



# 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: February 19, 2021  
Re: Executive Directors Report

The number of zoom calls has slowed down a little since the holiday season. I still add calls when requested and work with the different councils to communicate as much as possible.

Our monthly professional development offerings have been very successful this year. This is something new for our CCRESA and it is my goal to provide some type of staff development on a monthly basis. Nearly 180 participants joined the Poverty Training last week and we received some very positive feedback from the participants. I have attached the list of opportunities provided so far this year.

## CCRESA PD Dates and Topics for 2020-2021

Date	Virtual PD Session	Facilitator/Contact	Time
September 22 <sup>nd</sup>	NCCAT Google Classroom	Elizabeth Joyce elizabeth.joyce@nccat.news	4PM – 6PM
September 23 <sup>rd</sup>	NCCAT Getting Started with Canvas	Elizabeth Joyce elizabeth.joyce@nccat.news	4PM – 6PM
September 24 <sup>th</sup>	NCCAT Intermediate – The Canvas Mindset	Elizabeth Joyce elizabeth.joyce@nccat.news	4PM – 6PM

October 20 <sup>th</sup>	Personalized Learning: Approaches to Delivering High Quality, Engaging Instruction in a Remote Environment	<p>Lead Facilitators:</p> <p>Vanessa Wrenn, Vanessa.Wrenn@dpi.nc.gov</p> <p>Amy Rhyne, Amy.Rhyne@dpi.nc.gov</p> <p>Co-Facilitators:</p> <p>Tonia Parrish, Tonia.Parrish@dpi.nc.gov</p> <p>Angie Mullennix, Angie.Mullennix@dpi.nc.gov</p>	4PM -- 5PM
November 10 <sup>th</sup>	Vocabulary/Reading Strategies in a Remote (Virtual) Environment	<p>Lead Facilitators:</p> <p>Tonia Parrish, Mollee Holloman, Chris Beneck, Angie Mullennix</p> <p>Co-Facilitators:</p> <p>Vanessa Wrenn, Amy Rhyne,</p>	4PM -- 5PM
November 17 <sup>th</sup>	Special Educator Support: Students with Disabilities in a Remote Learning Setting	<p>Cayce Favasuli <a href="mailto:cfavasul@uncc.edu">cfavasul@uncc.edu</a> and Crystal Patrick <a href="mailto:crystal.patrick@dpi.nc.gov">crystal.patrick@dpi.nc.gov</a></p> <p>Michelle Hamm &lt;Michelle.Hamm@dpi.nc.gov&gt;</p>	4PM
January 7 <sup>th</sup>	Legal Update: Exceptional Children in a Virtual Environment	NCDPI - Sherry H. Thomas, Director	4PM

## Principal Lead and Learn

Anna Brady has done a phenomenal job working with our school administrators in the Principal Lead and Learn program. I have asked her to provide an update so you would understand more of what they are obtaining from her. The input that I have received has been overwhelmingly positive. She has provided a survey to her participants and those results are included in her report. This is really good information, and I would encourage you to promote involvement from your principals (especially newly appointed principals) in the future.

**(Attachment)**

## CCTI Update

Lisa Sonricker and Kathy Saunders have worked hard to structure the CCTI program to accommodate requests to lower the financial burden placed on districts. Moving forward, there will no longer be district fees or tuition fees placed on districts. Many districts are still offering payroll deductions for participants to pay their tuition fees but will no longer need to pay the bulk sum upfront.

I encourage you to read the attached program summary that highlights the achievements of the CCTI program, and work with your HR and Licensure departments to help expand and make CCTI a sustainable program.

**(Attachment)**

## CCP3 Update

Our first cohort of Principal Fellows are still engaged with the classroom portion of their program at NCCU. Currently, participants from Franklin, Halifax, Edgecombe, Granville, Durham, Warren, and Vance counties are in the program. We have one candidate from Pitt County in the program that has moved to another district.

These students are involved in periodic lunch and learn professional development opportunities which include a successful principal sharing their stories with the candidates. They move into the internship year during the 2021-2022 school year. As a reminder, the program is four years with two years of extensive coaching during years three and four.

Cohort 2: Fall 2022

Prospective Principals will begin the MSA program with NC Central in Fall 2022. We ask you to begin recruiting for this cohort over the summer and into early Fall.

TIMELINE

October - December 2021	Open Application Period
January 2022	Staff training for candidate interviews
February 2022	CCRESA/NCCU Candidate Interview
March 2022	CCRESA/NCCU Candidate Selection

Cohort 1: Summer 2022

Cohort 1 participants will have graduated from NC Central with their MSA degree. They will begin the CCRESA professional development portion of CCP3.

TIMELINE

June 2022	VitalSmarts: Crucial Conversations
July 2022	VitalSmarts: Influencer
August 2022	VitalSmarts: Crucial Accountability
September 2022 - May 2023	Principal Lead & Learn and individual Coaching Sessions

**CCREA Lead and LEARN New Principal Support Program Mid-Year Review  
February 15, 2021**

Submitted to Dr. Ed Croom  
Executive Director, Central Carolina Education Regional Service Alliance

Dr. Croom,

Thank you for the continued honor of facilitating the CCRESA Lead and Learn New Principal Support program the past three years. As a recap, Lead and Learn began in August, 2018 in response to the Superintendents' interests in providing collaborative leadership support for new principals across the region. Below you will find information about each cohort.

- Year 1 (2018-19) Cohort 1 - **31** New Principal Participants from 12 districts
- Franklin, Granville, Greene, Halifax, Orange, Northampton, Person, Pitt, Roanoke Rapids, Vance, Warren, and Wilson
- Year 2 (2019-20) Cohort 2 - **18** New Principal Participants from 10 districts
- Franklin, Granville, Halifax, Johnston, Orange, Pitt, Roanoke Rapids, Vance, Warren, and Wilson
- Cohort 1 - **21** 2nd Year Principal Participants chose to continue with coaching and cohort support.
- Franklin, Granville, Halifax, Orange, Northampton, Person, Pitt, Roanoke Rapids, Vance, Warren, and Wilson
- Year 3 (2020-21): Cohort 3 - **9** New Principal Participants from 4 districts  
Chapel Hill-Carrboro City, Halifax, Wake, and Warren
- Alumni - **33** (Cohorts 1 & 2) 2nd and 3rd Year Principal Participants chose to continue with coaching and cohort support from 9 districts. Individual principal participation varies from month to month.
- Franklin, Granville, Halifax, Johnston, Orange, Roanoke Rapids, Vance, Warren, and Wilson

In response to the COVID-19 crisis I have altered some of our cohort session topics to ensure we are meeting the individual and collective needs of our principals. Attending to their social and emotional needs has been critical, especially for those leading schools for the first time under such uncertain times and unprecedented circumstances. I have enjoyed building relationships with our principals and providing timely, and sometimes on-demand support, including formal and informal coaching feedback. I have been inspired by their courageous and visionary leadership and feel hopeful about their future. How blessed their students, staffs, and communities are to have them at the helm of their schools.

As of February 15, 2021, the Alumni Cohort has averaged 20 principal participants per support session with the same average number participating regularly in one or more coaching sessions. Principals' availability to participate varies from month to month based on their busy schedules. Cohort 3 support session participation has averaged 8 principals in attendance, with full participation in coaching sessions. I have worked to reschedule individual coaching sessions for principals in all cohorts when they have been unable to keep their appointment due to district leadership meetings, faculty/staff sessions, and re-entry planning.

**February 15, 2021 Mid-Year Survey Responses: Principal Participant Survey Responses to all three active cohort members.**

**Leadership Usefulness for Cohort Support and Coaching. (23 Responding)**

\* LEAD and LEARN support sessions with fellow principals have been relevant to my leadership work with opportunities to learn about leadership strategies other new principals were using in their schools. **100% YES responses**

\* The LEAD and LEARN sessions provided opportunities for collaboration and collegial support for new principals across the CCRESA. **100% YES responses**

\* The coaching sessions have been valuable to my leadership growth and development. **100% YES Responses**

\* The LEAD and LEARN facilitator shared leadership skills, strategies and experiences that deepened my learning as a new principal. **100% YES responses**

\* The facilitator/coach challenged my thinking and personal reflection. **100% YES**  
**Scale: 1-5. Level 5 = YES 87.0%; Level 4= YES 13%**

**COHORT SUPPORT (Free Response)**

**Please offer any additional comments about your program participation that would be helpful for the program facilitator and CCRESA Executive Director to know that would strengthen future programming opportunities for new principals. (23 Responding)**

"The addition of the coaching sessions has been very beneficial. This should definitely be a part of it as it continues." -Cohort 1

"Keep this available for principals!" - Cohort 1

"As a new principal, sometimes we tend to try put out all the fires. We have learned from Anna to prioritize because every situation does not have to be addressed. Anna has a way of sharing her own experiences to help guide our thinking. This has and continues to be an awesome experience."  
-Cohort 1

"The Lead and Learn Cohort provides such positive growth opportunities with other new school leaders. The activities and discussions lead to shared ideas and strategies that indeed help to develop strong and forward thinking leaders." - Cohort 2

"I would like to have the opportunity to continue to collaborate with other principals (similar years of experience) in the future. I think this would be good for new principals." - Cohort 2

"Cognitive coaching has been the most useful." - Cohort 3

"Being able to discuss topics relevant to us and get insight" -Cohort 1

"Dr. Brady always has a way to help you self reflect in order to make choices. I like this because instead of her giving the answers she helps you grow as a leader by discovering the answers within." - Cohort 2

"Keep this available for principals! This program has been extremely useful to me as a new principal. I think it would be worth considering having some type of programming for new assistant principals".

"It has been a life changing experience as a first year principal. The presentations, coaching, and collaboration with other colleagues, and impartations from Coach Anna Brady have been such a breath of fresh air and encouraging." - Cohort 3

"Anna Brady is absolutely amazing! Her insight, encouragement, and ability to help problem-solve have been essential as a first year principal." - Cohort 3

"Opportunities to collaborate with fellow principals is so helpful and should be continued." - Cohort 2

"The one to one (coaching) sessions are necessary to discuss concerns as well as ideas to move forward in education as a Principal." - Cohort 2

"I have been a part of this program for three years now. It has truly helped develop my leadership skills. Anna has been great at providing support and the right message at the right time. I hope to continue to participate in some way in the future." -Cohort 1

"Please continue with this program. Districts often do not offer this space in which principals can share across districts. It is critical for us to be able to share "safely" with others who are experiencing the same issues and strategize solutions to their issues and learn from each other. Anna guides/leads us to solutions all while validating your thoughts and the process." -Cohort 1

"I would like to have the opportunity to continue to collaborate with other principals (similar years of experience) in the future. I think this would be good for new principals". -Cohort 1

"Please continue this Principal support program. The outside ear/eye is invaluable to Principals who often times don't express the whole truth when in the system with which they work." -Cohort 3

"One on one sessions - most valuable" - Cohort 3

"Facilitation that is a combination of discussion and hands-on activities; repeated reminders to use the principal standards to plan and evaluate the work; focus on vision has been most useful" - Cohort 2

"The 1-on-1 meetings and support sessions. Also the group meetings have been helpful with sharing ideas and not feeling alone during these times." -Cohort 2

"Ms. Brady is AWESOME!!! She has made my first two years as a principal great." - Cohort 2

"This is a great program and support group for anyone in the principal position! I would recommend it to anyone!" - Cohort 1

"The individual mentorship" -Cohort 1

"The discussions held with the presenters and with colleagues have all been meaningful in my work to continuously improve my craft of leading. Everything we have done over the years has had some type of impact on me as a leader." -Cohort 1

## **LEADERSHIP COACHING (Free Response)**

### **What has been useful for you from the leadership coaching sessions? (23 Responding)**

"Anna provides not only an ear, but a sounding board. She hears given cues and provides things to consider and experiences she has had or others shared with her. This one on one time has fueled me each week it occurs. The time flies - sitting as the sole person in my school in this chair is not easy and she provides support needed to not jump ship!" - Cohort 3

"The ability to have a "safe space" to talk to Anna knowing that she has experience/expertise and is able to understand what I am going through. Her real life stories enhance the experience." -Cohort 1

"The leadership coaching sessions have been extremely beneficial as an opportunity for me to share successes and concerns with someone who is outside of my circle, yet truly understands, cares and can provide useful feedback." -Cohort 1

"The affirmations and advice given have been the most useful from the coaching sessions." - Cohort 1

"The opportunity to share Problems of Practice and talking through solutions." -Cohort 1

"What has been useful for me has been having a person I know I can go to when needed who listen and offer confirmation for your work. The advice is something I can put to practice." - Cohort 1

"The coaching sessions have really been helpful, especially in the time of the pandemic. One thing I did enjoy pre-pandemic was the visits to other schools. I believe this helps educators to get out of their own buildings and see what happens in other districts." - Cohort 1

"The one on one time with coach." - Cohort 3

"Anna Brady is AMAZING! She is so supportive and understanding. I struggled my first year in a new county as a first year principal. I would not have made it without her individual support and mentorship. She was what made this a great experience!" -Cohort 1

"Having a thought partner to reflect on situations; having an advocate for my growth" - Cohort 2

"Ms. Brady is such an active listener and always has a genuine concern for my concerns. During each session, she asks critical questions to push you to look at situations from multiple perspectives and then she asks additional questions to help you think of ways to find possible solutions to the problems. In addition, Ms. Brady allows you to share and discuss without judgment. In my sessions with her, I feel safe to share and open to feedback." - Cohort 2

"I sincerely appreciate the personalized attention and the insight from a veteran Principal. I have been able to take the jewels learned and the opportunity to collaborate with my peers to address areas within my building." -Cohort 3

### Cohort 3 (2020-21 New Principals)

DELIVERY DATES	COHORT 3 SUPPORT SESSIONS	Principal Participants
August 26, 2020 9:00-11:00 Virtual	Principal Leadership Community Building; Includes Leadership Goal Setting/Program Overview	7
September 16, 2020 9:00-11:00 Virtual	The Principal Coach: The Developer of Winning Teams (Engaging Staff and Families Through Remote Learning)	7
October 14, 2020 9:00-11:00 Virtual	Ensuring Equitable Learning Practices and Strong Social Emotional Learning	7
January 20, 2020 9:00-11:00 Virtual	Growing Teacher Leaders: Using Best Practices for Observing, Coaching, Questioning, and Providing Feedback Remotely	9
March 17, 2020 9:00-11:00 Virtual	Understanding and Organizing Multiple Sources of Data (EVAAS Training)	
April 21, 2020 9:00-11:00 Virtual	Group Session - Topic TBD Based on Survey Possibly— —Courageous Conversations: When to Hold 'Em, When to Fold 'Em	

DATES	COHORT 3 INDIVIDUAL COACHING SESSIONS	Principal Participants
By September 30, 2020 Virtual	Individual Coaching Sessions with Principals	8
By October 31, 2020 Virtual	Individual Coaching Sessions with Principals	9
By November 30, 2020 Virtual	Individual Coaching Sessions with Principals	9
By January 31, 2020 Virtual	Individual Coaching Sessions with Principals	9
By February 28, 2020 Virtual	Individual Coaching Sessions with Principals In Progress	
By April 30, 2020 Virtual	Individual Coaching Sessions with Principals	
By May 30, 2020 Virtual	Individual Coaching Sessions with Principals	
By June 30, 2020 Virtual	Individual Coaching Sessions with Principals	

### ALUMNI COHORTS 1 & 2 (2018-20 New Principals)

DATES	ALUMI (COHORTS 1 & 2) SUPPORT SESSIONS	Principal Participants
September 9, 2020 9:00-11:00 Virtual	Group Session - Topic TBD Based on Survey Leadership Successes, Challenges and Engaging Staff and Families Through Remote Learning	27
November 18, 2020 9:00-11:00 Virtual	Group Session - Topic TBD Based on Survey Ensuring Equitable Learning Practices and Strong Social Emotional Learning	21
January 13, 2021 9:00-11:00 Virtual	Group Session - Topic TBD Based on Survey HOPE LEADERS: Communicating and Collaborating Effectively with Energy, Empathy, Equity, and Excellence	11
March 10, 2021 9:00-11:00 Virtual	Group Session - Topic TBD Based on Survey	
April 28, 2021 9:00-11:00 Virtual	Group Session - Topic TBD Based on Survey	

DATES	ALUMNI (COHORTS 1 & 2) INDIVIDUAL COACHING SESSIONS	Principal Participants
By October 31, 2020 Virtual	Individual Coaching Sessions with Principals	20
By December 31, 2020 Virtual	Individual Coaching Sessions with Principals	20
By February 28, 2021 Virtual	Individual Coaching Sessions with Principals In Progress	
By April 30, 2021 Virtual	Individual Coaching Sessions with Principals	
By June 30, 2021 Virtual	Individual Coaching Sessions with Principals	

The Central Carolina Teaching Initiative is implementing targeted changes to strengthen our educator preparation while focusing on maintaining effective aspects of the current CCTI program and also strengthening the areas we know are important to teacher growth and district support. The program updates include providing:

- A simplified cost structure to reduce district contributions to \$0
- Consistent, high-quality coaching as a program component to supplement regular district coaching for beginning teachers
- Inclusion of distance learning option to support teacher choice
- Weekly information sessions for new candidates and a streamlined enrollment process

**NEW COST STRUCTURE**

To alleviate all of the financial burden for our districts, we substantially redesigned the cost structure. The new structure allows districts to support a candidate's tuition in the program if they choose. Districts **will no longer** cover the teacher fees upfront and be reimbursed through teacher payroll deductions monthly.

<b>CCTI Cost Structure for CCRESA Districts: Comparison between 2019-20 and 2020-21</b>		
	<b>2020-21 Flat Fee Structure</b>	<b>2021-22 \$0 District Cost</b>
<b>District flat fee to participate in CCTI</b>	\$2,500	<b>\$0</b>
<b>District fee per participant</b>	\$500	<b>\$0</b>
<b>Participant fee</b>	\$3,750*	<b>\$4,750 in Monthly payments</b>
<b>Example: Cost to District for 10 teachers</b>	\$7,500 (\$2,500 + (500)(10))	

**FOCUS ON REMOTE LEARNING**

Understanding the need for technologically capable educators, we require that all participants prepare for and earn their Google Level 1 Certification as part of our initial Course 1. Mastering the use of myriad features of the Google Suite will support our educators as they teach and support student learning remotely.

We are also offering Distance Learning options for class sessions along with an in-person face-to-face option to allow for educator choice in the learning environment.

## ENROLLMENT PROCESS

Understanding that recruiting is everyone's responsibility, CCTI has held weekly Information Webinars to help those new to education understand the Residency License, the responsibilities for clearing a Residency License, and how the CCTI program can support the Resident Teacher as they work to complete all requirements. These sessions continue throughout the year as we support rolling enrollment into our educator prep program.

## BY THE NUMBERS

Our external evaluators, the Education Policy Initiative at Carolina (EPIC), shared their findings for our Cohort 1 and 2 educators in our first two years in operation in June, 2020. Their key results are listed below:

### *Key Results: EVAAS*

- Estimates indicate that CCTI teachers are more effective than other early-career alternative entry teachers in 2018 (same LEA and school)
- All other results are statistically insignificant

### *Key Results: NCEES*

- Estimates indicate that CCTI teachers earned higher ratings than other early-career alternative teachers in the same schools on Standards 3 and 5
- Most other NCEES estimates are statistically insignificant

### *Key Results: Retention*

- Estimates indicate that CCTI teachers are more likely to return to teaching in the same school, LEA, and state in the following year

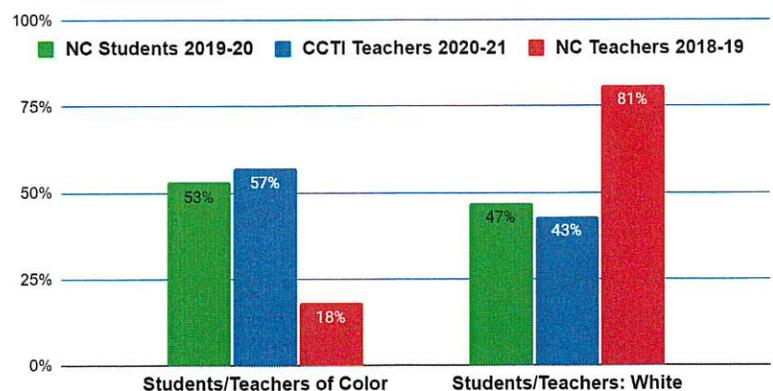
## NEW COACHING STRUCTURE

To support our teachers, CCTI has contracted with coaches from around the region to help our beginning teachers develop their skills and grow as educators. Our new coaching team provides three coaching sessions per month for each educator focused on effective and equitable learning for all students.

## BUILDING A DIVERSE TEACHING FORCE

Understanding the exponential value of teachers who look like their students, knowing that students perform better both academically and emotionally, and the extended outcomes to all learners, we are working to build a diverse teaching force, prepared to inspire and teach all students.

NC Students, CCTI Teachers and NC Teachers



Public school students and teachers by race

## WHAT OUR CURRENT COHORT OF EDUCATORS ARE SAYING

"I have implemented all I am learning and it is working."

"My coach is very flexible and helpful with this whole learning process."

"Incredible! So much support has been coming my way and it means a lot."

"All the support I need to be successful. EXCELLENT coaching!"

"The feedback is always helpful and guides me to the next step."

"The feedback I receive is where I feel I learn the most because it is so individualized and very helpful."

"You all are truly amazing and so supportive during this crazy time."

"I feel very supported by the program and my coach."

"Thank you for all of your hard work! We can all tell that a tremendous amount of effort goes into creating this course."

"I have loved learning through CCTI and growing as a teacher."

## CONCLUSION

It has been an honor to work with the district leaders and educators of the Central Carolina Region. It is our intent to build an effective Educator Preparation Program to maximize learning for all students across the district members of the Central Carolina RESA. Learning from and responding to requests from our HR Council and using the resources in the region, we believe we can provide the support residency teachers require to meet the challenging work of educating all of our children.

Lisa Sonricker  
CCTI Program Director

Kathy Saunders  
CCTI Content Developer

Ed Croom  
Executive Director of the CCRESA