

Central Carolina RESA Board of Directors Meeting

NCSBA Assembly Hall

March 17, 2023

9:00 a.m. – 12:00 p.m.

Minutes

Board of Directors in Attendance

Rhonda Schuhler (Franklin), Alisa McLean (Granville), Catty Moore (Wake), Frank Creech (Greene), Julie Thompson (RRGSD, virtual), Keith Sutton (Warren), Rodney Peterson (Person), Michelle Hardly (ESD), Cheryl Wilson (Wilson), and Pascal Mubenga (Durham).

Affiliate Members in Attendance

Matthew Cheeseman (Beaufort) and Sztajn (NC State)

Guests

Joe Johnson (Builder Services), Rick Stout (Builder Services), Ashley Mcbride (NCDPI), Rob Dietrich (NCDPI), and Catherine Truitt (NCDPI).

Staff

Patrick Miller, Dana Stutzman, and Katherine Chambers

Welcome

CCRESA Executive Director, Patrick Miller welcomed Superintendents and introduced the sponsors of the meetings, Joe Johnson and Rick Stout at 9:00am.

Meeting Sponsor: Builder Services of North Carolina

Rick Stout and Joe Johnson introduced themselves and Builder Services of North Carolina. Builder Services facilitates school preparedness for natural disasters. The organization covers some of the

largest school districts and some of the smallest school districts in North Carolina. The superintendents in the room that use their services confirmed that they are very pleased with their services.

Approval of February 3, 2023 Minutes

CCRESA Board Chair Rhonda Schuhler asked members to review the February 3, 2023 Minutes. Motion to approve the minutes was given by Rodney Peterson, Catty Moore seconded, and the Minutes were approved unanimously.

Approval of Financial Reports

Alisa McLean, CCRESA Secretary/Treasurer reviewed the Financial Reports. Dana Stutzman noted the CCTI bank account has officially been closed. Keith Sutton motioned to approve the financial report, Rodney Peterson seconded, and the financial reports were approved unanimously.

CCRESA Elections for 2023-2025

As the current Chair-Elect, Lane Mills will move into the Chair position on July 1, 2023. Alisa McLean is retiring at the end of this year, and therefore the RESA will need to fill the Chair-Elect position and the Secretary/Treasurer position for the 2023-2025 term. Dr. Miller opened the floor for nominees - Keith Sutton nominated Matthew Cheeseman to be chair-elect and Rodney Peterson nominated Keith Sutton for the Secretary/Treasurer positions. There were no further nominees, and the Board unanimously approved the new positions. The new Executive Committee will begin their roles July 1, 2023 and serve a two-year term. The Board opted to fill the Audit Committee with two positions: Catty Moore nominated Rodney Peterson and Frank Creech nominated Steve Ellis, the Board unanimously approved the nominations, and they will also serve a two-year term.

Election of NCSSA Executive Board Members

The current CCRESA representatives on the NCSSA executive board are Rhonda Schuhler and Catty Moore. Dr. Miller noted that Superintendents may serve consecutive terms. Frank Creech nominated Rhonda Schuhler to hold her position and Rhonda Schuhler Nominated Frank Creech. The Board unanimously approved.

A Conversation with State Superintendent Catherine Truitt

State Superintendent Truitt has been traveling across the state talking with district superintendents, and the CCRESA is the third RESA she has visited so far. She noted that Operation Polaris 2.0 launched a couple of months ago and new hires have been made in the Office of District and Regional Support. One of the current top priorities is Human Capital with the introduction of Pathways to Excellence and AP Accelerator to help with school vacancies. The beginning teacher attrition rate is concerning; it has nearly doubled the overall state attrition rate. Traditionally prepared and alternate entry enrollment is down considerably from data collected in 2022 - a report from BESTNC goes into detail of how pay plays into this factor. Millennials did not go into education like the previous generation and Gen Z is following that same downward trend.

The Pathways Plan will give pay incentives to teachers who take on extra responsibilities. A paid teacher mentor will be assigned to each beginning teacher. This course of action will alleviate some of the burden from a principal's obligations. Community colleges will be able to license teachers with 4-year degrees. The southeastern region of the state ranks toward the bottom of beginning teacher pay and toward the middle of the pack for experienced teachers. NCDPI is asking for \$250 million to pilot the Pathways Plan. The pilot is asking for 11 school districts to volunteer. They would like to have a demographic mix of districts in the pilot to get the most accurate results. Interested superintendents can contact Catherine Truitt directly if they would like to participate in the pilot. The funding for the Pathways Plan will be requested in conjunction with a 10% teacher pay raise.

Superintendents suggested that universities partner with the Community College's licensure programs and districts to incentivize new teachers to go back into their community - perhaps an expansion of Teaching Fellows. Teacher Working Condition Surveys have shown site-base leadership to be a contributing factor in low retention rates. Some of the smaller districts gave their personal experience of teacher mentors with very positive results. Beaufort County had one mentor for every four teachers and has had success with its retention rate. Of the 48 beginning teachers in Beaufort County, 46 came

back for the current school year. They have been utilizing a third-party company for coaches and using Title 11 funding.

Another priority of the State Superintendent's office is Accountability and Testing. Current school performance grades are not an accurate representation of schools. There is legislation to pilot a new Accountability Model and any Superintendent may be part of this work. Suggestions were given to have different models for elementary, middle, and high. School climate should also be taken into consideration. Instead of "Quality", we should be looking at "Impact". The goal of the new model will be to avoid creating competition among schools and it should not be used to compare one school against another.

Literacy has also been a priority for Superintendent Truitt. It is noted that districts have been unsuccessful in hiring literacy specialists, and NCDPI is working on a legislative plan to increase salaries for this position - currently only 60% of the positions are filled. Amplify data shows that LETRS training is having an incredible impact on students, and teachers are doing a great job in the training. There is legislative support to continue this partnership with Lexia.

The Office of Learning and Recovery Acceleration has a quantitative and qualitative in-house team of researchers. They are asking the legislature to fund these positions as ESSR funds run out.

The Office of District and Regional Support is restructuring. The way we define "low-performing" schools should be looked at with an equity lens. The first step to helping low-performing schools is with their principals. The data shows that the best way to prevent high principal turnaround is to provide executive coaching. Superintendents express that they would like to see more of an investment in recruitment from the legislature for harder-to-staff districts. New class requirements have come out for the 2025-2026 school year: there will be a computer science credit that high school students will need to fulfill to graduate.

NCCAT concerns were addressed with Superintendent Truitt.

Cybersecurity Services Offered through MCNC/DPI

Ashley McBride and Rob Dietrich presented the IT services that are available to districts through NCDPI. The new digital learning plan will be a revamp of the 2015 plan from Friday Institute. DPI did not write the original plan; it came from district representatives. The plan will be customizable to the specific needs of the district.

Digital learning will become more student-centered with an increased emphasis on blended learning. NCDPI is reevaluating what digital learning means - using a device to get information and then using that information for a hands-on activity. Incorporating blended learning and using technology as a tool, not the instruction.

Tim Weiss is the new communications point person for district technology directors. As technology is changing, the state standards and expectations for student privacy are being reviewed. DPI is working with DTI on the standards. Superintendents are encouraged to ensure that their device inventory is up to date so that the appropriate funding can be set. NC ISTE will be for every district in the state and their membership will not be going away. NC ISTE will soon be merging with ASCD but are currently two separate entities. A merger contract will be coming out next year with items to review.

Dr. Miller reminded superintendents that the next Board Meeting is on May 19, 2023 and they should invite their Principals of the Year for the celebratory breakfast. The meeting was adjourned at 12:00PM.

Respectfully Submitted,

Dr. Alisa McLean

CCRESA Secretary/Treasurer