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extraordinary.

Central Carolina Regional Educational Service Alliance

Serving School Districts in the Heart of North Carolina

Meeting: Board of Directors
Date: September 27, 2019
Time: 9:00AM-12:00PM
Location: NCSBA Assembly Hall

Agenda

Time	Agenda Item	Notes/Links
9:00	Welcome & Introductions	
9:10	Istation	Chris Blevins – Senior VP
9:55	NCDPI Update	Melany Paden & David Stegall
10:10	Break	
10:20	Audit Report	Deidra Simmons – Maddison Caison
10:35	Approval of May 24 th Minutes	Ed Croom
10:40	Approval of Financial Report	Lane Mills
10:45	CCRESA Updates	Auxiliary Service Council Teacher Staff Development Principal Fellows Grant CCTI
11:30	Open Discussion	
12:00	Meeting Adjourned	Please stay for lunch

Next Meeting:

October 25, 2019

MADDISON & CAISON, LLP
CERTIFIED PUBLIC ACCOUNTANTS
RALEIGH, NORTH CAROLINA

DRAFT

Independent Auditor's Report

To the Board of Directors
Central Carolina Regional Education Service Alliance
Raleigh, North Carolina

We have audited the accompanying financial statements of Central Carolina Regional Education Service Alliance (a nonprofit organization), which comprise the statements of financial position as of June 30, 2019 and 2018, and the related statements of activities, functional expenses and cash flows for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Central Carolina Regional Education Service Alliance as of June 30, 2019 and 2018, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

September 25, 2019

CENTRAL CAROLINA REGIONAL EDUCATION SERVICE ALLIANCE
STATEMENTS OF FINANCIAL POSITION

ASSETS

	June 30,	
	2019	2018
Current assets		
Cash and cash equivalents	\$ 514,214	\$ 485,525
Certificate of deposit	213,753	208,479
Sales tax receivable	2,359	3,375
Prepaid expense	-	2,375
	<u>730,326</u>	<u>699,754</u>
Fixed assets		
Equipment and furniture	21,103	20,813
Website	9,250	4,500
Less accumulated depreciation	(10,359)	(4,973)
Net fixed assets	<u>19,994</u>	<u>20,340</u>
TOTAL ASSETS	<u>\$ 750,320</u>	<u>\$ 720,094</u>

LIABILITIES AND NET ASSETS

Current liabilities		
Accounts payable	\$ 57,782	\$ 3,837
Payroll liabilities	9,255	11,870
Deferred revenue	164,223	196,500
	<u>231,260</u>	<u>212,207</u>
Net assets		
Unrestricted		
Net investment in fixed assets	19,994	20,340
Available for general activities	499,066	487,547
Total net assets	<u>519,060</u>	<u>507,887</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 750,320</u>	<u>\$ 720,094</u>

See accompanying accountant's report.
See accompanying notes to financial statements.

CENTRAL CAROLINA REGIONAL EDUCATION SERVICE ALLIANCE
STATEMENTS OF ACTIVITIES AND CHANGES IN NET ASSETS

	For the year ended June 30,	
	2019	2018
Support and revenues		
Membership dues and contributions	\$ 244,174	\$ 242,739
Contract service revenue	305,828	484,080
Registration fees	-	4,849
Interest income	6,282	3,733
Loss on disposal of fixed assets	(160)	-
	556,124	735,401
Expenses		
Program services	424,326	617,378
Management and general	120,625	60,550
	544,951	677,928
Change in net assets	11,173	57,473
Net assets - beginning of year	507,887	450,414
Net assets - end of year	\$ 519,060	\$ 507,887

See accompanying accountant's report.
See accompanying notes to financial statements.

CENTRAL CAROLINA REGIONAL EDUCATION SERVICE ALLIANCE
STATEMENTS OF CASH FLOWS

	For the year ended June 30,	
	2019	2018
Cash flows from operating activities		
Change in net assets	\$ 11,173	\$ 57,473
Depreciation	6,096	3,822
Loss on disposal of fixed assets	160	-
Changes in		
Certificate of deposit and accrued interest	(5,274)	(3,102)
Sales tax receivable	1,016	(2,611)
Prepaid expense	2,375	2,125
Accounts payable	53,945	570
Payroll liabilities	(2,615)	5,393
Deferred revenue	(32,277)	(121,331)
Net cash flows provided (used) by operating activities	34,599	(57,661)
Cash flows from investing activities		
Purchases of property and equipment	(5,910)	(22,207)
Net cash flows used by investing activities	(5,910)	(22,207)
Net increase (decrease) in cash and cash equivalents	28,689	(79,868)
Cash and cash equivalents - beginning of year	485,525	565,393
Cash and cash equivalents - end of year	\$ 514,214	\$ 485,525

See accompanying accountant's report.

See accompanying notes to financial statements.

CENTRAL CAROLINA REGIONAL EDUCATION SERVICE ALLIANCE
SCHEDULE OF FUNCTIONAL EXPENSES

For the Year Ended June 30, 2019

	Program Services	Management & General	Total
Salaries and benefits	\$ 75,862	\$ 75,863	\$ 151,725
Payroll taxes	5,222	5,222	10,444
Professional fees	-	11,187	11,187
Professional development events	59,277	-	59,277
Digital Learning Competencies	8,007	-	8,007
Central Carolina Teaching Initiative	254,061	-	254,061
Supplies	1,024	1,024	2,048
Equipment rental	4,106	1,027	5,133
Telephone & Internet	-	3,287	3,287
Occupancy	14,883	14,884	29,767
Printing	265	30	295
Travel & meetings	1,619	-	1,619
Depreciation	-	6,096	6,096
Insurance	-	2,005	2,005
	<u>\$ 424,326</u>	<u>\$ 120,625</u>	<u>\$ 544,951</u>

See accompanying accountant's report.
See accompanying notes to financial statements.

CENTRAL CAROLINA REGIONAL EDUCATION SERVICE ALLIANCE
SCHEDULE OF FUNCTIONAL EXPENSES

For the Year Ended June 30, 2018

	Program Services	Management & General	Total
Salaries and benefits	\$ 123,946	\$ 30,986	\$ 154,932
Payroll taxes	8,453	2,113	10,566
Professional fees	-	10,050	10,050
Professional development events	69,039	-	69,039
Digital Learning Competencies	27,132	-	27,132
Central Carolina Teaching Initiative	359,680	-	359,680
Supplies	3,238	-	3,238
Equipment rental	3,324	-	3,324
Telephone & Internet	-	4,113	4,113
Occupancy	17,883	5,960	23,843
Printing	719	180	899
Travel & meetings	3,964	1,322	5,286
Depreciation	-	3,822	3,822
Insurance	-	2,004	2,004
	<u>\$ 617,378</u>	<u>\$ 60,550</u>	<u>\$ 677,928</u>

See accompanying accountant's report.
See accompanying notes to financial statements.

CENTRAL CAROLINA REGIONAL EDUCATION SERVICE ALLIANCE
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2019 and 2018

Note 1 - Organizational Purpose

Central Carolina Regional Education Service Alliance (the "Organization" or "CCRESA") was incorporated in the State of North Carolina in 2015 and is a tax-exempt, nonprofit organization as defined under Section 501(c)(3) of the Internal Revenue Code. The mission of the Organization is to promote and support educational excellence in the member districts and to facilitate communications between the districts and state agencies, elected officials, and educational leaders. CCRESA provides educational services to member school systems in the central region of the state.

Prior to organization as a 501(c)(3), CCRESA was organized as an interlocal or joint agency established to provide supplemental educational services under the authority of several Local Education Agencies ("LEA"). The Organization's funds were held in custodial accounts by these LEAs acting as fiscal agents.

Note 2 - Significant Accounting Policies

Basis of Accounting

The financial statements of the Organization are prepared using the accrual basis of accounting. Accordingly, revenues are reported as earned or in correspondence with the appropriate membership year rather than when collected, and expenses are recorded as incurred rather than when paid.

Basis of Presentation

The Organization's financial statement presentation follows the recommendations of the Financial Accounting Standards Board ("FASB") in its Statement of Financial Accounting Standards ASC 958, *Not-for-Profit Entities*.

Cash and Cash Equivalents

For purposes of the statement of cash flows, the Organization considers all money market accounts and highly liquid debt instruments with an original maturity of less than three months to be cash equivalents.

Property and Equipment

Fixed assets over \$500 are stated at cost at date of acquisition or fair market value at date of gift. Depreciation is recorded on a straight-line basis over the estimated useful life of the asset, typically five to seven years.

Net Assets

Net assets and revenues received are classified based on the existence or absence of donor-imposed restrictions. Accordingly, net assets and changes therein are classified and reported as follows:

Net assets without donor restrictions – net assets available for use in general operations and not subject to donor restrictions.

CENTRAL CAROLINA REGIONAL EDUCATION SERVICE ALLIANCE
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2019 and 2018

Note 2 - Significant Accounting Policies (continued)

Net assets with donor restrictions – net assets subject to donor-imposed restrictions that are temporary or perpetual in nature. Donor-imposed restrictions are released when a restriction expires, that is, when the stipulated time has elapsed and/or when the stipulated purpose for which the resource was restricted has been fulfilled.

The Organization did not receive any contributions with donor restrictions during the fiscal year. There are no net assets with donor restrictions as of June 30, 2019.

Program Revenue and Deferred Revenue

The Organization primarily derives its revenue from various Local Education Agencies (school systems) that pay membership dues based on the size of their student population and from contracts for services. Deferred revenue consists of membership dues for the next fiscal year and unearned contract revenue related to the Central Carolina Teaching Initiative (see Note 6).

Functional Allocation of Expenses

The costs of providing the programs and other activities of the Organization have been summarized on a functional basis in the statement of activities. Accordingly, certain costs have been allocated between the program and supporting services.

Use of Estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and revenues and expenses during the reporting period. Actual results could differ from those estimates.

Vacation Policy

The vacation policy of the Organization provides for accumulation of earned vacation leave with such leave being fully vested when earned. Because vacation leave is payable to employees at termination, a liability for the earned but unused balance has been recorded. As of June 30, 2019 and 2018, all accrued vacation is estimated to be used in the next fiscal year and has been designated as a current liability.

Note 3 - Changes in Accounting Principles

As of June 30, 2019, the Organization has adopted and implemented Accounting Standards Update ("ASU") 2016-14, Not-for-Profit Entities (Topic 958) – *Presentation of Financial Statements of Not-for-Profit Entities*. The update addresses net asset classification, liquidity, investment return, and presentation of expenses. The Organization has adjusted the presentation in these financial statements accordingly and has applied the ASU retrospectively to all periods presented.

CENTRAL CAROLINA REGIONAL EDUCATION SERVICE ALLIANCE
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2019 and 2018

Note 4 – Liquidity and Availability

Financial assets without donor or other restrictions limiting their use that are available for general expenditure within one year of June 30, 2019 are as follows:

Cash and cash equivalents	\$ 514,214
Sales tax receivable	2,359
Less deferred revenue	<u>(164,223)</u>
	<u>\$ 323,350</u>

Management believes these assets are more than sufficient to provide for operations in the coming year as the Organization collects substantial dues annually from its membership districts. To manage liquidity, management regularly prioritizes expenditures and adheres to a detailed monthly budget plan.

Note 5 – Concentration of Risk

The Organization maintains cash accounts and a certificate of deposit with multiple financial institutions. Interest is accrued and recognized in income when earned. The cash accounts are insured by the FDIC up to \$250,000 per institution. At June 30, 2019 and 2018, the Organization had \$32,129 and \$34,041 on deposit in excess of federally insured limits, respectively. The Organization believes there is minimal risk regarding its cash and cash equivalents.

Note 6 – Contractual Commitments and Subsequent Renewals

The Organization had the following contractual commitments as of June 30, 2019 and 2018:

Central Carolina Teaching Initiative (“CCTI”) formerly known as Local Alternative Teacher Preparation (“LATP”) Program

CCRESA entered into a contract with the Wake County Board of Education (the “School System”) on May 1, 2017 to provide program administration and support for an accelerated teacher licensure program. The CCTI program offers individuals who hold bachelor degrees in non-teaching disciplines the opportunity to become fully licensed teachers. Under the terms of the contract, School System employees will be on-loan to the Organization to perform the required services. CCRESA will then reimburse the School System for all salaries and benefits of the on-loan employees on a quarterly basis. In addition to salary reimbursement, the original contract, in the amount of \$300,000, funded the curriculum, development, training and first year implementation of the five-year pilot program for accelerated licensing. As of June 30, 2018, CCRESA fully satisfied the original contractual commitment.

CENTRAL CAROLINA REGIONAL EDUCATION SERVICE ALLIANCE
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2019 and 2018

Note 6 – Contractual Commitments and Subsequent Renewals (continued)

To fulfill the obligations of the CCTI program, CCRESA entered into a contract with Research Triangle Institute ("RTI") on April 24, 2017. RTI provided consulting support for program start up that included the planning and design of the CCTI program. RTI also provided professional training in the area of Instructional Coach Development that participating schools and districts will implement with all CCTI teachers. The original total contract was payable over fourteen months for \$186,939. The contract was extended for one month on May 8, 2018. All project deliverables were completed by July 31, 2018, and the final monthly installment in the amount of \$11,913 was then paid.

The original agreement with the School System was amended on July 19, 2018 and again on July 12, 2019 to extend the on-loan employees to support CCTI for one year, with renewable one-year terms thereafter.

NC Digital Learning Competencies ("DLC")

On November 1, 2016, the Organization entered into a contract with the NC State Board of Education and the Department of Public Instruction to manage ten professional development events across the state of North Carolina over the period of two years. CCRESA is responsible for the meeting logistics and minimum participation targets. The total of \$70,644 was paid to CCRESA in installments over the two-year contract. As of June 30, 2018, CCRESA fully earned the total contract for facilitating ten DLC sessions.

On September 15, 2018, the Organization entered into a new contract to manage two additional DLC sessions during the 2018-2019 school year. The total contract of \$13,328 was fully earned by June 30, 2019 and not renewed.

Note 7 - Lease Commitments

The Organization entered into an agreement to lease office space with a five-year term beginning January 1, 2015 and ending December 31, 2019. Monthly payments are \$1,775. Total office rent expense for each of the years ended June 30, 2019 and 2018 was \$21,300. The lease was extended on similar terms on June 26, 2019. The lease now expires on December 31, 2024.

The Organization has also contracted to lease copier equipment. The original lease expired March 1, 2017, and the Organization entered into a sixty-month lease for copier equipment on March 20, 2017 with a monthly payment of \$192. Due to increased program activity, the Organization adjusted the existing lease effective March 1, 2018 to provide for additional copies with a new monthly payment of \$415.

CENTRAL CAROLINA REGIONAL EDUCATION SERVICE ALLIANCE
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2019 and 2018

Note 7 - Lease Commitments (continued)

The following is a schedule by fiscal year of future minimum lease payments required under the operating leases currently in effect as of June 30, 2019:

<u>Year Ended June 30,</u>	
2020	\$ 26,280
2021	26,280
2022	25,035
2023	21,300
Thereafter	<u>31,950</u>
Total	<u>\$ 130,845</u>

Note 8 – Employee Benefits

Effective July 1, 2017, the Organization adopted a 403(b) retirement plan covering all current employees. Employer contributions for the year ended June 30, 2019 and 2018 totaled \$13,942 and \$13,812, respectively.

Effective February 15, 2019, the Organization agreed to offer a health insurance plan to all current employees. Under the plan, the Organization pays the cost of the employees' plan premium and the employee has the option of adding and paying for additional family coverage through salary reduction. Employer contributions for the year ended June 30, 2019 totaled \$1,558.

Note 9 – Functionalized Expenses

Certain expenses in these financial statements are attributable to more than one program or supporting function. Under ASU 2016-14, these expenses must be allocated over functional categories on a reasonable basis that is consistently applied. Accordingly, management has allocated salaries and related taxes and benefits based on an analysis of staff time and efforts. The direct costs related to professional development events, DLC, and CCTI were allocated in full to program services. Management's estimate of usage is the basis for allocating all other costs, such as supplies, equipment rental, occupancy and depreciation.

Note 10 – Related Party

A board member of the Organization is the superintendent of the school system referenced in Note 6 above.

CENTRAL CAROLINA REGIONAL EDUCATION SERVICE ALLIANCE
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2019 and 2018

Note 11 – Income Taxes

CCRESA, a nonprofit organization, is a tax-exempt entity under Section 501(c)(3) of the Internal Revenue Code. Therefore, no provision for income taxes has been recorded on the financial statements. The Organization has evaluated its tax positions as of June 30, 2018 and believes they exceed the “more likely than not” standard set by FASB ASC 740-10. Consequently, it has not recorded a liability for any potentially imposed taxes or any potentially unrecognized tax benefits.

Note 12 – Subsequent Events

Management has evaluated subsequent events through September 25, 2019, the date on which the financial statements were available to be issued. No additional adjustments or disclosures were judged to be necessary.

Central Carolina RESA Board of Directors Meeting
7208 Falls of Neuse Rd., Raleigh, NC
May 24, 2019
9:00 a.m. – 12:00 p.m.
Minutes

Board of Directors in Attendance

Rhonda Schuhler (Franklin), Jarrod Dennis (Person Designee), Alisa McLean (Granville), Valerie Bridges (Edgecombe), Ross Renfrow (Johnston), Ethan Lenker (Pitt), Tony Jackson (Vance), Linda Mason (Warren Designee), Lane Mills (Wilson)

Affiliate Member Representatives in Attendance

Art Rouse (ECU), Michael Maher (NCSU), Fran Riddick (NCSU), Martinette Horner (UNC-CH), Diana Lys (UNC-CH)

Staff

Neil Pedersen and Dana Stutzman

Guests

Beverly Emory (NCDPI)

Call to Order

Board Chair Ethan Lenker called the meeting to order at 9:09 am and asked those in attendance to introduce themselves. The agenda was modified to allow the Affiliate Members to begin with their presentations to the Board.

Updates from our Affiliate Members

Diana Lys and Martinette Horner presented the updates for UNC-Chapel Hill. After initially seeing enrollment numbers drop a few years ago, enrollment and program completers are on the rise. Dr. Lys noted that many of their student teachers are getting hired in their placements. Their masters and doctoral students are seeking and finding employment across the state along with their traditionally prepared teachers. UNC-Chapel Hill has many initiatives that districts can participate in. UNC is a hub for the NC New Teacher Support Program, which a few of the CCRESA's member districts currently use to coach beginning teachers. UNC has joined forces with NC State to facilitate the Pathway to Practice. This alternative licensure program allows lateral entry and residency teachers to achieve licensure through online coursework. It is a subscription based synchronous model that allows for greater flexibility. They will be launching their elementary and EC licensure areas this Fall.

Michael Maher presented updates for NC State. Dr. Maher gave an overview of custom programs they currently offer to meet the needs of LEAs. Their work with CHCCS led to an add-on ESL licensure. They have a cohort model for their Principal Fellows program. Their TIP Teaching Scholars serve Lenoir, Craven, Wayne, Cabarrus, and Onslow Counties. NC State is partnering with Johnston County Schools and Community College for their teacher

education program, Associate in Science. Through specialized programs they aim to prepare teacher leaders. They are also proud of the work with UNC to create the alternative licensure program, Pathway to Practice. Enrollment is increasing and they are excited to be expanding to elementary and EC to meet the needs of the LEAs. Through Wolfpack WORKS they are able to support reading development in high-needs schools. Lastly, Dr. Maher let Superintendents know that their Beginning Teacher Institute is free and open to all 1st and 2nd year teachers.

Art Rouse began his update with the positive effects that ECU has in their local community and statewide. ECU also has a fully online licensure program for the new Residency Model that beginning teachers can take advantage of. ECU offers CEUs for literacy through the Margaret Blount Harvey Literacy Institute. Dr. Rouse presented materials on the Rural Education Institute and shared Krsten Cuthrell's contact information if anyone would like more details on REI or Sanford Harmony. NC State's doctoral program has students working with Superintendents on issues they want addressed. Superintendents are able to use the dissertations to help impact positive change in their districts.

Dr. Pedersen pointed out that the RESA's other IHE Affiliate Member, NC Central was not intentionally omitted from the agenda. They just were not able to send a representative during this busy time of the year.

Dr. Schuhler requested that the IHEs present this information on their EPPs to the CCRESA's HR Council. It was also noted that with the possibility of Master's Pay being reinstated that Universities should expect an increase in enrollment for those programs.

Approval of Minutes

Dr. Lenker asked members to review the minutes from the March 15, 2019 Board of Directors meeting. Lane Mills moved and Tony Jackson seconded approval of the minutes. The minutes were approved by a unanimous vote.

Approval of Financial Report

Dr. Schuhler, CCRESA Treasurer, presented the financial report to the board. She noted that expenditures were on track and that all financial updates were covered in the memo to the Board. Members were asked to review the memo and reports and ask any questions they might have. There were no questions. Tony Jackson moved and Ross Renfrow seconded a motion to approve the April financial reports. The motion was approved by a unanimous vote.

Approval of the Budget for FY2019-20

Dr. Pedersen went over the proposed budget for the 2019-2020 fiscal year. He noted the CCTI budget is separate from the RESA budget in order to maintain a clear definition of funds. The proposed RESA budget is consistent with the current fiscal year's budget and allows for spending \$80,000 over revenues in order to bring down the fund balance. The CCTI budget shows overspending revenues by an estimated \$57,000 but due to the large carryover amount this will not be a concern for next year.

Lane Mills moved and Alisa McLean seconded a motion to approve the budget for the 2019-2020 fiscal year. The motion was approved by a unanimous vote.

Election of Officers and Representatives to Superintendent Association Advisory Council

Dr. Lenker opened nominations for the Vice Chair position. Tony Jackson nominated the current CCRESA Treasurer, Rhonda Schuhler. As there were no additional nominations forthcoming, Tony Jackson moved to close nominations and Ross Renfrow seconded. The nomination was approved, and Rhonda Schuhler was elected as the CCRESA Vice Chair.

Dr. Schuhler's election opened the position of Secretary/Treasurer. Dr. Lenker opened the floor for nominations. Lane Mills volunteered to serve in the position. There were no additional nominees and Ross Renfrow moved to close nominations and Alisa McLean seconded the motion. The nomination was approved, and Lane Mills was elected to serve as the CCRESA Secretary/Treasurer.

Dr. Pedersen explained that due to Dr. Smith-Woofter retiring from Northampton County Schools, Dr. Lenker and the newly elected Executive Officers will serve out the final year of the 2-year terms. New officers will need to be elected at the end of next year for the 2020-2022 term.

Dr. Lenker noted that Tony Jackson and Patrick Miller were at the end of their terms serving on the NCSSA Advisory Committee. Patrick Miller is not able to serve a second term, as he will serve as President due to his election as the Superintendent of the Year. Dr. Schuhler nominated Tony Jackson to serve on the committee for a second term. Tony Jackson nominated Valerie Bridges to serve as the second representative for the CCRESA. There were no additional nominations. Alisa McLean moved to close nominations and Ross Renfrow seconded. Tony Jackson and Valerie Bridges were elected to serve on the NCSSA Advisory Committee for 2019-2021.

Discussion of Regional Services from DPI

Dr. Lenker welcomed Beverly Emory from DPI who will head the Regional Support Teams. Dr. Emory noted that the three main concerns the department was hearing from districts were (1) Communications/Customer Service, (2) Support for Mental Health, (3) Beginning Teacher Support, including recruitment and retention. She hopes to address these issues and improve the relationship between districts and DPI.

The regional support teams' priority are the 8 districts currently labeled Low Performing and an additional 7 that are close to the designation. A catalogue of services will be available to districts in the Fall. Districts will be able to request services through an online platform. They are currently working with vendors to finalize the platform.

Update on CCTI

Dr. Neil Pedersen gave a brief update on the status of the CCTI program. The RESA is excited to take on a 3rd cohort, but noted that there are a few changes to the program. Notably there will only be 3 locations where face-to-face sessions are held: Durham County,

Wake County, and Johnston County. Any district who would like to participate can send teachers to any of these locations. The current calendar has 8 face-to-face classes and 8 online classes throughout the school year. However, after receiving feedback from participants, the number of online classes may decrease and face-to-face may increase.

The CCTI program will contract out for services as opposed to hiring an additional full-time employee. The program has also addressed issues with the lack of support for EC teachers and has contracted with Dr. Morghan Bosch from Barton College to take on at most, 24 EC teachers. The NC Beginning Teacher Support Program will provide mentors to all participants in Cohort 3.

Executive Director Report

As his tenure as CCRESA Executive Director is coming to an end, Dr. Pedersen prepared an overview of accomplishments from the past 7 years. He highlighted organizational achievements and the high-quality programming that has been offered. He hoped Superintendents would be able to use the record as a starting point to make programming decisions for future years.

The meeting adjourned at 11:30 am and Superintendents were encouraged to stay for lunch to hear a presentation by Maria Boyd from Centegix.

Respectfully submitted,

Rhonda Schuhler
Board Secretary



**Central Carolina
Regional Educational Service Alliance**
Serving School Districts in the Heart of North Carolina

To: CCRESA Board of Directors
From: Lane Mills
CCRESA Secretary/Treasurer
Date: 9/27/2019
Re: Financial Report Memo

STATEMENT OF FINANCIAL POSITION

On August 31, 2019 the CCRESA's bank accounts totaled \$838,416.74. The balances in each of our bank accounts at the end of August were as follows:

BB&T Checking	\$370,532.67
CapitalOne 360 Business Account	\$253,113.21
First Internet Bank CD	\$214,770.86

Total Assets amounted to \$860,970.39. Total Liabilities were \$171,933.28, most of which is attributed to the Deferred Revenue for year two of the CCTI Program's second cohort of teachers. This leaves a Total Equity of \$689,037.11.

BUDGET VS. ACTUALS

Below is a breakdown of how we are starting the current fiscal year.

Traditional RESA Operations

The CCRESA's July 1 fund balance totaled \$397,649, which included \$22,500 in prepaid dues. By the end of August, the CCRESA has received all district and affiliate membership dues except for 2 outstanding invoices. When all dues have been received, the CCRESA will have taken in \$243,023 in revenue for the 2019-20 school year.

Central Carolina Teaching Initiative

The CCTI began the fiscal year carrying over \$232,485 for program operations. The 2019-2020 cohort has 57 participants and participating districts have been invoiced a total of \$285,000.

Management Report

Central Carolina RESA

For the period ended August 31, 2019



Prepared on

September 25, 2019

For management use only

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Statement of Activity

July - August, 2019

	Total
REVENUE	
400 Dues Income	243,023.00
430 Interest Income	1,189.44
440 CCTI Program Fees	
CCTI - Participant Fees	5,000.00
Total 440 CCTI Program Fees	5,000.00
Total Revenue	249,212.44
GROSS PROFIT	249,212.44
EXPENDITURES	
500 Salary & Benefits	
Employer Taxes	1,860.62
Executive Director Compensation	12,733.32
Executive Director Retirement Contribution	1,273.32
Health Insurance	692.28
Office Manager Compensation	10,771.68
Office Manager Retirement Contribution	1,072.14
WCPSS On Loan Employees	26,189.01
Total 500 Salary & Benefits	54,592.37
525 Professional Services	
Financial Management	407.50
Insurance	86.91
Payroll & Accounting	112.00
Total 525 Professional Services	606.41
550 Office Occupancy	
Custodial Services	280.00
Recycling	64.20
Rent	3,550.00
Total 550 Office Occupancy	3,894.20
575 Communications	
Gmail/Website	209.90
Telephone/Internet	491.46
Total 575 Communications	701.36
600 Office Supplies & Expenses	
Copier Lease	881.10
Office Supplies & Materials	475.24
Printing	32.76
Total 600 Office Supplies & Expenses	1,389.10
625 Professional Development	
Contracted Consultants	75.00
Room/Equipment Rental	780.00
Total 625 Professional Development	855.00
910 CCTI Programming	

	Total
CCTI - Contracted Services	13,884.00
CCTI - Course Supplies/Books/Materials	674.62
CCTI - Food & Beverage	830.17
CCTI - Printing	32.75
CCTI - Room/Equipment Rental	460.00
CCTI - Testing Materials/ Fees & Workshops	490.20
CCTI - Website Support	825.00
Total 910 CCTI Programming	17,196.74
Total Expenditures	79,235.18
NET OPERATING REVENUE	169,977.26
NET REVENUE	\$169,977.26

Statement of Financial Position

As of August 31, 2019

	Total
ASSETS	
Current Assets	
Bank Accounts	
100 BB&T Checking	370,532.67
120 Capital One 360	253,113.21
130 FIB CD	214,770.86
Total Bank Accounts	838,416.74
Other Current Assets	
Sales Tax Receivable	2,560.10
Total Other Current Assets	2,560.10
Total Current Assets	840,976.84
Fixed Assets	
Accumulated Depreciation	-10,358.50
Computer Equipment	8,264.44
Leasehold improvements	2,191.68
Meeting Furniture	870.00
Office Furniture	9,775.93
Website	9,250.00
Total Fixed Assets	19,993.55
TOTAL ASSETS	\$860,970.39
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Credit Cards	
200 Credit Card - DS	507.32
231 Credit Card - LS	1,134.97
Total Credit Cards	1,642.29
Other Current Liabilities	
250 Payroll Liabilities	0.00
Federal Taxes (941/944)	2,496.94
Medical Insurance - SimplyInsured	495.94
NC Income Tax	504.00
T. Rowe Price	597.60
Total 250 Payroll Liabilities	4,094.48
Accrued expenses	44,396.51
Benefits Payable	3,300.00
Deferred Revenue	118,500.00
Total Other Current Liabilities	170,290.99
Total Current Liabilities	171,933.28
Total Liabilities	171,933.28
Equity	

	Total
Retained Earnings	519,059.85
Net Revenue	169,977.26
Total Equity	689,037.11
TOTAL LIABILITIES AND EQUITY	\$860,970.39

Central Carolina RESA
Budget vs. Actuals: 2019-2020 CCRESA Budget - FY20 P&L Classes

July 2019 - August 2018

	RESA			
	Actual	Budget	over Budget	% of Budget
Revenue				
400 Dues Income	238,023.00	243,023.00	-5,000.00	97.94%
430 Interest Income	1,189.44		1,189.44	
Total Revenue	\$ 239,212.44	\$ 243,023.00	-\$ 3,810.56	98.43%
Gross Profit	\$ 239,212.44	\$ 243,023.00	-\$ 3,810.56	98.43%
Expenditures				
500 Salary & Benefits			0.00	
Employer Taxes	1,860.62	12,000.00	-10,139.38	15.51%
Executive Director Compensation	12,733.32	76,400.00	-63,666.68	16.67%
Executive Director Retirement Contribution	1,273.32	7,640.00	-6,366.68	16.67%
Health Insurance	692.28	4,500.00	-3,807.72	15.38%
Office Manager Compensation	10,771.68	64,630.00	-53,858.32	16.67%
Office Manager Retirement Contribution	1,072.14	6,463.00	-5,390.86	16.59%
Total 500 Salary & Benefits	\$ 28,403.36	\$ 171,633.00	-\$ 143,229.64	16.55%
525 Professional Services			0.00	
Attorney Fees		1,000.00	-1,000.00	0.00%
CPA Firm/Yearly Audit		7,000.00	-7,000.00	0.00%
Financial Management	407.50	4,000.00	-3,592.50	10.19%
Insurance	86.91	2,200.00	-2,113.09	3.95%
Payroll & Accounting	112.00	1,150.00	-1,038.00	9.74%
Total 525 Professional Services	\$ 606.41	\$ 15,350.00	-\$ 14,743.59	3.95%
550 Office Occupancy			0.00	
Custodial Services	280.00	1,680.00	-1,400.00	16.67%
Recycling	64.20	550.00	-485.80	11.67%
Rent	3,550.00	21,300.00	-17,750.00	16.67%
Total 550 Office Occupancy	\$ 3,894.20	\$ 23,530.00	-\$ 19,635.80	16.55%
575 Communications			0.00	
Gmail/Website	209.90	450.00	-240.10	46.64%
Telephone/Internet	491.46	3,600.00	-3,108.54	13.65%
Total 575 Communications	\$ 701.36	\$ 4,050.00	-\$ 3,348.64	17.32%
600 Office Supplies & Expenses			0.00	
Copier Lease	881.10	5,000.00	-4,118.90	17.62%
Office Supplies & Materials	417.71	4,000.00	-3,582.29	10.44%
Printing	32.76	1,000.00	-967.24	3.28%
Total 600 Office Supplies & Expenses	\$ 1,331.57	\$ 10,000.00	-\$ 8,668.43	13.32%
625 Professional Development			0.00	
Contracted Consultants	75.00	59,960.00	-59,885.00	0.13%
Food & Beverage		20,000.00	-20,000.00	0.00%
Mileage Reimbursement		1,000.00	-1,000.00	0.00%
Registration Fees		1,500.00	-1,500.00	0.00%
Room/Equipment Rental	780.00	5,000.00	-4,220.00	15.60%
Staff Travel		4,000.00	-4,000.00	0.00%
Supplies/Books/Materials		5,000.00	-5,000.00	0.00%
Total 625 Professional Development	\$ 855.00	\$ 96,460.00	-\$ 95,605.00	0.89%
650 Capital Outlay			0.00	
Furniture		1,000.00	-1,000.00	0.00%
Technology		1,000.00	-1,000.00	0.00%
Total 650 Capital Outlay	\$ 0.00	\$ 2,000.00	-\$ 2,000.00	0.00%
Total Expenditures	\$ 35,791.90	\$ 323,023.00	-\$ 287,231.10	11.08%
Net Operating Revenue	\$ 203,420.54	-\$ 80,000.00	\$ 283,420.54	-254.28%
Net Revenue	\$ 203,420.54	-\$ 80,000.00	\$ 283,420.54	-254.28%

Central Carolina Teaching Initiative
 Budget vs. Actuals: 2019-2020 CCRESA Budget - FY20 P&L Classes
 July 2019 - August 30, 2019

	Class of 2017-2019			Class of 2018-2020			CCTI Class of 2019-2020			TOTAL		
	Actual	Budget	% of Budget	Actual	Budget	% of Budget	Actual	Budget	% of Budget	Actual	Budget	% of Budget
Revenue												
440 CCTI Program Fees												
CCTI - District Fees	0.00	0.00	0.00	0.00	0.00	0.00	168,000.00	183,000.00	91.80%	168,000.00	183,000.00	91.80%
CCTI - Participant Fees	0.00	0.00	0.00	0.00	0.00	0.00	117,000.00	122,000.00	95.90%	117,000.00	122,000.00	95.90%
CCTI - Carryover	0.00	0.00	0.00	0.00	0.00	0.00	232,485.80	231,000.00	100.64%	232,485.80	231,000.00	100.64%
Total 440 CCTI Program Fees	\$ 0.00	\$ 0.00	0.00	\$ 0.00	\$ 0.00	0.00	\$ 517,485.80	\$ 536,000.00	96.55%	\$ 517,485.80	\$ 536,000.00	96.55%
Total Revenue	\$ 0.00	\$ 0.00	0.00	\$ 0.00	\$ 0.00	0.00	\$ 517,485.80	\$ 536,000.00	96.55%	\$ 517,485.80	\$ 536,000.00	96.55%
Gross Profit	\$ 0.00	\$ 0.00	0.00	\$ 0.00	\$ 0.00	0.00	\$ 517,485.80	\$ 536,000.00	96.55%	\$ 517,485.80	\$ 536,000.00	96.55%
Expenditures												
500 Salary & Benefits												
WCPSS On Loan Employees												
Total 500 Salary & Benefits	\$ 0.00	\$ 0.00	0.00	\$ 26,189.01	\$ 0.00	0.00	\$ 0.00	\$ 110,000.00	0.00%	\$ 26,189.01	\$ 110,000.00	23.81%
600 Office Supplies & Expenses												
Office Supplies & Materials	0.00	0.00	0.00	0.00	0.00	0.00	65.03	65.03	0.00	65.03	65.03	0.00
Total 600 Office Supplies & Expenses	\$ 0.00	\$ 0.00	0.00	\$ 0.00	\$ 0.00	0.00	\$ 65.03	\$ 65.03	0.00	\$ 65.03	\$ 65.03	0.00
625 Professional Development												
Food & Beverage	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Registration Fees	0.00	0.00	0.00	0.00	0.00	0.00	442.64	442.64	0.00	442.64	442.64	0.00
Staff Travel	0.00	0.00	0.00	0.00	0.00	0.00	700.00	700.00	0.00%	0.00	700.00	0.00%
Total 625 Professional Development	\$ 0.00	\$ 0.00	0.00	\$ 0.00	\$ 0.00	0.00	\$ 442.64	\$ 1,200.00	36.89%	\$ 442.64	\$ 1,200.00	36.89%
910 CCTI Programming												
CCTI - Contracted Services	1,600.00	1,600.00	0.00	1,000.00	1,000.00	0.00	11,284.00	210,700.00	5.36%	13,884.00	210,700.00	6.59%
CCTI - Course Supplies/Books/Materials	0.00	0.00	0.00	0.00	0.00	0.00	993.10	14,000.00	7.09%	993.10	14,000.00	7.09%
CCTI - District Subs	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	2,000.00	0.00%	0.00	2,000.00	0.00%
CCTI - Food & Beverage	0.00	0.00	0.00	0.00	0.00	0.00	863.42	12,000.00	7.20%	863.42	12,000.00	7.20%
CCTI - Printing	0.00	0.00	0.00	32.75	32.75	0.00	32.75	1,000.00	0.00%	32.75	1,000.00	3.28%
CCTI - Room/Equipment Rental	0.00	0.00	0.00	460.00	460.00	0.00	460.00	4,000.00	0.00%	460.00	4,000.00	11.50%
CCTI - Technology	0.00	0.00	0.00	0.00	0.00	0.00	5,840.00	5,840.00	0.00%	0.00	5,840.00	0.00%
CCTI - Testing Materials/ Fees & Workshops	210.20	210.20	0.00	280.00	280.00	0.00	480.20	26,500.00	0.00%	480.20	26,500.00	1.85%
CCTI - Travel/Mileage	0.00	0.00	0.00	0.00	0.00	0.00	825.00	8,000.00	0.00%	825.00	8,000.00	0.00%
CCTI - Website Support	0.00	0.00	0.00	0.00	0.00	0.00	825.00	825.00	0.00%	825.00	825.00	0.00%
Total 910 CCTI Programming	\$ 1,810.20	\$ 0.00	1,810.20	\$ 1,772.75	\$ 0.00	1,772.75	\$ 13,965.52	\$ 284,040.00	4.92%	\$ 17,548.47	\$ 284,040.00	6.18%
Total Expenditures	\$ 1,810.20	\$ 0.00	1,810.20	\$ 27,961.76	\$ 0.00	27,961.76	\$ 14,473.19	\$ 395,240.00	3.66%	\$ 44,245.15	\$ 395,240.00	11.19%
Net Operating Revenue	-\$ 1,810.20	\$ 0.00	-1,810.20	-\$ 27,961.76	\$ 0.00	-27,961.76	\$ 503,012.61	\$ 140,760.00	357.35%	\$ 473,240.65	\$ 140,760.00	336.20%
Net Revenue	-\$ 1,810.20	\$ 0.00	-1,810.20	-\$ 27,961.76	\$ 0.00	-27,961.76	\$ 503,012.61	\$ 140,760.00	357.35%	\$ 473,240.65	\$ 140,760.00	336.20%

[SCHOOL DISTRICT LETTERHEAD]

September 26, 2019

H. Edward Croom
Executive Director, CCRESA
7208 Falls of Neuse Rd., Suite 104
Raleigh, NC 27615

RE: Commitment to Participate in Principal Preparation Program

Dear Dr. Croom:

[NAME OF LEA] is pleased to commit to partner with the Central Carolina RESA to support principal preparation in our LEA. This program will assist our district in preparing transformational school leaders and address a critical shortage in our preparation pipeline.

As the Superintendent, of _____ I hold a seat on the CCRESA Board of Directors. Through the proposed program, we believe that the CCRESA will uphold its quality of services and will succeed in its goal of developing highly skilled school leaders and would help meet our district's need for placing effective administrators in our schools. **[LEAS CAN HIGHLIGHT SPECIFIC LOCAL NEEDS HERE].**

If the proposed project is funded, I commit our LEA to

- Follow the criteria set by NCCU and CCRESA to nominate at least one candidate, and no more than five, for the Principal Preparation Program.
- Support year two of the MSA program by allowing selected participants to intern in a high needs school within the district.
- Consider qualified program participants for placement as school leaders in eligible schools for years three and four of the program.
- Allow staff as well as project evaluators access to schools to observe participants at their clinical practice sites.
- Use the North Carolina Executive Evaluation Rubric to evaluate participants.
- Provide ongoing feedback for program improvement.
- Cooperate fully in the third-party evaluation of the Principal Preparation Program and comply with the expectations detailed in the grant proposal.

[NAME OF LEA] supports the NCCU/CCRESA partnership. We believe the combination of research-based instruction and coaching support will help improve our district's principal turnover rate and give new principals the support they need to become experienced leaders. We look forward to this partnership.

Sincerely,

[SUPERINTENDENT SIGNATURE]



**Central Carolina
Regional Educational Service Alliance**
Serving School Districts in the Heart of North Carolina

To: CCRESA Board of Directors
From: Dr. Ed Croom
Date: September 27, 2019
Re: Executive Directors Report

Let me start by saying that it has been a pleasure to spend the past couple of months getting to know educators across our 18 school districts. I have been impressed by the level of engagement that I have seen and the interest these folks have in making sure children are successful. It has also been challenging to reacquaint myself to the struggles educators in our state face each day. I trust our work in the CCRESA will help ease the struggles as we continue the process of learning and collaboration. I have made a concerted effort to develop a platform of work for each of the councils. I feel that it is important to have purpose and an end goal in place as our groups get together. However, I have learned that these groups value the opportunity to sit, share and learn from each other. I will make sure that time is available in each meeting for this to occur.

In addition to the council planning over the past couple of months, I have had targeted meetings with various individuals to further our RESA work. A few notables of these are:

- Traveled to various districts to speak with superintendents and their leadership teams
- Met with Melany Paden, DPI case manager for most of the CCRESA, do discuss a plan of action for strengthening the partnership between the RESA, DPI and the school districts
- Traveled to Cullowhee to participate in the C&I Conference with C&I directors
- Met with Angela Quick and Edna Wallace to discuss connections which could be made between CCRESA and RTI and areas in which they could help our districts
- Met with Eddie Price, Executive Director of the Principal Fellows Program to plan and discuss the potential for a PFP Grant
- Met with Dr. Lakisha Rice, NCCU MSA program, concerning a partnership to develop leaders within the CCRESA
- Weekly zoom conference calls with NCCU to prepare for the opportunity to apply for the Principal Fellows Grant

Council Meetings

Curriculum and Instruction - The C&I Council met in Cullowhee prior to the C&I conference. I had the opportunity to listen to their needs and begin developing a program of work for the remainder of the year. The discussion continued during the regular council meeting last week. The majority of our time during the council meeting was dedicated to leaders at Istation who answered seven pages of questions which had been submitted by the districts. I do feel that the

information provided eased some of the concerns of the C&I and Technology members. The presenters took the needed time to answer every question.

The council overwhelmingly felt that teacher staff development was needed in areas of literacy and math. They, collectively, felt that Literacy Foundations, a literacy program supported by DPI, would pay dividends for the districts if that training could be implemented. I have reached out to Melany Paden and she is working on setting up some dates that the training could take place. The C&I council suggested a team of 4 or 5 teachers from each district be trained. They also suggested a similar training for math teachers.

(Would the districts be able to handle the substitute teachers for this training to occur?)

PIO - The Public Information Officers identified topics that would help them in their positions. These topics include:

- Set up a meeting with a media representative (possibly WRAL/WTVD) to discuss the barriers that often exist between the school districts and the news outlets. One of the outcomes would be to help bridge the expectations of reporters with the limitations set by producers.
- Further clarification on the “Tip-line” which is mandatory for districts to adopt during the school year. The group wanted clarity on the expectations during “down times” during the school year.
- Exploring options to use videos to brand public schools within the CCRESA
- Explore opportunities to gain knowledge on how to deal with crisis events at schools (how to engage with law enforcement or other agencies on school grounds during a major event)

Technology Council - The technology council is a unique group who are dealing with many issues at the district level. The lack of funding and the expectation of fighting the daily struggles of maintaining the technology infrastructure within the district dominated most of the meeting. They discussed strategies to remedy some of the specific problems that some of the districts were having (honestly, most were over my head). I was pleased with the manner in which they were helping each other. Their biggest concern was limiting the work of “hackers” in the district. I was surprised to learn that the largest group of hackers were 3rd – 5th graders.

Principal’s Council - Dr. Brock Womble met with the Principals during our meeting and discussed opportunities that NCCAT could provide the schools. He gave an overview of the specific programs and highlighted the need to develop teacher leaders within the schools.

Human Resources/Finance - Lisa Sonricker discussed the status of the CCTI program. We have three cohorts at this time. The third cohort has 57 future teachers engaged in the program. Tom Tomberlin, DPI, spent most of the morning discussing issues with the Residency program. Tom stated that one of the most important things is that the EPP and the district work together. There are many laws that have been enacted and numerous policies will be forthcoming to help fulfill the law. Teacher and Recruitment taskforce has been established. Marcie Holland

represents our CCRESA on the taskforce. The purpose is to vet these policies prior to going to the state board.

Lead and Learn - Anna Brady has started the second year of Cohort 1 for new principals in the CCRESA. She has also started Cohort 2. Each Cohort will have 7 sessions dealing with topics such as Maintaining Positive School Culture/Climate, PLC's, Analyzing Data, etc. These sessions were held September 11th and 18th. I have spoken with several principals who have been through the Lead and Learn PD. They are extremely complimentary of the time spent with Anna.

CCTI – Lisa Sonricker has provided a report (packet).

Principal Development Program – A large portion of my time has been devoted to organizing a grant proposal for a CCRESA Principal Development Program. With the blessing of the executive board, we have joined forces with North Carolina Central University to develop the CCRESA Principal Fellows Program. The purpose of the work is to decrease the principal turnover rate in our districts (especially in low performing schools) and to help eliminate the stress of a beginning principal through extensive coaching. The proposal would create a four-year program including the MSA program at NCCU, one year paid internship at the district, and two years of coaching, staff development and support. Candidates would have to agree to remain in the district for a set number of years. The districts would commit to providing a leadership opportunity for the candidate with the grant providing 100% of the funding needed for the internship.

Important Dates and Meeting information

- Crucial Conversations – October 8, 2019
- EVAAS Training (teachers) – October 29, 2019
- EVAAS Training (administrators) – December 10, 2019
- Influencer – November 5, 2019
- CCRG Information Meeting (See Handout)
- NCCAT Save the Date – Beginning Teacher of the Year 1st Annual Banquet – December 5, 2019 (More information will be provided)

[SCHOOL DISTRICT LETTERHEAD]

September 26, 2019

H. Edward Croom
Executive Director, CCRESA
7208 Falls of Neuse Rd., Suite 104
Raleigh, NC 27615

RE: Commitment to Participate in Principal Preparation Program

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- Provide ongoing feedback for program improvement.
- Cooperate fully in the third-party evaluation of the Principal Preparation Program and comply with the expectations detailed in the grant proposal.

[NAME OF LEA] supports the NCCU/CCRESA partnership. We believe the combination of research-based instruction and coaching support will help improve our district's principal turnover rate and give new principals the support they need to become experienced leaders. We look forward to this partnership.

Sincerely,

[SUPERINTENDENT SIGNATURE]

CENTRAL CAROLINA teaching initiative

TO: CCRESA Board of Directors
 FROM: Lisa Sonricker
 DATE: September 27, 2019
 RE: Central Carolina Teaching Initiative

We are excited to announce that we are one of the few North Carolina Educator Preparation Programs approved outside of an IHE. We are the only EPP initiated and supported by a collaboration of District Superintendents.

ADDITIONAL AUTHORIZED EPPs

INSTITUTION	CONTACT	PHONE	PROGRAM	APPROVED PROGRAMS	LICENSURE CONTACT
Central Carolina Teaching Initiative	Lisa Sonricker	919.882.5951	Education	(pdf, 52kb)	Lisa Sonricker
Charlotte-Mecklenburg Schools	Shannon Stehmeier	980.343.2739	Education	(pdf, 52kb)	Shannon Stehmeier
Guilford County Schools	Dr. Flora Luk	336.378.8823	Education	(pdf, 58kb)	Dr. Flora Luk
Western Governor's University	Verna Lowe	385.428.7708	Education	(pdf, 102kb)	Verna Lowe
Teachers of Tomorrow	Amanda Sparks	919.750.8474	Education	(pdf, 51kb)	Connor Haley
Pathways To Practice	Allison Winzeler	919.513.2802	Education	(pdf, 51kb)	Allison Winzeler

Taken from <http://www.ncpublicschools.org/epp/approved/>

Responses to District Needs

Based on our past experiences and requested feedback from our supporting districts we reorganized and made significant changes this year, including:

- Partnership with North Carolina New Teacher Support Program.**
 Coaches provide intentional, targeted support to beginning teachers around the critical teaching dimensions of Planning, Instruction and Assessment and deliver this support at regular frequency from a non-evaluative stance. Our commitment is to offer face to face support to teachers on average of once per week and develop effective teaching practices during their initial years. You can learn more about the statewide program and outcomes at: <https://ncntsp.ecu.edu>
- Strong support for our Exceptional Children Teachers.**
 Our Exceptional Children Teachers take additional coursework to prepare for the challenges of the classroom as well as the management of the caseload of students they support. Beyond the basics of *Building a Culture for Learning*, and *Maximizing Learning for All*, our EC Teachers are engaged in *Developing Individualized Education Programs*, and *Assessment and Methods for Teaching Exceptional Children*.

CCTI By the Numbers:

Cohort Three

Our new teachers began CCTI coursework this summer and are continuing their studies and experiential learning throughout this school year. Six Districts participate in this cohort, and the teachers are divided into learning cohorts as follows:

Cohort	Districts	Teachers	Teachers in Cohort
Cohort A Johnston	Johnston Bladen	10 1	11
Cohort B Wake	Wake	15	15
Cohort C Durham, Orange, Person	Durham Orange Person	18 6 6	31
Total			57

Our newly formed Cohort Three has already completed Course 1 (online), *Building a Culture for Learning*, with a focus on equity, building relationships, and classroom management. They are well into Course 2 (face-to-face and online) focused on *Maximizing Learning for All*.

The coaching support provided by the North Carolina New Teachers Support Program has begun in some districts, and rolling out in others. We look forward to the support these coaches will provide to our CCTI teachers.

Cohort Two

Our 56 Cohort Two teachers, in their second year of coursework, are building a portfolio of Evidence of Competency for their capstone work. In addition, they will continue to be supported by district coaches and mentors to accrue the required 60 hours of one-on-one support.

Cohort One

Progress on our Cohort One teachers:

83% of all cohort members have complete their coursework.

62% of all cohort members have completed all coursework, testing requirements, and are fully licensed.

We will continue to offer licensure testing support.

Supporting our Districts

In response to District needs and requests, we have initiated a more focused EC program for our CCTI teachers by bringing Dr. Morghan Bosch (EC Professor for Barton College) to work with our EC teachers. In addition, we are partnering with North Carolina New Teachers Support Program to provide coaching support to our new teachers on a weekly basis. We are excited about our new program format and look forward to the positive impacts these modifications will have on our teacher preparation.

We welcome your feedback. Please email Lisa Sonricker with recommendations or questions.

Thank you for your continued support.

Lisa Sonricker
CCTI Program Director
sonrickerl@ccresa.net

Career and College Ready Graduates (CCRG)

Information Meeting

Save the Date

The CCRG legislation requires high school juniors, who do not meet career and college ready benchmarks, to take CCRG courses in their senior year. These courses will allow students to enroll at the community college without the need for remediation. This legislation also requires that all high schools begin teaching these courses in the 2020-2021 academic year. With that deadline approaching, LEAs are invited to send a team to learn about CCRG implementation and courses.

LEA teams should include up to six people including, but not limited to, CAOs, advising lead, high school principal or assistant principal, math lead or teacher, English lead or teacher. This is a “train the trainer” opportunity so plan for your team to serve as CCRG leaders in their respective areas of expertise.

Meetings will be held across the state. *Registration details will follow* but save the date now so your team is ready to attend the meeting in your region:

October 28	District 5—Piedmont-Triad	Winston-Salem
October 29	District 4—Sandhills	Cumberland County
October 31	District 3—North Central	Raleigh
November 5	District 1—Northeast	Washington
November 6	District 2—Southeast	Wilmington
November 12	District 6—Southwest	Charlotte
November 13	District 7—Northwest	Wilkesboro
November 14	District 8—Western	Asheville



Each meeting will run from 9:00—4:00 and include lunch. Following is a brief agenda:

- Welcome (DPI)
- Legislation overview (NCCCS)
- College Ready Math and English course development (NCCCS)
- Review of pilot data (NCCCS)
- Student criteria for placement or exemption (DPI and NCCCS)
- Course parameters (DPI)
- Teaching the course (NCCCS)
- Afternoon Breakouts
 - ⇒ English teachers – NROC and the CCRG English IV Course
 - ⇒ Math teachers – NROC and the 4th math
 - ⇒ Counselors and administrators – what you need to know



If you have specific questions regarding these meetings, please contact Laura Kalbaugh, at lmkalbaugh@waketech.edu.