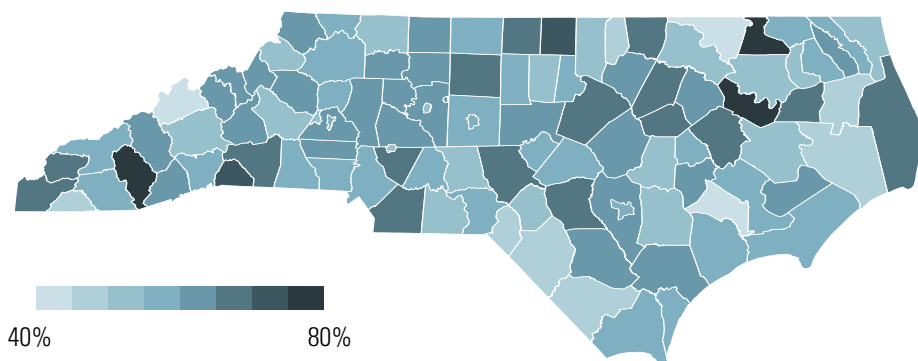
Source: U.S. Dept. of Education Office of Federal Student Aid – 2017-18 FAFSA Completion Rates

91 out of 116 North Carolina public school districts have a FAFSA completion rate of at least 55%.

Source: U.S. Dept. of Education Office of Federal Student Aid – 2017-18 FAFSA Completion Rates

"The General Assembly shall provide that the benefits of The University of North Carolina and other public institutions of higher education, as far as practicable, be extended to the people of the State free of expense."

– Article IX, Section 9, North Carolina Constitution

Average College Debt and Percentage of College Graduates with Debt (2017)
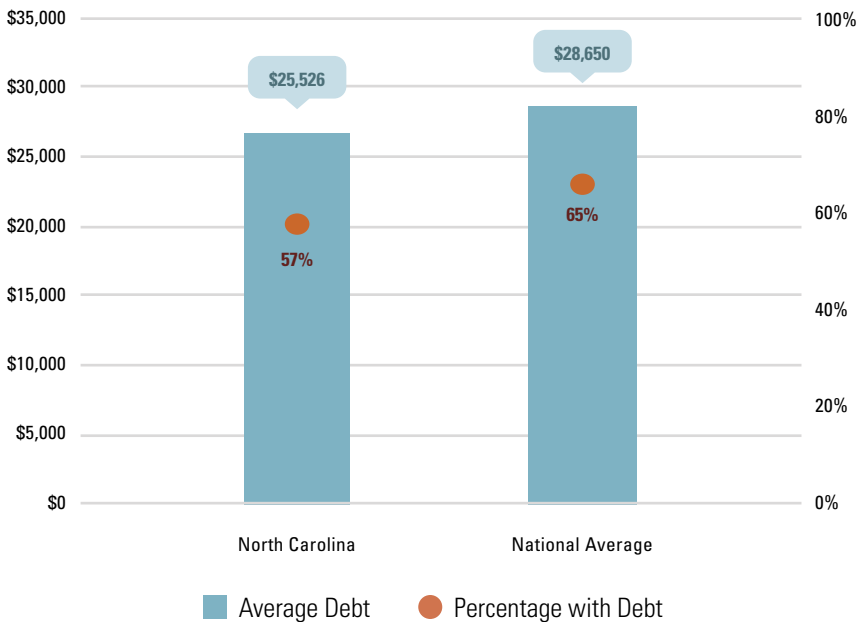
Average Debt ● Percentage with Debt

Source: Institute for College Access & Student Success – Student Debt and the Class of 2017

13th In 2017, North Carolina graduates had the 13th lowest average student debt.

Source: Institute for College Access & Student Success – Student Debt and the Class of 2017

Statewide Assessments for K-12 Students

Test	State	Federal
Kindergarten Entry Assessment	✔	
K-3 mClass Reading (Various Assessments)	✔	
3rd Grade Beginning-of-Grade Reading	✔	
3rd-8th Grade End-of-Grade Tests in Both Math and English, also in Science for 5th and 8th Grades		✔
End-of-Course in Biology, Math I, and English II		✔
ACT Testing Suite, Given in 8th, 10th, and 11th Grades	✔	
North Carolina Final Exams, Given in Otherwise Untested Grades and Subjects	✔	
Career and Technical Education (CTE) Assessments in All CTE Courses		✔

Subgroups of students, such as English Language Learners, and Advanced Placement and International Baccalaureate students participate in additional state and federal testing. Local districts often also require multiple additional assessments, such as interim or benchmark tests, that may provide educators in the district with additional information about student growth and achievement across the school year. Also, a statistical sample of students in North Carolina (and all states nationally) take the National Assessments of Educational Progress (NAEP) every two years.

Note: *Assessments above are given to the majority of students in North Carolina.*

Source: *NC DPI Accountability Services Division*

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North Carolina has led the nation in accountability since the establishment of the **ABCs of Public Education in 1995,** administering end-of-grade and end-of-course assessments well before the federal testing mandates of **No Child Left Behind in 2001**.

Source: NC DPI ABCs Accountability Model

Performance on North Carolina End-of-Grade (EOG) and End-of-Course (EOC) Exams

Performance on North Carolina End-of-Grade (EOG) and End-of-Course (EOC) exams is broken out into five achievement levels.

Achievement Level	Command of Grade-Level Knowledge and Skills	Indicates Grade-Level Proficiency	On Track for College and Career Readiness
5	Superior	Yes	Yes
4	Solid	Yes	Yes
3*	Sufficient	Yes	No
2	Partial	No	No
1	Limited	No	No

Source: NC DPI Accountability Services Division

* Students performing at this level have a sufficient command of grade-level knowledge and skills, but may need academic support to engage successfully in the next grade level.

Student Academic Growth Over Time, by School Type (2013-14 to 2017-18)

76%
75%
74%
69%

100%
90%
80%
70%
60%
50%

2013-14   2014-15   2015-16   2016-17   2017-18

— Percent of Public Charter Schools Meeting or Exceeding Growth

— Percent of Traditional Public Schools Meeting or Exceeding Growth
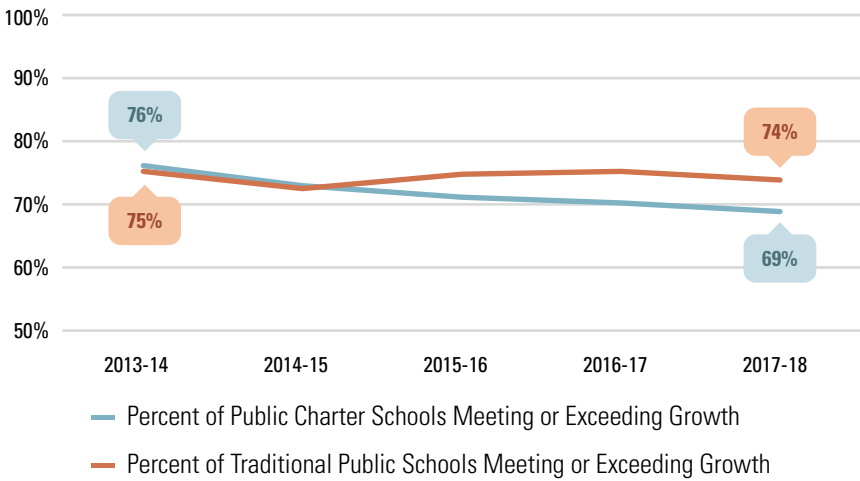
Source: *NC DPI Accountability Services Division*

Distribution of Academic Growth, by Subgroup (Number of Total Subgroups, 2017-18)

American Indian (65)
Asian (272)
Black (1752)
Hispanic (1688)
Two or More Races (486)
White (2114)

Economically Disadvantaged (2359)
English Learners (1162)
Students with Disabilities (1805)

0%   20%   40%   60%   80%   100%

■ Exceeded Growth   ■ Met Growth   ■ Growth Not Met
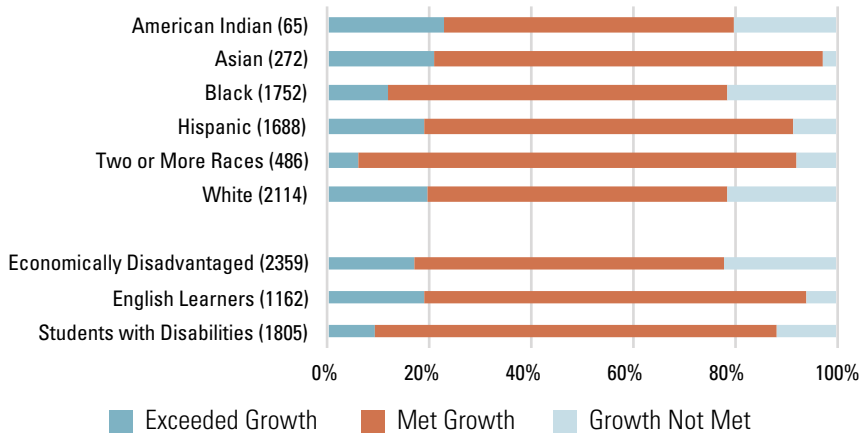
Source: *NC DPI Accountability Services Division*

K-12 Students On Track for College and Career, by Subject (2015-16 to 2017-18)

North Carolina End-of-Grade and End-of-Course Assessments

3rd-8th Grade Math
- 47%
- 48%
- 48%

3rd-8th Grade Reading
- 46%
- 46%
- 46%

5th & 8th Grade Science
- 63%
- 63%
- 63%

Algebra I
- 50%
- 54%
- 47%

High School English II
- 50%
- 50%
- 49%

Biology
- 47%
- 48%
- 51%

0%   20%   40%   60%   80%   100%

■ 2015-16   ■ 2016-17   □ 2017-18
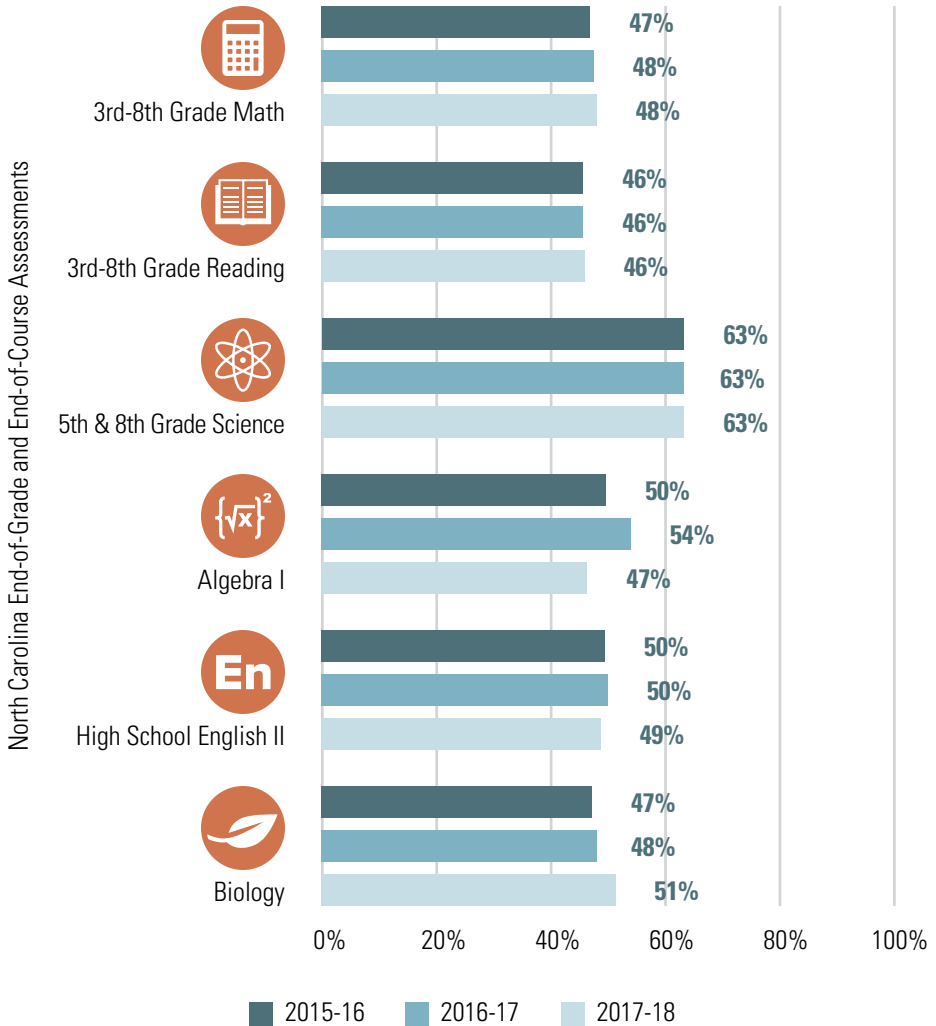
Source: NC DPI Accountability Services Division

44% of 3rd grade students in North Carolina public schools are **not meeting grade level proficiency standards in reading.**

Source: NC DPI Accountability Services Division

School Performance Grades and Value-Added Growth Status (2017-18)

Number of North Carolina K-12 Public Schools

School Performance Grade

■ Exceeded Expectations   ■ Met Expectations   ■ Did Not Meet Expectations
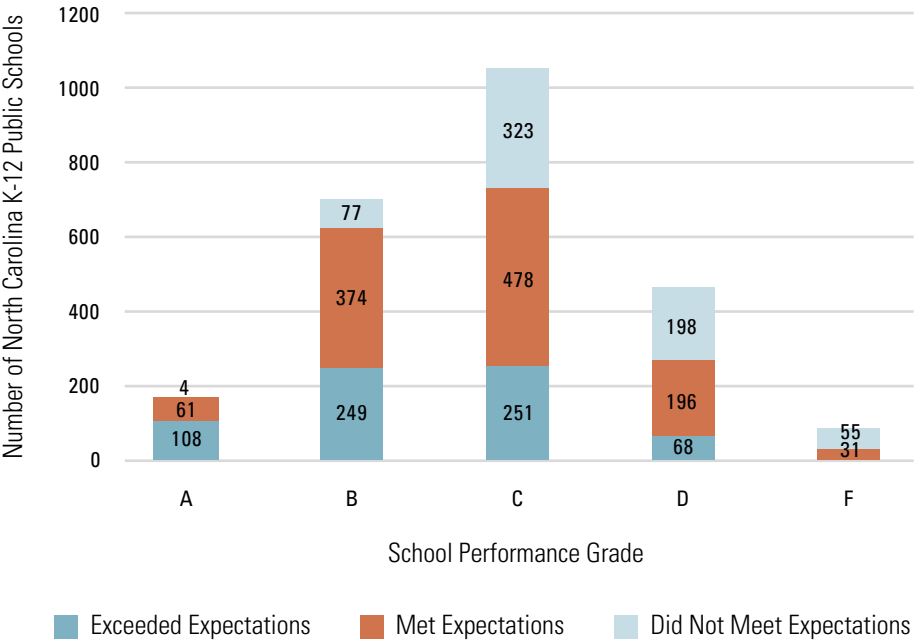
Source: *NC DPI Accountability Services Division*

School Grade Calculation

80% School Achievement Score and 20% Value-Added Growth Score**

School grades are assigned on a 15-point scale:
A = 85-100; B = 70-84; C = 55-69; D = 40-54; F = < 40

* A+NG schools earn an A rating and have no significant achievement gaps between student groups.

** The value-added growth model designates a school as having exceeded, met, or not met student performance expectations. Schools meet performance expectations if students in the school maintain their relative academic standing compared to students across the state with similar performance on previous state tests.

Source: *NC DPI Accountability Services Division, EVAAS Statistical Models 2010 White Paper*

School-Level College & Career Readiness*, by Free & Reduced Price Meal Rate (2017-18)

College & Career Readiness as measured by reading and math EOG/EOC, level 4 or above.

Source: NC DPI Accountability Services Division, NC Department of Health and Human Services

Across North Carolina, school grades and proficiency rates are **strongly correlated with household income**. However, **more th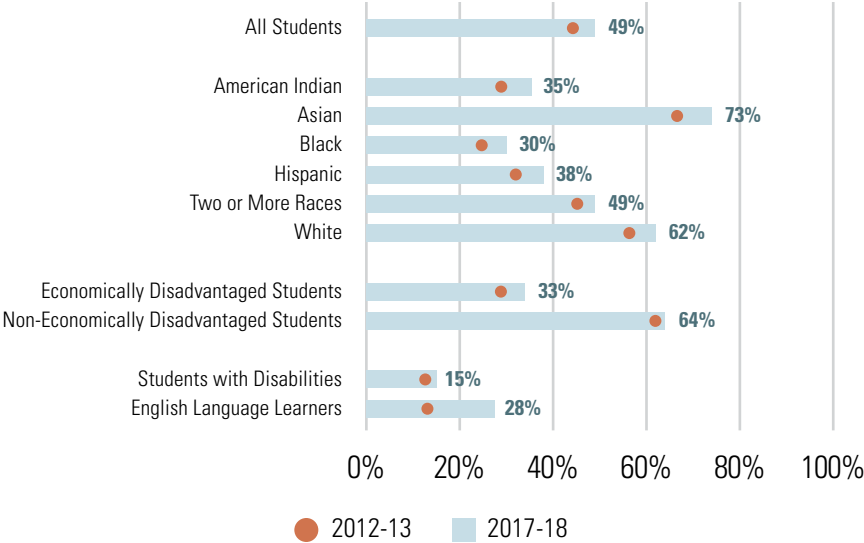an 300 schools** statewide (13%) serve higher than average percentages of low-income students while attaining **higher than average student achievement** results.

Source: NC DPI Accountability Services Division, NC DPI Free & Reduced Meal Application Data

North Carolina End-of-Course/End-of-Grade (EOC/EOG) Composite: Percent of Students on Track for College and Career, by Student Group (2013 to 2018)

Student Group	2012-13	2017-18
All Students		49%
American Indian		35%
Asian		73%
Black		30%
Hispanic		38%
Two or More Races		49%
White		62%
Economically Disadvantaged Students		33%
Non-Economically Disadvantaged Students		64%
Students with Disabilities		15%
English Language Learners		28%

● 2012-13   � 2017-18

Source: NC DPI Accountability Services Division (2013), NC DPI Accountability Services Division (2017)

30 PERCENTAGE POINTS:
Achievement gap between white and black students on EOC/EOG tests

24 PERCENTAGE POINTS:
Achievement gap between white and Hispanic students on EOC/EOG tests

31 PERCENTAGE POINTS:
Achievement gap between ED* and Non-ED students on EOC/EOG tests

Source: NC DPI Accountability Services Division   **Economically Disadvantaged*

Over the last five years, overall student performance on End-of-Grade and End-of-Course tests has improved across all student subgroups.

Source: NC DPI Accountability Services Division

Advanced Placement (AP) Exam Participation and Pass Rates in NC Public Schools (2014-18)

- 2013-14: 56,988 — 59%
- 2014-15: 67,850 — 54%
- 2015-16: 70,073 — 54%
- 2016-17: 74,196 — 54%
- 2017-18: 75,663 — 56%

Number of Exam Takers ● Pass Rate
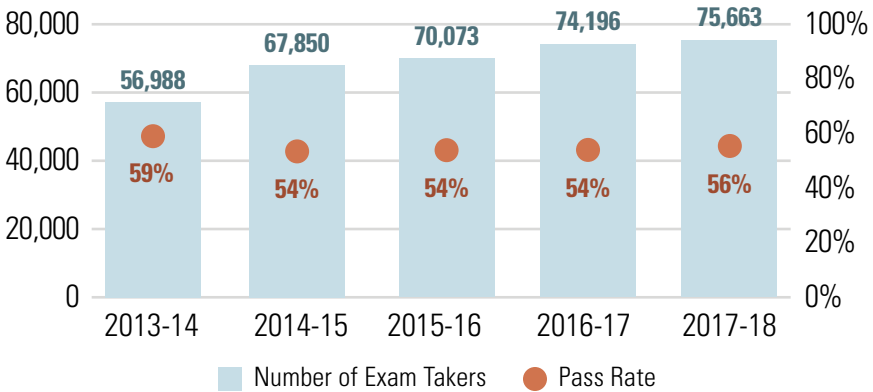
Source: *NC DPI Accountability Services Division - Advanced Placement Reports*

AP Exam Participation and Pass Rates, by Gender and Race (2018)

- Female: 43,371 — 51%
- Male: 31,982 — 56%
- American Indian: 352 — 28%
- Asian: 5,739 — 69%
- Black: 8,378 — 28%
- Hispanic: 8,503 — 41%
- Two or More Races: 3,751 — 49%
- White: 45,926 — 57%

Number of Exam Takers ● Pass Rate
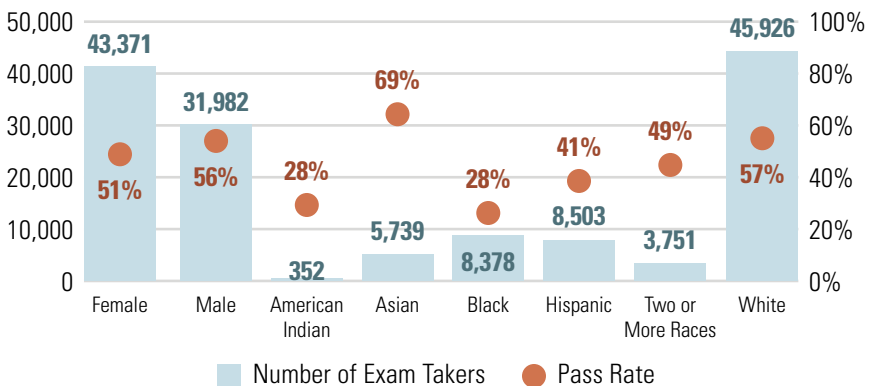
Source: *NC DPI Accountability Services Division - The North Carolina 2018 SAT Report*

53%
North Carolina AP Exam Pass Rate

57%
National AP Exam Pass Rate

Source: *NC DPI Accountability Services Division - The North Carolina 2018 SAT Report*

National Assessment of Education Progress (NAEP) (2017)

Grade	Subject Area	% of Students At or Above Proficient		Lowest Proficiency Rate	Highest Proficiency Rate
		North Carolina	National Public Average		
4th	Reading	39%	35%	25%	51% (MA)
4th	Math	42%	40%	27%	53% (MA)
4th	Science	36%	37%	23%	51% (NH)
8th	Reading	33%	35%	20%	49% (MA)
8th	Math	35%	33%	19%	50% (MA)
8th	Science	31%	33%	20%	50% (UT)

Source: *The Nation's Report Card – State Profiles*

All states participate in NAEP, making it the most comprehensive measure of K-12 student achievement, trends, and state rankings. For more detailed data visit **www.nationsreportcard.gov/profiles/stateprofile** and **www.NCEdFacts.org**.

65% of North Carolina 8th grade students did not meet proficiency standards on the 2017 NAEP math assessment.

Source: *The Nation's Report Card - 2017 Math and Reading Assessment*

NAEP 4th Grade Reading Proficiency, by Free & Reduced Price Meal Eligibility (2017)

Legend:
- North Carolina: Eligible
- North Carolina: Not Eligible
- National Public: Eligible
- National Public: Not Eligible
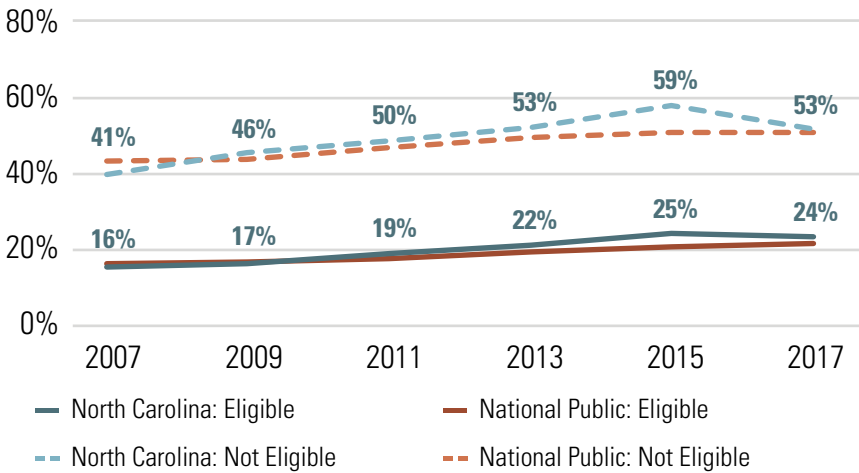
Source: The Nation's Report Card – State Profiles

NAEP 4th Grade Reading Proficiency, by Race (2017)

Legend:
- North Carolina
- National Average

Source: The Nation's Report Card – State Profiles

61% of North Carolina 4th grade students did not meet proficiency standards on the 2017 NAEP reading assessment.

Source: The Nation's Report Card - 2017 Math and Reading Assessment

Programme for International Student Assessment (PISA)
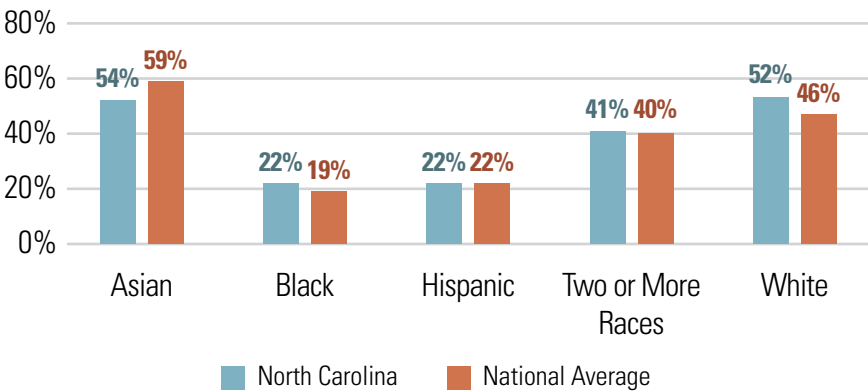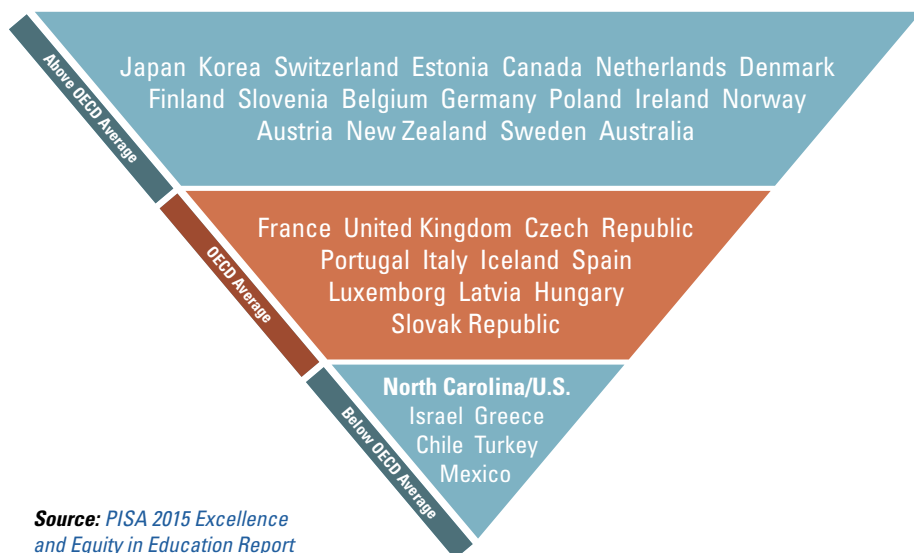
The Programme for International Student Assessment (PISA) is a triennial international survey of 15-year-old students assessing essential higher-order knowledge and skills in science, reading, and mathematics.

Worldwide, 73 countries and education systems participated in the survey, including all Organization for Economic Cooperation and Development (OECD) nations, which are most directly comparable with the United States. North Carolina and Massachusetts were the only two states to participate in the study at a state level, and can therefore put student performance in an international context.

North Carolina's student performance closely mirrored the performance of the United States as a whole. Benchmarked against all 35 OECD countries, North Carolina ranks in the middle of the pack in science and reading, and near the bottom in math.

PISA OECD Country Rankings for Math (2015)

Above OECD Average
Japan Korea Switzerland Estonia Canada Netherlands Denmark
Finland Slovenia Belgium Germany Poland Ireland Norway
Austria New Zealand Sweden Australia

OECD Average
France United Kingdom Czech Republic
Portugal Italy Iceland Spain
Luxemborg Latvia Hungary
Slovak Republic

Below OECD Average
North Carolina/U.S.
Israel Greece
Chile Turkey
Mexico

Source: PISA 2015 Excellence and Equity in Education Report

PISA Results: Baseline Proficiency, by Subject (2015)

Math — 71%, 89%

Reading

Science

Legend: North Carolina, National Average, Massachusetts*, OECD Average, Highest Performing OECD Country/Economy
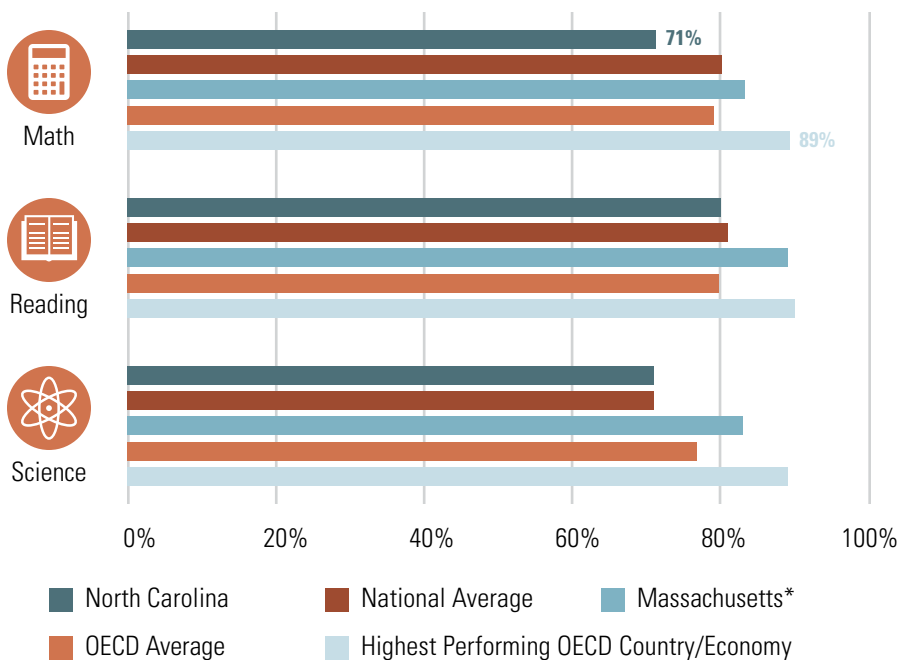
Massachusetts is the highest performing state nationally

Source: PISA 2015 Excellence and Equity in Education Report

29% of North Carolina students lack minimum baseline proficiency in math, compared to 17% in Massachusetts, and 11% in the highest performing OECD country.

Source: PISA 2015 Excellence and Equity in Education Report

North Carolina outperforms the U.S. and other OECD countries on measures of educational equity. In North Carolina, 9% of the variation in science performance can be explained by students' socioeconomic status, compared to 11% in the U.S. and 13% in OECD countries as a whole.

Source: PISA 2015 Excellence and Equity in Education Report

American College Testing (ACT)

The ACT and ACT WorkKeys assessments are used to measure college and career preparedness among high school students in North Carolina public schools. All high school juniors are required to take the ACT. All seniors with a Career and Technical Education (CTE) concentration also take the ACT WorkKeys career readiness assessment.

ACT Average Composite Score for States with 100% Participation (Graduating Class of 2018)

Source: ACT 2018 Condition of College and Career Readiness Report

41% of North Carolina public school students scored **below 17 on the ACT** in 2016, the minimum entry score required for admission into UNC System institutions.
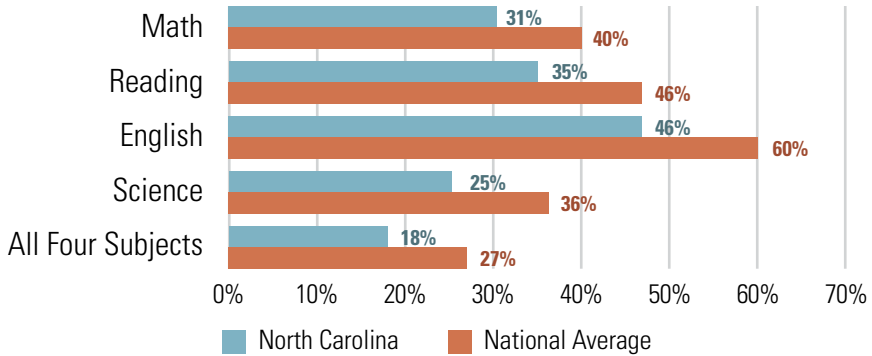
Source: NC DPI Accountability Services Division

68% of high school seniors with a CTE concentration earned at least a Silver Career Readiness Certificate on the ACT WorkKeys assessment, indicating readiness for at least two-thirds of surveyed jobs.

Source: NC DPI Accountability Services Division

ACT-Tested High School Students Meeting College Readiness Benchmarks (Graduating Class of 2018)

Subject	North Carolina	National Average
Math	31%	40%
Reading	35%	46%
English	46%	60%
Science	25%	36%
All Four Subjects	18%	27%

Legend: North Carolina · National Average

Source: *ACT State Profile Report – North Carolina Graduating Class of 2018*

Average ACT Composite Score, by Race (Graduating Class of 2018)

The college readiness benchmark score is 21.25.

UNC system minimum admission score is 17.

Race	North Carolina	Median of 17 States with 100% Participation
American Indian	17	17
Asian	23	23
Black	16	16
Hispanic	17	18
Two or More Races	19	20
White	21	21

Legend: North Carolina · Median of 17 States with 100% Participation
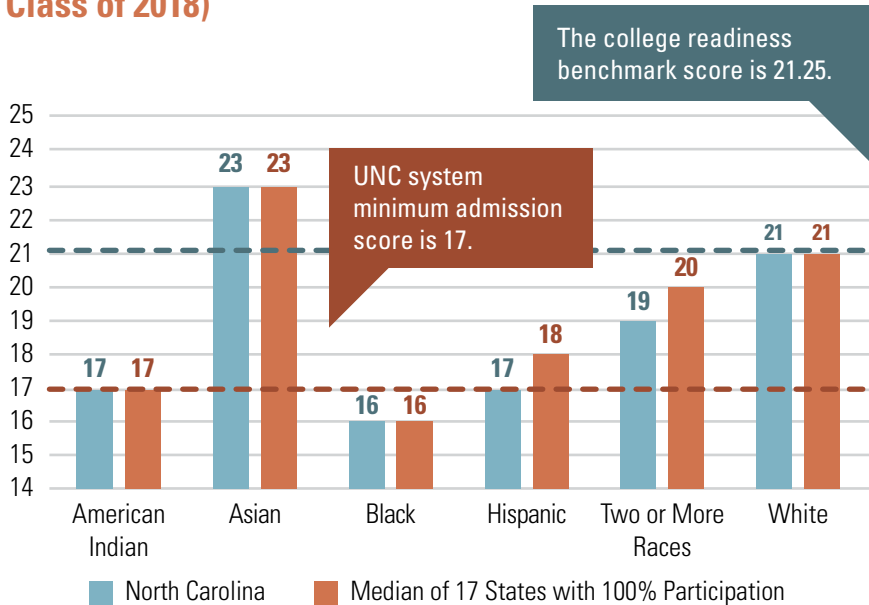
Source: *ACT State Profile Report – North Carolina Graduating Class of 2018*

67% of high school seniors met either the ACT benchmark or ACT WorkKeys benchmark.

Source: *NC DPI Accountability Services Division*

4-Year Cohort High School Graduation Rate (2008-2018)

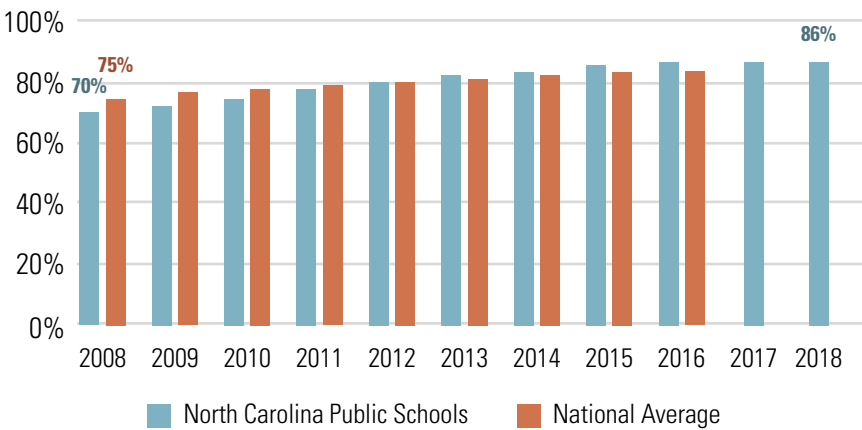Legend: North Carolina Public Schools | National Average

Values shown: 70% and 75% (2008), 86% (2018)

Source: NC DPI 4-Year Cohort Graduation Rate Report, National Center for Education Statistics – Digest of Education Statistics

Graduation Rate, by Student Subgroup (2018)

Subgroup	Rate
All Students	86%
Female	90%
Male	83%
American Indian	84%
Asian	93%
Black	83%
Hispanic	80%
Two or More Races	84%
White	90%
Economically Disadvantaged Students	80%
Students with Disabilities	69%
English Language Learners	68%
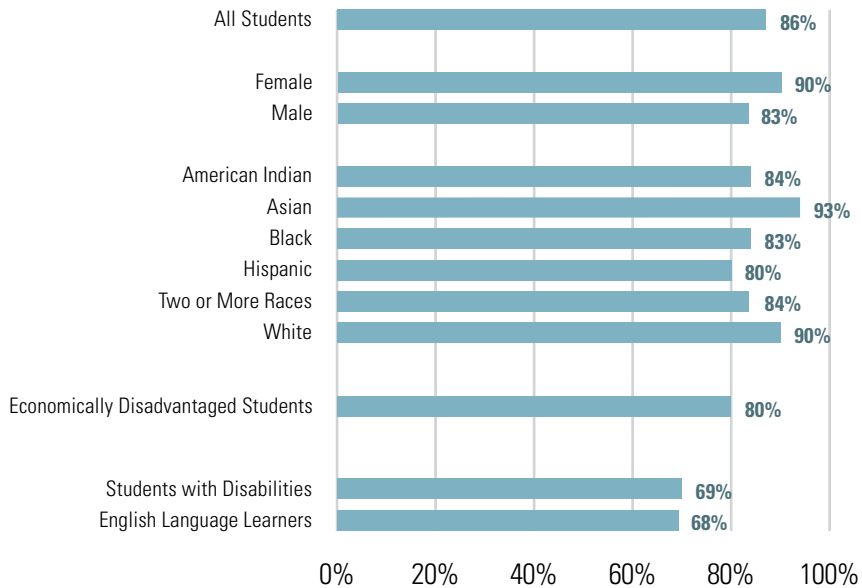
Source: NC DPI 4-Year Cohort Graduation Rate Report

High School Diploma Integrity

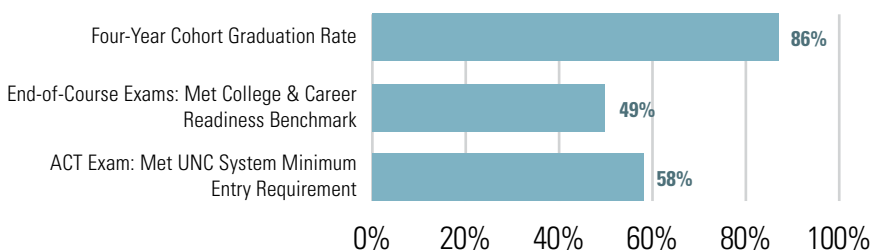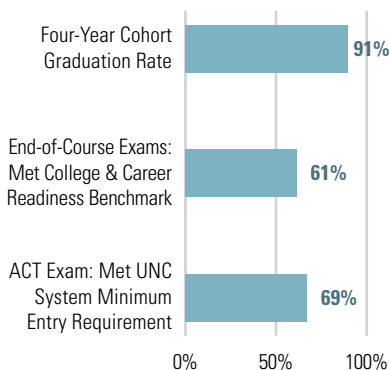The four-year cohort graduation rate in North Carolina public schools increased from **70%** in 2008 to **86%** in 2018. However, data comparing ACT scores, high school End-of-Course exam proficiency, and graduation rates suggest a question about diploma integrity — particularly for underserved groups. The majority of economically disadvantaged students graduate without achieving college and career ready standards in math, English, and biology, and without meeting the minimum ACT score required for admission into UNC System universities.

High School Graduation Rates vs. Postsecondary Readiness (2018)

All Students

Four-Year Cohort Graduation Rate	**86%**
End-of-Course Exams: Met College & Career Readiness Benchmark	**49%**
ACT Exam: Met UNC System Minimum Entry Requirement	**58%**

Non-Economically Disadvantaged Students

Four-Year Cohort Graduation Rate	**91%**
End-of-Course Exams: Met College & Career Readiness Benchmark	**61%**
ACT Exam: Met UNC System Minimum Entry Requirement	**69%**

Economically Disadvantaged Students

Four-Year Cohort Graduation Rate	**84%**
End-of-Course Exams: Met College & Career Readiness Benchmark	**32%**
ACT Exam: Met UNC System Minimum Entry Requirement	**39%**
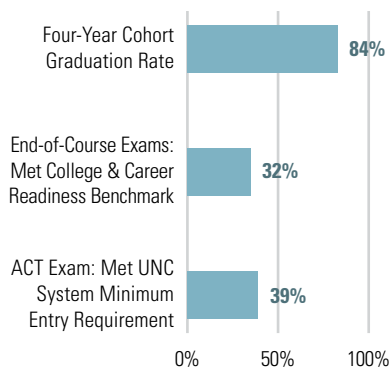
Source: *NC DPI Accountability Services Division*

First Year Progression* Rate in the North Carolina Community College System, by Race (2017)

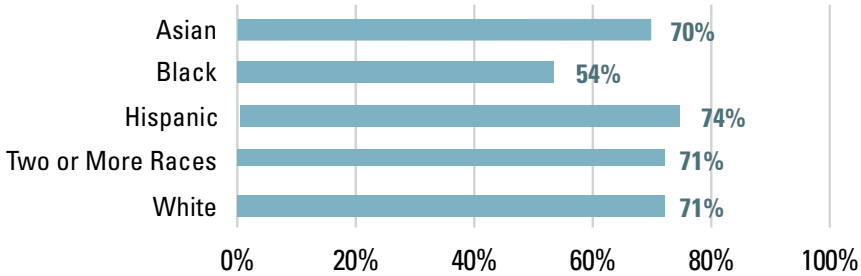| Race	Rate
Asian	70%
Black	54%
Hispanic	74%
Two or More Races	71%
White	71%

* Percentage of first-time fall curriculum students attempting at least 12 credit hours who successfully complete at least 12 hours within their first academic year.

Source: *NCCCS 2017 Performance Measures Report*

Six-Year Higher Education Completion Rates (Fall 2011 Cohort)

Institution Type	North Carolina	National Average
4-Year Public Institutions	74%	65%
4-Year Private and/or Nonprofit Institutions	73%	76%
2-Year Public Institutions	35%	38%

Legend: ■ North Carolina ■ National Average
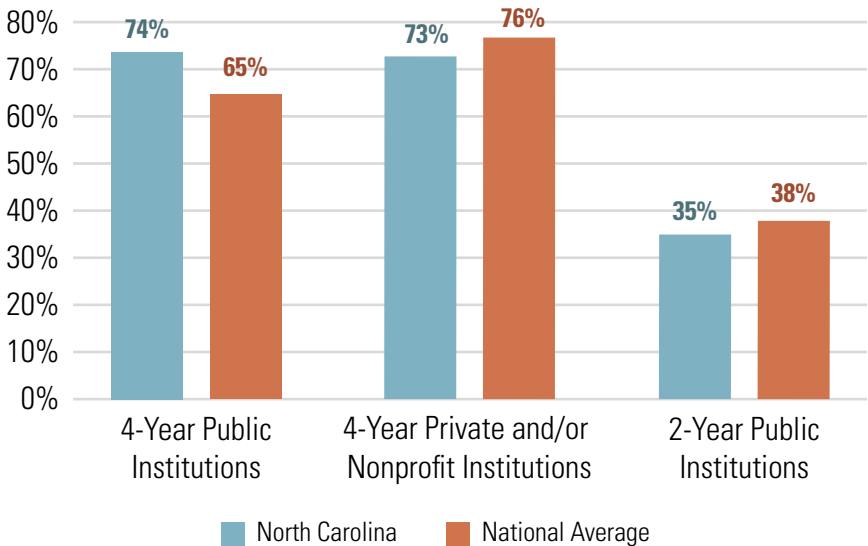
Source: *National Student Clearinghouse Research Center – Completing College 2018*

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UNC System Enrollment and Six-Year Completion Rates (2011 Full-Time Freshmen)

	Enrollment	Completion
Appalachian State University	2,971	73%
East Carolina University	3,873	62%
Elizabeth City State University	387	38%
Fayetteville State University	647	33%
NC A&T State University	1,867	43%
NC Central University	1,244	44%
NC State University	4,551	79%
UNC Asheville	538	62%
UNC Chapel Hill	4,025	91%
UNC Charlotte	3,142	54%
UNC Greensboro	2,417	54%
UNC Pembroke	1,018	40%
UNC School of the Arts	173	71%
UNC Wilmington	1,979	72%
Western Carolina University	1,508	59%
Winston-Salem State University	806	49%
UNC System Total	31,146	65%

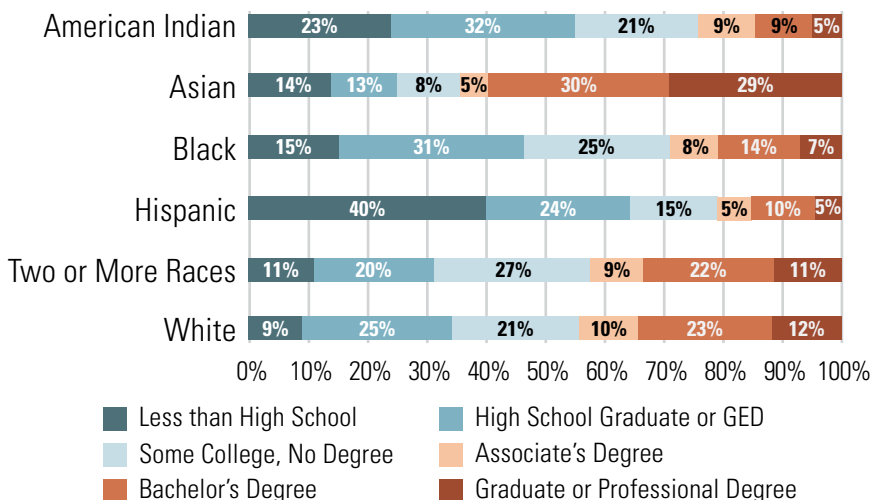**Source:** *UNC System Data Dashboard*

Across the UNC System, the six-year graduation rate for students entering in the Fall of 2011 was 65%, compared to 57% nationally.

Source: *UNC System Data Dashboard, National Student Clearinghouse Research Center - Completing College, National, 2017*

Educational Attainment of North Carolina Adults Ages 25 and Older, by Race (2017)

Race	Less than High School	High School Graduate or GED	Some College, No Degree	Associate's Degree	Bachelor's Degree	Graduate or Professional Degree
American Indian	23%	32%	21%	9%	9%	5%
Asian	14%	13%	8%	5%	30%	29%
Black	15%	31%	25%	8%	14%	7%
Hispanic	40%	24%	15%	5%	10%	5%
Two or More Races	11%	20%	27%	9%	22%	11%
White	9%	25%	21%	10%	23%	12%

■ Less than High School
■ High School Graduate or GED
■ Some College, No Degree
■ Associate's Degree
■ Bachelor's Degree
■ Graduate or Professional Degree

Source: U.S. Census Bureau – 2016 American Community Survey 1-Year Estimates

North Carolina Employer Needs Survey (2018)

50%
of employers in North Carolina had difficulty filling at least one position in 2018.

Among employers with hiring difficulty, 62% cited a lack of education, certification, or training among applicants.
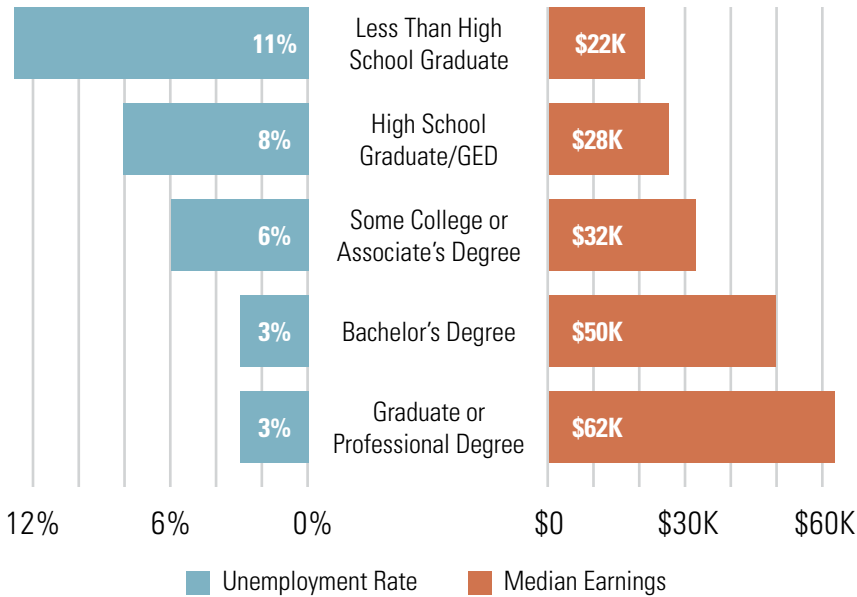
Overall, 88% of employers attempted to hire at least one position in 2018.

Source: NC Department of Commerce 2018 Employer Needs Survey

42% of North Carolina residents ages 25 and older have an associate's degree or higher.

Source: The Lumina Foundation - 2018 A Stronger Nation Report

Median Earnings & Unemployment Rate of North Carolina Adults, by Educational Attainment (2017)

	Unemployment Rate	Median Earnings
Less Than High School Graduate	11%	$22K
High School Graduate/GED	8%	$28K
Some College or Associate's Degree	6%	$32K
Bachelor's Degree	3%	$50K
Graduate or Professional Degree	3%	$62K

12% 6% 0% $0 $30K $60K

■ Unemployment Rate ■ Median Earnings

Source: U.S. Census Bureau – 2017 American Community Survey 1-Year Estimates

31% **of North Carolina residents ages 25 and older have a bachelor's degree or higher.**

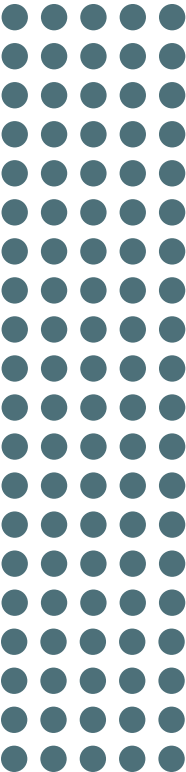*Source: U.S. Census Bureau – 2017 American Community Survey 1-Year Estimates*

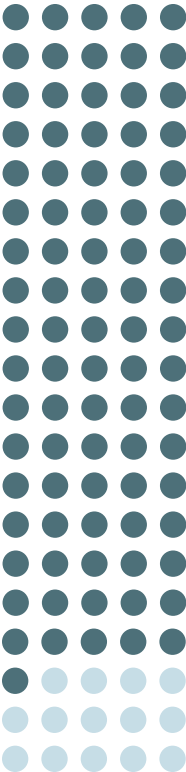# High School to Postsecondary Pipeline in North Carolina (2016)
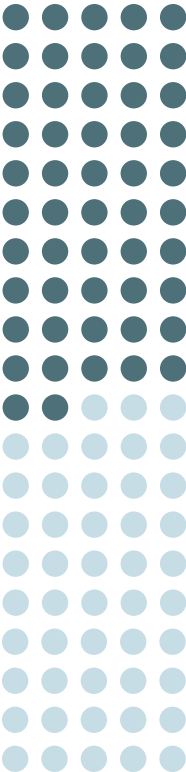
100
9th Grade Students

86
High School Graduates

52 High School Graduates Enrolled in a Postsecondary Institution within 16 Months of Graduation

43%
of North Carolina Community College System students earn a degree or transfer to a four-year institution within 6 years
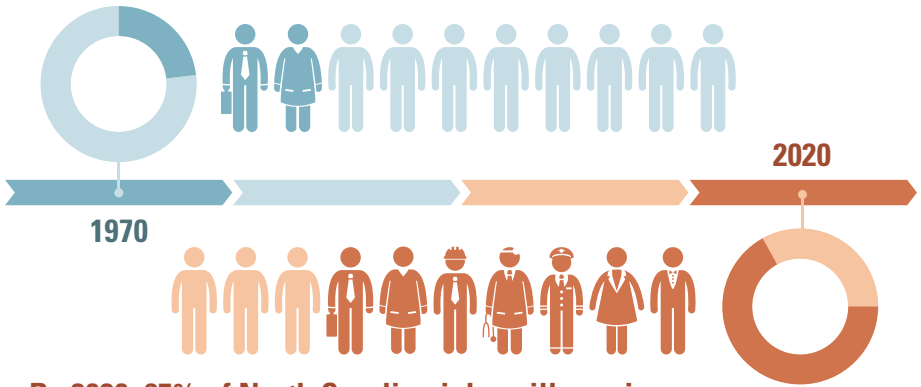
72%
of UNC System students graduate from college within 6 years

Source: NC DPI School Report Cards, NC Community College - 2018 Performance Measures for Student Success, UNC System Data Dashboard
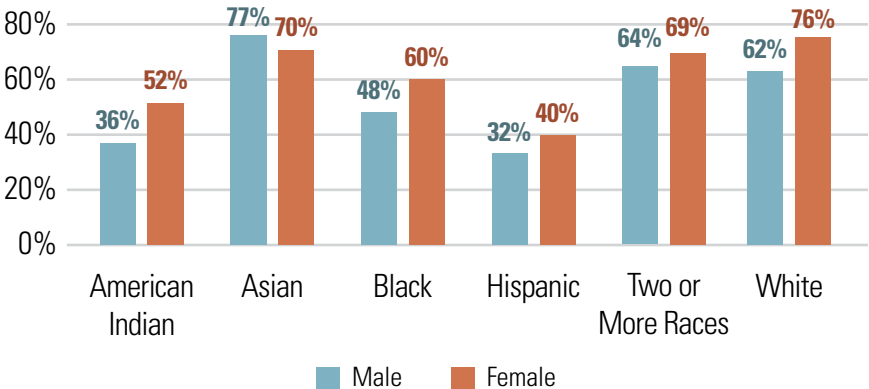
In 1970, just 19% of North Carolina adults ages 25-64 had any postsecondary education.

1970

2020

By 2020, 67% of North Carolina jobs will require some postsecondary education.

Source: *Georgetown University 2014 Report on Job Growth and Education Requirements Through 2020, Carolina Demography*

North Carolina Adults with Any Postsecondary Education, by Gender and Race (2017)

	American Indian	Asian	Black	Hispanic	Two or More Races	White
Male	36%	77%	48%	32%	64%	62%
Female	52%	70%	60%	40%	69%	76%

■ Male ■ Female

Source: *U.S. Census Bureau – 2017 American Community Survey 1-Year Estimates*

62% **of North Carolina adults ages 25 and older have some postsecondary education.**

Source: *U.S. Census Bureau – 2017 American Community Survey 1-Year Estimates*

BEST NC | Business for Educational Success and Transformation

Our Vision

At BEST NC, we envision a North Carolina in which every student graduates with the knowledge, skills and behaviors to succeed in a competitive global economy.

BEST NC's mission is to unite an engaged and informed business perspective to build consensus toward dramatically transforming and improving education in North Carolina.

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