

Weekly Message for December 1-5, 2003

Welcome back from a long holiday weekend. We trust you took the time to be with family and friends and found some opportunities to "recharge" your batteries. In the coming three weeks, we anticipate a surge of activities and obligations that will place renewed demands on everyone's time. December brings new excitement, a flurry of programs and concerts, and many holiday festivities. Many school systems are also completing their first semester testing and exams. Somewhere during the rush of the season, we encourage you to find time for yourself.

INFORMATION AND REMINDERS:

- 1. NCLB REPORTS:** In a message sent to primary and secondary personnel contacts last week, we summarized the final information for the High Qualified Teachers and Paraprofessional Report required by the US Department of Labor. The percent of classes taught by Highly Qualified teachers was 83%. The percent of classes taught by Highly Qualified teachers in High Poverty schools was 78%. Teachers completing High Quality staff development was set at 69%. Finally, the percent of paraprofessionals meeting employment requirements was established at 35%. From the report, we can certainly reach the conclusion that much attention needs to be set at meeting the paraprofessional employment requirements. We know that many have completed testing and are finalizing staff development activities or are enrolled in one of the other options, but we need to continuously direct attention to these critical areas.
- 2. SBE MEETING THIS MONTH:** The State Board of Education will meet this week for their regular meeting. You can review the agenda on line by going to the agency home page and clicking on the link to SBE. Of particular interest to personnel administrators should be the report from the committee established to study issues of license reciprocity. This committee has completed its work and will present recommendations to the SBE. This committee was an outgrowth of HB 805 and the special provisions found in the Budget Bill. The recommendations of the committee and subsequent actions by the SBE will have a huge impact on teacher licensing for out-of-state teachers, teacher recruitment and defining of Highly Qualified teachers.
- 3. TPAI-R "BOOSTER" TRAINING:** School Personnel Support staff will be providing school administrators in the southwest region reviews of the TPAI-R for Beginning Teachers and the TPAI-R for Experienced Teachers. Training will be held in Charlotte. This three hour training is designed to review the basic principles of the TPAI-R teacher evaluation systems, outline the procedures to follow in implementing the process and refresh administrators to the purposes of

teacher evaluations. Designed for administrators who have already completed the TPAI-R training, we hope the "booster" will specifically assist administrative staff in complying with State law and SBE policies. Recent reviews of the Interim PBL report to the SBE indicate a need for this teacher evaluation information to be shared again. In addition to the three hour review of the TPAI-R, Gayenell Gull will present a three hour review of INTASC Standards and the Interim PBL process.

4. JUVENILE JUSTICE AND DELINQUENCY PREVENTION FOCUS SESSIONS: The NC Department of Juvenile Justice and Delinquency Prevention staff has been meeting this Fall to obtain community input and share information about its program. One focus group was held at DPI on Tuesday, November 25. For many of us in attendance, it was apparent the ninth grade year is growing increasingly critical in the development of youth. Not surprisingly, we learned that our most populous counties have the most referrals to Youth Development Centers. Other basic facts learned were:

- a. the daily average of youth in Youth Development Centers is 545 students
- b. that 40% of attendees are 15 years of age
- c. that 86% of admissions are between 14-16 years of age
- d. males make up 90% of the population in Youth Development Centers
- e. that African-Americans comprise 62% of the students
- f. most committals come from Mecklenburg, Guilford, Cumberland and Wake counties and have done so for the last three years
- g. the average Full Scale IQ of participants is 79.9 and that the average student is four grade levels behind in reading.

5. OTHER REMINDERS: Last week, our November 24th message gave key information on several programs of interest. The Closing the Gap Conference is set for March 2004 and the call for proposals expires December 15. Pre-registration is on line at www.ncpublicschools.org/schoolimprovement/closingthegap/ . The Holocaust Workshops for social studies and English/language arts teachers were announced. For information, go to www.ncpublicschools.org/holocaust_council . Finally, NBPTS information can be found at www.ncpublicschools.org/nbpts . Information on retest options is available at this site. Refer to last Monday's message for more details.

When people think of educational opportunities for students in North Carolina, they traditionally think of the public schools, private or independent schools, and charter schools. However, one of the largest growing educational options in this State is the Home School. In 2002-2003, the State had 51,571 home school students. This represented an increase of 5,000 from the previous year. Home schools are under the Division of Non-Public Schools in the Governor's Office and

certainly reflect a growing trend in North Carolina. School administrators must consider this growing movement in their educational planning, budgeting, and service programs. Home schools do have an impact on public schools in our State.

The Saturday, November 29th issue of the Greensboro News and Record carried an Associated Press article on home schools from the Pitt County area. The article focused on the reasons for the growth in home schools and the successes of home schooled students on standardized tests. This article was followed in the Sunday, November 30 issue of the paper, which informed readers of a special program being developed in Guilford County. Guilford Technical Community College (GTCC) will offer a special training program in January 2004. The GTCC program will offer a course of study for home school providers. The first ever in-the-state program will give parents training in five skill areas: teaching strategies for kindergarten through fifth grade; reading for grades three through eight; history for grades three through eight; college planning and preparation for middle school and high school; and, children's literature for kindergarten through fifth grade. Classes are to be taught by GTCC staff and the program extends GTCC's existing policies of allowing home schooled students to take classes at the community college.

Home school parents and state officials in the Division of Non-Public Schools support this program whole-heartedly. They find this additional training extremely helpful for the home school movement. In Guilford County, where GTCC is located, home schooled students have grown from less than 300 in 1988-89 to over 2,000 students in 2002-03. For additional information, contact GTCC at 336-334-4822x2919 or the newspaper reporter, Bruce Buchanan, at 336-373-7078.

Quote for the week: "Many things are lost for want of asking." An English proverb

Have a good week.

Gary Jarrett--mh
Section Chief
School Personnel Support
Division of School Business
NC Department of Public Instruction

Weekly Message for December 8-12

Many of our colleagues in the mountains and northwestern foothills had an early introduction to winter weather this past week. Luckily, most of the state only experienced a cold rain and districts in the western part of the State missed few days of school. In the coming weeks, students will be completing holiday preparations, performing in concerts or plays, or studying for end-of-course tests or semester exams. We will continue to have our weekly e-newsletter through the week of December 15, 2003. However, we anticipate that no message will be sent the week of December 22 or December 29. Should events arise that need your attention during the weeks of December 22 and 29, we will notify you.

INFORMATION AND REMINDERS:

1. STATE OF THE PRINCIPALSHIP SURVEY: For several weeks, the Principals' Executive Program has been working with a survey of NC principals and their perceptions of their jobs. A total of 518 principals responded to their Fall survey and PEP staff are currently in the process of analyzing results. A similar survey was conducted last year and the two years will be compared to see if any trends are emerging. The raw data and preliminary information is now available on the PEP web site. Go to www.ncpep.org to view the PowerPoint presentation. This is good information for administrative staff to review as the survey looks at training, support and duties of principals. Although results are not provided by individual schools or LEAs, the results are compiled by school type and area of the state.

2. TEACHER QUALITY DATA: Information completed for the U.S. Department of Education report on teacher quality is now online. We have provided earlier information in November on these results. You have been aware that "Highly Qualified" teachers teach 83% of the classes in NC schools. In high poverty schools that figure is 78%. You can read more online at www.ncpublicschools.org and look under "In the News".

3. NATIONAL BOARD CERTIFIED TEACHERS: NC continues to lead the nation in the percentage and raw number of teachers that have successfully completed National Board Certification. This year, 1,509 additional teachers earned the designation as NBPTS certified teachers. This brings the state total to almost 6,650 national board certified teachers. Information on the teachers that met the standards and additional information on "retakes" is online at www.ncpublicschools.org/nbpts/. As soon as possible, the School Business Division will inform LEAs of the names of those in their system that have received NBPTS certification. Currently the list of recipients is online in alphabetical order.

4. **ILT INTERIM REQUIREMENTS:** In State Board of Education action last week, the Interim ILT Requirements were approved for use in 2003-2004 and 2004-2005. You can read this information on the SBE web site under policy QP 1. Go to www.ncpublicschools.org/SBE_Meetings/index.html and click on the link to the Executive Summaries for December 3-4, 2003. This policy has a summary of the results of the 2002-2003 analysis on data completed. Details of the training and requirements will be presented at the statewide ILT Coordinators meeting scheduled for January 12, 2004 at DPI. Information regarding this meeting will go to ILT Coordinators from Gayenell Gull's office later.

5. **FINDINGS AND COMMITTEE RECOMMENDATIONS:** Section 7.21 of the Special Provisions of the 2003 Budget Bill called for the SBE to create a committee to look at reciprocity issues related to licensing out-of-state teachers. Seven specific recommendations were made to make licensing out-of-state more flexible. Recommendations are made for discussion this month and for action in January. The proposed date for implementation is July 1, 2004. This will impact employment considerations during the 2004 recruitment period. To view the recommendations and the report, go to the SBE link on the DPI web page. View the Board materials for December 2003 and look carefully at Policy QP 3. (See above item #4 for the link.)

6. **ONLINE COURSES FOR SECOND SEMESTER:** Last week we informed primary and secondary personnel contacts of online courses being offered by UNC-Pembroke. These courses are especially helpful for lateral entry teachers and they covered many topics. There is also possible course information for the summer session of courses at UNC-Pembroke. Contact your school system personnel administrator for this information and a listing of courses.

7. **RETIREMENT SUBJECT TO THE INCOME CAP:** At the Finance Officers Forum on Friday, December 5, we shared information on retirement earnings for school personnel who are subject to a retirement earnings limit. We shared this in written and through a short visual. As soon as possible, we will post this on web sites. This information will show how the 12-month earnings period for re-employed retirees has to be calculated in conjunction with the annual retirement earnings calendar. We have also had the opportunity to share this information at several personnel regional meetings since November. However, the visual information is something new that has been developed to assist understanding of this complex issue.

8. **TPAI-R "BOOSTER" TRAINING SESSIONS:** Since 2000, the TPAI-R has been used to evaluate teachers in their beginning years of experience and for those that are experienced teachers. However, feedback from the ILT Interim analysis showed a need for additional follow-up training. Last week, two training sessions (morning and afternoon sessions) for the "new" TPAI-R evaluation instruments

were held in Charlotte for administrative staff in the southwest region. This three-hour training reinforces the earlier training that individuals have had on the TPAI-R evaluation processes. On Thursday of this week, administrative staff in the northeast will receive this "booster". Should administrative staff in your area or region need this update, please feel free to contact someone in the School Personnel Support section to schedule a training session.

9. PUBLIC SUPPORT OF SCHOOLS IS STRONG: The Carolina Poll released information a few weeks ago regarding the public's opinion of schools. The School of Journalism and Mass Communication at UNC-Chapel Hill conduct an annual telephone survey of North Carolinians. This Fall, 58% of the respondents gave their local schools a grade of A or B. These results parallel those from last year and represent a major increase since 1997 when less than 50% graded local schools that high. The confidence level in public education is the result of much hard work by students, staff, volunteers, boards of education, and administrators.

10. CLOSING THE GAP INFORMATION: New Closing the Gap Committee recommendations were made at the December SBE meeting. A new document, "Implementation Plan for Recommendations from the North Carolina Advisory Commission on Raising Achievement and Closing Gaps," was presented for State Board of Education review and is now available online. To learn more, visit <http://www.ncpublicschools.org/schoolimprovement/closingthegap/reports/> and click on the appropriate link.

Educators have long been aware of achievement gaps in test results, graduation rates, and numbers of students pursuing higher education degrees. However, a new term is reaching the educational vocabulary. A "digital divide" is a term coined to describe the level of computer literacy between lower income families and those of middle and upper incomes. A study by the Corporation for Public Broadcasting reports that 97% of high-income families own computers. Only 65% of families in the lower income brackets own computers. Access to a computer gives students additional resources for study and helps with projects/reports development. For students in the more affluent families, computer access provides an advantage in educational achievement that many in lower income families do not have. The Parents, Children and Personal Computers program (PCPC) is an attempt to address this need.

The PCPC program is a highly structured 60-hour course that tutors the parent and child together in the uses of a computer. Parents must participate and the program patterns itself on the Communities in Schools program. The successes of the program have been seen in Palm Beach County, Florida. On Florida state-mandated standardized tests, 88% of student program completers from one district raised grades one grade level. In addition, parents gained new skills and

confidence that allowed for increased job mobility and higher incomes. The big draw to participate in the program is a free PC computer to the family that completed the course. After graduation, families that successfully complete the course, attend 90% of the training and make a presentation to the class using their new-found skills, obtain a free PC and printer. In addition to the hardware, one year of free Internet access is provided.

To find out more about this Parents, Children and Personnel Computers program to address the "digital divide", log on to Communities in Schools of Palm Beach County at www.cispsc.org. You may also read the article on this program on page 10 of the December 7, 2003 edition of PARADE MAGAZINE. The online address for this newspaper insert is www.parade.com. The PARADE MAGAZINE is a newspaper insert found in many newspapers in the country.

Quote for the week: "When it is dark enough, you can see the stars." Charles A. Beard

We hope that you paused yesterday to remember one of the key dates in American History. The events of September 11, 2001 drew parallel comparisons to December 7, 1941. In another note, we regret to announce the passing of one of our colleagues in the Division of School Business. Linda Ivy, who worked close to us and with us in School Personnel Support, passed away suddenly on Friday, December 5. Linda worked closely with the business and personnel areas of the Charter Schools program. We will miss Linda's presence in our area.

Gary Jarrett
Section Chief
School Personnel Support
Division of School Business
NC Department of Public Instruction

Weekly Message for December 15-19

Most schools will close for students at the end this week and we expect many central offices to be closed as well. The Department of Public Instruction will be closed for the holidays on December 24, 25 and 26. Personnel in the School Personnel Support section will be vacationing during the holiday season although someone will be in the office each day the agency is open. We will not complete a newsletter for December 22 and December 29 unless circumstances require an immediate notice. It is our hope that the holiday season can be enjoyed by all of us.

While the winter storms of the weekend caused several school systems to delay or cancel school today, most of us are back at work. The wintry mix of sleet, snow, freezing rain and fog was over shadowed by news on the national and international scene. We hope that the good news from Iraq will hasten the return of our troops.

INFORMATION AND REMINDERS:

1. STATE BOARD HIGHLIGHTS: The State Board of Education heard several discussion items of interest to personnel administrators this month. These were reviewed in last week's message. Also, Board members voted to begin the revocation process for the East Winston Primary (Charter) School and renewed charters at several others. The Board's issues session this month focused on a variety of testing and accountability issues with discussion of these to continue in January. Complete Highlights of these and other activities of the Board's December meeting are posted online at <http://www.ncpublicschools.org/sbehighlights/> .

2. CALENDAR DEVELOPMENT: Many school systems will begin the calendar development discussion after the start of the new year. We will remind you that the General Assembly passed legislation that will impact your school calendar development. HB 421 was passed to amend General Statutes 115C-84.2 and make Veteran's Day a holiday for students and staff. The legislation becomes effective with the 2005-2006 school year. Also, the 2004 holiday schedule that is issued by the Office of State Personnel is available on the Web at <http://www.osp.state.nc.us/holsched.htm>. School systems do not have to follow this schedule for State Employees since personnel in schools are employees of the local boards of education, however, many systems use this calendar as a reference in their work.

3. PANC REGISTRATION PILOT: The Spring PANC Conference will be a pilot for future DPI registrations for conferences. We are working with DPI staff and a vendor to make the conference registration process more automated and user friendly. The new process should reduce administrator time (those administering

the conference) and make feedback to registrants quicker. Initial discussions were held this past Friday and additional plans will be forthcoming in January. However, we are excited about this new process and the opportunity that we have to pilot the process.

4. PANC CONFERENCE TOPICS: The PANC steering committee has a draft topical agenda that is in the process of being completed and have speakers confirmed. Added to the usual topics covered at each conference, we hope to have sessions on: 1) Legal Aspects of Unemployment; 2) Health and Wellness Issues for Employees; 3) Legal Responsibilities and Obligations of Criminal History Checks; 4) Historical View of the NC Retirement System and Current Issues; 5) Reports from Committees Studying Reciprocity and Lateral Entry; 6) Managing Allotments; 7) Size-Alike Issues; 8) Finance Issues for Personnel Administrators. Reserve April 5-7 for the conference.

5. NEW LOOKS FOR FBS SITE: The Financial and Business web site has a new look. Last week, work was completed on the redesign of the FBS site that will make information easier to follow. There will also be a link to the site for all School Personnel Support (this e-newsletter) and Finance Officer newsletters. Go to www.ncpublicschools.org/fbs/ for a look at this design. We think you will be better able to review current developments, recent legislative action, links to commonly used web sites and reviews of past newsletters.

6. RETIREMENT SUBJECT TO THE RETIREMENT INCOME EARNINGS CAP: Last week, primary and secondary personnel contracts were sent information to assist with calculations and use of the retirement subject to an income cap process. This information will assist with understanding material found in Section 16.2 of the Employee Benefits Manual. It is our plan to post this information on the FBS web site with links to the School Personnel Support site as well.

7. WHAT ADMINISTRATORS SHOULD KNOW: PEN Weekly NewsBlast for December 12 had an article on administrators. Many school administrators frequently shift jobs or are assigned new responsibilities. Despite all the pressures and challenges, some administrators not only survive but thrive. They have the confidence from teachers and parents throughout their communities. Pamela Wheaton Schorr reports that top school leaders share the following successful tools and techniques: (1) They do not try to play spin doctor; (2) They remember that kids and students are their primary customers; (3) They don't forget who writes and signs the checks; (4) They don't just call when they need something; (5) They don't point fingers nor play the blame game; (6) They acknowledge people's feelings; (7) They distinguish fact from opinion and then act on facts; (8) They close the technology gap between teachers and students; (9) They show a vested interest in their community; (10) They mentor teachers;

(11) They delegate and empower staffers; and, (12) They empower themselves.
Read more at

<http://www.scholastic.com/administrator/novdec03/articles.asp?article=secrets>

8. FLU BUG HITS SCHOOLS: The recent flu epidemic has hit over 20 states according to the Center for Disease Control. North Carolina is one of the states hardest hit with two children's deaths being attributed to the flu virus. Schools certainly are not immune to the outbreak of the flu. According to the information in PEN Weekly NewsBlast, the Indianapolis Public Schools have started issuing teachers rubber gloves, and spray bottles of disinfectant to clean desks, phones and other items students contact. We hope that the holiday break in the coming weeks will help to ease the problems associated with the flu epidemic.

9. STAFF DEVELOPMENT: Many school systems notify their employees of their license renewal status and help with securing training to meet paraprofessional and teacher quality status. This past Fall, we referenced on-line courses through NCwin. Recent calls have prompted us to repeat this information. The site is located at <http://ncdpi.learn.com> and has a comprehensive library of 156 courses for teachers and 136 courses for paraprofessionals. Course work includes topics in technology, and reading/writing instruction, mathematics topics for paraprofessionals.

At this holiday season, we want to wish each of you the best in the coming year. To do this, we thought the words of a wise American were probably in order and offered the best advice on the "Good Life." During this holiday season, we ask that you heed these words of President Abraham Lincoln.

"Do not worry. Eat three square meals a day, say your prayers, be courteous to your creditors, keep your digestion good, steer clear of biliousness, exercise, go slow, and go easy. Maybe there are other things that your special case requires to make you happy, but, my dear friend, these I reckon will give you a good life."

Quote for the week: "Silence at the proper season is wisdom, and better than any speech." Plutarch

The staff of the School Personnel Support section wish you the merriest of holidays, and a safe and prosperous New Year.

Gary Jarrett
Section Chief
School Personnel Support
Division of School Business
NC Department of Public Instruction

Weekly Message for December 15-19: Update #1

Since Monday, December 15, 2003, several additional items have come to our attention. We wanted to share this information with you before many start to take well-deserved holiday vacations. Please note the time constraints on item #2. There are also some deadlines and requirements in item #4.

INFORMATION AND REMINDERS:

1. **WORKING CONDITIONS SURVEY INFORMATION:** Last year, the first working conditions survey was released. This year there are efforts underway to continually improve teacher working conditions. Last week, Gov. Mike Easley joined business leaders from BellSouth N.C. and the BellSouth Foundation and state education leaders to announce a \$1 million program aimed at improving teacher working conditions. The three-to-five year program will fund the development of a toolkit for use by schools and districts across the state that is based on results of the Governor's Teacher Working Conditions Survey. For more information on the 2004 N.C. Teacher Working Conditions Survey, please go online to www.ncptsc.org. We expect this effort to gain momentum during the year.

2. **HIGH SCHOOL STUDENT LEARNING:** AYP and ABC scores for high schools were generally lower than those for middle and elementary schools. Also, recent developments and changes in the high school curriculum will demand attention. There is a coming conference that may assist high school administrative staff and teachers in addressing these complex issues. The 4th Annual North Carolina High School Network Conference will be held Jan. 26-27, 2004, at the Sheraton Imperial Hotel, RTP. The conference provides a forum for North Carolina high school educators to collaborate in generating effective strategies to improve high school student learning. For additional information, including registration, please go online to www.nchighschoolnetwork.com or contact Marilyn Palmer, Division of School Improvement, DPI, 919/807-3935, or by email, mpalmer@dpi.state.nc.us.

3. **LATERAL ENTRY COMMITTEE:** Personnel administrators should be well aware of the current ad hoc committee studying issues related to lateral entry teachers and the rolls that institutes of higher education and school systems are to play in support of these personnel. This committee met last week in Charlotte for their second meeting. The Select Committee on Lateral Entry membership list is provided for your information. Members of this committee are as follows: Committee Co-Chairs - Krista Tillman, BellSouth, and Wayne McDevitt, SBE member and Vice Chancellor of Administration and Financial Affairs, UNC-Asheville; John Tate, State Board of Education member; Jim Leutze, Chancellor Emeritus, UNC-Wilmington; Larry Allen, Superintendent of Kings Mountain Schools; Joyce Wade, Assistant Superintendent for Personnel, Johnston County

Schools; Mary Lynne Calhoun, Dean of the College of Education, UNC-Charlotte; Richard Thompson, Vice President of University-School Programs, UNC-Chapel Hill; Frank Sells, President of Surry Community College; Lynda McCulloch, Special Assistant to the President, N.C. Community Colleges; Gerald Dillashaw, Dean of the School of Education, Elon University; Tim McDowell, Director of Governmental Relations, N.C. Independent Colleges and Universities; Rene Corders, 2003 Wachovia Principal of the Year, E.E. Smith High School, Cumberland County Schools; Nathaniel Moon, National Board Certified teacher, Southwest High School, Onslow County Schools. Serving as staff to the committee are Parmalee Hawk, Zoe Locklear, Jane Worsham, and Kathy Sullivan.

4. NURSES: There has been a renewed interest in the nurse situation in schools. The N.C. Division of Public Health is pleased to announce the availability of school health funds to hire school nurses and support Coordinated School Health Programs. A complete Request for Application (RFA) and application are available at <http://www.NCHealthySchools.org/> This RFA provides up to \$50,000 annually for 30 months to communities to hire qualified school nurses to enhance the local school district's capacity to provide basic health services. The RFA also provides up to \$10,000 annually for 30 months to support one or more of the eight components of school health. For more information, please contact Michael Sanderson at michael.sanderson@ncmail.net or Paula Hudson Collins at pcollins@dpi.state.nc.us

5. ON-LINE NEWSLETTERS AND INFORMATIONAL ITEMS: We would like to remind administrative staff that the Financial and Business web site has new and improved features. The design of the site is more user friendly. This site also has a hot link feature that will take you directly to the School Personnel Support web site. To access the site, go to www.ncpublicschools.org/fbs/ . Follow the easy to use links and boxes for access to additional information. To find the School Personnel Support information from this site, click on the box for School Business (remember, our section is a part of the School Business Division).

A final reminder, the Department of Public Instruction will be closed for the holidays on December 24, 25 and 26. The School Personnel Support Section will be staffed, albeit short staffed, on Monday, December 22 and Tuesday, December 23.

Please accept our wishes for a Happy and Festive Holiday Season!

Gary Jarrett
Section Chief
School Personnel Support
Division of School Business
NC Department of Public Instruction

Weekly Message for January 5- January 9, 2004

Please allow us to be one of the first to wish you a Happy New Year! Many of you took a well-deserved break from the office during the holiday season. We hope this holiday season break permitted you to enjoy time with family and friends, and to refresh your energies.

Over the last two weeks, School Personnel Support staff took the time to address several needed issues. We worked on completion of the Benefits Manual, worked to put final touches on several training programs, and tried to keep abreast of developments across the State. We sent alerts to primary and secondary personnel contacts regarding Fair Labor Standards Act litigation. This first message for the 2004 calendar year will outline many of these developments for you.

INFORMATION AND REMINDERS:

1. ILT COORDINATOR MEETING: Although the School Personnel Support section does not have primary duties associated with the Initial Licensure Program, we would like to remind coordinators of the January 12, 2004 meeting at DPI. The program is under the direction of Gayenell Gull and any questions should be directed to her office.

2. FAIR LABOR STANDARDS LITIGATION: Over the holidays, we received information that several advertisements were being aired seeking clients and information on potential FLSA violations. We sent two notices to primary and secondary personnel contacts (sent December 19 and 29) alerting school systems of these developments. From these television ads, it appears that the FLSA overtime issues with non-exempt employees are now making its way through North Carolina. We know of television ads being circulated on stations in the Charlotte, Raleigh-Durham, and Morehead City regions. Although we are not certain this is the same litigation group that surfaced in Alabama, Mississippi, Arkansas, and other southeastern states, the message is basically the same. Consequences for non-compliance can be costly in time and money. During the summer and fall, the NC School Boards Association and DPI shared considerable information related to FLSA issues. This may be an opportune time for you to look at these items again.

3. NCLB AND PARAPROFESSIONALS: North Carolina reported that 35% of the paraprofessionals required to meet the new federal employment criteria have completed this task. We shared this information with you earlier in December and based our report of the data submitted by school systems. A December 13, 2003 issue of the "Boston Globe" carried some information related to this topic. The "Globe" article reported that there are an estimated 900,000 teachers' aides, or paraprofessionals, across the U.S. As you are well aware, NCLB expects or requires these employees to meet more stringent employment standards. There are many complaints from paraprofessionals, according to the newspaper story, who currently do not meet the

standard. Indeed the problem, according to the "Globe" report, is more pronounced for paraprofessionals than with teachers. In Massachusetts, estimates indicate that as many as 75% of the state's 10,000 teachers' aides currently in the classroom do not meet the new standards. With this information, we (NC staff) feel a little better about the number of our paraprofessionals that are now in compliance. However, we urge school systems to continue to move forward. Our goal for the June 2004 is to have 55% meeting requirements. The deadline for full compliance is a short two years away (January 2006).

4. TEACHER QUALITY READING FROM "BEST TEACHING QUALITY" REPORT:

The Southeast Center for Teaching Quality has an excellent article on Teacher Quality issues in its December 2003 issue. To view this issue of Teaching Quality in the Southeast: Best Practices & Policies newsletter, visit their website at http://www.teachingquality.org/BestTQ/current_issue.htm. This is the first in a series of four articles that looks at Teacher Quality NCLB mandates as it related to school systems in the southeastern states. The December issue and report looks at how the various states have defined Highly Qualified Teachers and the surrounding issues emerging from these definitions. There is considerable discussion that content knowledge is important, but content knowledge alone does not make a teacher highly qualified. NCLB does not look at other characteristics of a good teacher such as the ability to communicate with others, understanding child development/cognitive theory, and understanding how to use assessment data. This is good reading that we recommend you review.

5. HEALTH BENEFITS AND FLU VACCINE: The number of NC cases of the flu has led to a shortage of the injectable influenza vaccine. The State Health Plan will now increase its reimbursements to physicians to cover the FluMist Intranasal vaccine. Previous announcements from the Health Plan indicated that only the injection vaccine would be covered. Under this new policy, the State Health Plan will cover either vaccine and standard professional services copayments will still apply. For more details, contact the health benefits representative in your school district or consult the Health Benefits Representative Newsletter, Winter 2003 issue (page 3).

6. STATE HEALTH PLAN TO RECOVER OVERPAYMENTS: The Winter 2003 issue of the Health Benefits Representative Newsletter also included a lengthy article on overpayments. As you are aware, SB 1221 calls for all money owed to the State to be recovered. In previous instances where health plan overpayments occurred, the State Health Plan generally contacted the employee directly. Effective January 1, 2004, the State Health Plan will utilize all legal avenues to collect overpayments. The steps to collect this overpayment are reviewed on page 4 of the newsletter (see above) and information was previously sent to school systems directly from the State Health Plan. Under the collection steps, employees who do not make repayment within 60 days will have their human resources directors notified of delinquent payments. At that time, repayments will be handled through payroll deductions or the employee may face

termination of employment. Personnel administrators that have not received this information should contact the State Health Plan immediately.

7. STAFF DEVELOPMENT INFORMATION: LEARN NC's December 2003/January 2004 update takes a look at teaching science through inquiry, integrating current events such as the 2004 election into curriculum, using photographs as prompts, and online CEU courses open for enrollment. Check out these articles and more by going online to <http://www.learnnc.org> and clicking on the appropriate link. This is a viable resource for teachers needing renewal credits.

8. TPAI-R BOOSTER TRAINING: The one-day/three hour update for administrators that have already received TPAI-R training continues to be requested. Remember, this is a review of the basic principles of the TPAI-R for Beginning teachers and the TPAI-R for Experienced teachers and is designed for previously trained administrators that need refresher training. Training has been scheduled for administrators in the northwest region (January) and in the western region (February). Details will be coming from the Teachers-on-Loan in those regions. The Central Carolina group of personnel administrators also has a January meeting date and notification was sent from their chairperson, Hazel Gibbs. Included in this Central Carolina region training session will be the regional Teachers-on-Loan. Registration information was included in Hazel Gibb's information. We have already completed updates in the southwest region and northeast region. Administrative staff in the northwest and western regions should look for registration information shortly.

9. TPAI-R TRAIN THE TRAINER INFORMATION: We have been working with Gayenell Gull and the Teachers-on-Loan to provide the full three days of training for the TPAI-R for Beginning Teachers and the TPAI-R for Experienced Teachers. Announcements will be released shortly for the training schedule. Training will commence in February and run through March. Over 16 training dates will be established with training coordinated by regions. This training is designed to have each LEA send a team of trainers. The trainers will then continue to provide the full three days of training in their school system. Unfortunately, DPI does not have the staff to provide the training for all administrators, assistant principals, principals and central office staff that have not had formal TPAI-R training. The train the trainer model should be able to provide a cadre of trainers in each LEA and region.

10. SPRING PANC: The Spring PANC Conference is scheduled for April 5-7, 2004 in Wilmington. Registration this year will be a little different from previous years. We are piloting a new conference/event process that may be utilized for all future DPI conferences. We are excited about this effort and think that the process will be an improvement for all persons. School Personnel Support staff, IT staff and representatives from PANC leadership (Larry Simmons and John Michaux) will be meeting with vendors on January 6.

In addition, the Spring Conference is the time that we recognize those personnel administrators that have retired since last Spring's conference, and those that will be retiring in the coming months. If you are aware of any personnel administrator that has already retired this year or will retire on/before June 30, 2004, please let one of the persons on the steering committee know. We will start a more vigorous effort in the coming weeks to identify these colleagues.

11. EMPLOYEE BENEFITS MANUAL: The Employee Benefits Manual will be available later this month. We have completed all of the changes, and those will be represented in a "Grid" format to assist you with the changes. As in the past, this grid presents the rationale for the changes. We will also have a complete manual for posting on the web. As soon as both are available, we will notify you, but you can certainly be looking for this information. In addition, please note that hard copies of the manual will not be mailed to school systems.

12. STATE BOARD MEETING: The State board will meet this week on January 7-8. Several items of interest to personnel administrators are included for discussion or action. Item QP #3 is an action item that will address professional development recommendations made by the Center for School Leadership. QP #6 is a discussion item requesting flexible use of mentoring funds to school systems that have submitted applications for approval. At least two school systems have applied for the mentor pay flexibility. Approval of new standards for mentors will be discussed as an item under QP #7 and QP #8 (teacher working conditions survey) is presented for information only. Finally, QP #1 will be presented for action. This is the policy that will amend measures to facilitate the licensing of out-of-state teachers. This policy will have significant impact on teacher licenses and your efforts in recruiting out-of-state staff. To review these policies and the State Board of Education agenda, go to www.ncpublicschools.org/SBE_Meetings/index.html. All items merit your attention. However, with the recruitment period just around the corner, a review of QP #1 is essential as approval of this policy will have an impact on recruitment efforts.

In the past, we have used a reference booklet entitled "Seven Secrets of Managers Who Avoid Employee Lawsuits". This small booklet is an excellent resource for information sharing. Published by Ransom & Benjamin Publishers LLC in 1997, many of the tips are still relevant today. Our January newsletter has several informational items about performance evaluation training that are reinforced in this booklet. Those that have attended previous training or have contacted members of our staff are familiar with our emphasis on accurate evaluation processes.

Included in the "4th Secret: Share Expectations and Results", the booklet stresses the importance of honestly informing employees of their performance. Whether the feedback is performed through conferences, counseling, mentoring, or performance appraisals, it is essential that administrators provide accurate information on performance issues. Generally, an administrator can protect against claims of unlawful

discharge it they can show a problem/concern was indicated, the employee was informed of the concerns, and recommendations were made for addressing those concerns. The real problem occurs with "appraisal inflation"...That was defined as the time when an administrator gives top ratings or satisfactory comments and then recommends termination for problems in performance without any supporting information. When an employee or defense counsel produces a string of evaluations or appraisals indicating satisfactory or acceptable performance, it becomes more difficult to explain inadequate performance. No matter what is said about poor performance, the written evidence supports a different conclusion. (In fact, NCGS 115C-325 states that failure to notify a tenured teacher of inadequate performance is "conclusive evidence of satisfactory performance.")

The bottom line on appraisals and performance reviews, according to "Seven Secrets of Managers Who Avoid Employee Lawsuits", is to be honest, factual and accurate. Address issues and concerns, as well as, inform employees of exemplary performance. Appraisals are to be fair, consistent and reasonable. Remember, performance appraisals are attempts to improve (teacher) performance and improve opportunities for student success. As school systems enter the second semester of performance evaluations and start the process of employment decision-making in a few months, a reminder to observers/evaluators is in order.

Quote for the week: With the start of a New Year, many people make resolutions and set goals for the year. One New Year's Resolution that often surfaces is the desire to be more optimistic in our views and behaviors. To help, we wanted to share with you a definition of an optimist and a pessimist.

"Optimist: One who laughs to forget, whereas a pessimist forgets to laugh." source unknown

Again, welcome back to the office and the work that we have chosen to do. We hope that you did laugh some during the holiday for we know; the opportunity to laugh will present itself several times in the coming weeks. As a final reminder, all Monday e-newsletter issues since December 2003 are now available online at www.ncpublicschools.org/fbs/newsletters.html. If you have missed some items in the past month, you may go to this site for copies.

Gary Jarrett
Section Chief
School Personnel Support
Division of School Business
NC Department of Public Instruction

Weekly Message for January 12-16

The "dusting" of snow on Friday, January 9th created many problems for schools. Closings, delays turned to closings and early dismissals seemed the order of the day for schools in the Piedmont area and to the west. School Personnel Support staff made it into the office, but there was lots of slipping and sliding on the way. Hopefully the temperatures for the next two days will melt all remaining snow and ice.

Last week, we let an anniversary pass without our mentioning. Did you realize that Thursday, January 8, 2004 was the second anniversary of the passage of No Child Left Behind legislation? For paraprofessionals, deadlines for completing requirements for employment under NCLB are two years away (January 2006)! Some fanfare was made on the news, but the law still has its opponents and critics. Recently published articles applaud its intentions and focus on public education; however, many articles remain critical of the lack of funding, and unresolved issues associated with helping children with severe educational needs meet yearly progress.

INFORMATION AND REMINDERS:

1. QUALITY COUNTS REPORT: Once again North Carolina was among the top 10 states in the nation in efforts to improve education according to the Education Week's 8th annual Quality Counts Report. This grade is pretty close to the grade that we received last year and recognizes the efforts beginning made in NC to provide quality educational opportunities for all students. A review of the report is online at www.ncpublicschools.org. Look under the heading "In the News". As you go recruiting this winter and spring, this item could be used as very positive publicity for NC schools and your specific school system. The article can be printed for distribution or copied for the website.

2. SUGGESTIONS TO HELP LATINO/HISPANIC STUDENTS: Many school systems are concerned with the academic progress and graduation rates of Latino/Hispanic students. This is especially true as schools develop strategies to address Latino/Hispanic progress toward AYP. The 2004 Latino/Hispanic Education Conference: Improving Education for Latino/Hispanic Students will focus on strategies and practices that are working in North Carolina. The conference will be held February 26 from 8:30-4:30 at the Greenville Hilton in Greenville, NC. The conference is sponsored by the East Carolina University College of Education and UNC's Center for Cultural Understanding. Conference information will focus on proven instructional strategies for Latino/Hispanic students. For additional information or registration information, go to www.options.ecu.edu/conferences/latino/lhec.htm or contact the Division of Continuing Studies at East Carolina University, 1-800-767-9111 or cpe@mail.ecu.edu. This is a great opportunity for you to explore strategies to assist the growing Latino/Hispanic population meet State and federal requirements.

3. RAISES FOR STATE EMPLOYEES: Recent articles and reports of raises for State employees below the poverty line have created some misconceptions in schools. The misconceptions arise out of questions related to the applicability of these raises for public school employees. The answer is NO. Local educational agency and charter

school employees are not eligible for these raises or salary increases. The salary increases are for employees who are subject to the State Personnel Act (SPA) in State agencies and universities.

4. BEST 1 OF 2 ON THE WEB: School planning for 2004-2005 cannot continue without information on the "Best 1 of 2 ADM Report By School". The report shows current year data for each school in each LEA. A memo provides an explanation of the report. To find the report, go to www.ncpublicschools.org/fbs/memobest1of2o4-04.html.

5. MILEAGE RATE CHANGES: Effective January 1, 2004, the Internal revenue Service (IRS) increased the standard business mileage rate from 36 cents per mile to 37.5 cents per mile. A more detailed letter and informational item was sent to Finance Officers last week. You may get a copy of this from your Finance Officer or go online at www.ncpublicschools.org/fbs/ and click on the link to newsletters.

6. JOB SHARING POLICY CHANGE: The policy for employee job sharing was changed effective January 1, 2004 in accordance with legislative action. Basically, job sharing is now available for all employees in schools and not just teachers. In addition, job shared positions no longer have to be split 50%-50%. Finally, job sharing positions remain a local option for the local boards of education. The new benefits manual will have full details of the policy. You may also review PANC and FBS Summer Conference presentations for information. Copies of the policy adopted by the SBE can be read online under the SBE link to www.ncpublicschools.org. Policies were approved in November 2003, so go to the highlights for November 2003 to read the actual policy. Refer to Policy QP #3 from the November 2003 agenda found online at www.ncpublicschools.org/SBE_meetings/0311/0311_QP.pdf.

7. PANC ACTIVITIES UPDATE: On Thursday, January 15, the PANC Steering committee will meet in Greensboro to finalize the program for the Spring PANC Conference. In addition, meetings occurred last week to initiate the automatic and redesigned registration process that we will pilot this Spring. The project looks very promising. Finally, do not forget to let steering committee members know of any personnel administrator that has retired since the Spring 2003 conference or who will be retiring this year. We always set aside time to recognize our colleagues in the Spring.

8. TENURE AND CAREER STATUS REMINDER: Each January we start to remind personnel administrators of key dates in the career teacher process. North Carolina General Status 115C-325 identifies some key dates that must be followed. All career decisions must be made and the individual(s) notified in writing on or before June 15. Also, local boards of education must notified of the names of those eligible for career status AT LEAST 30 DAYS prior to voting. {115C-325(c) (2a) }. We are aware that most school systems may have policies that require employment decisions in April or May. It is not too early to start pulling your list of tenure-eligible teachers together.

9. RECRUITMENT AND RETENTION: We received some information last week from a national non-profit organization that is involved with teacher recruitment, employment, training and support issues. The "New Teacher Project" was formed in 1997 and has partnered with 18 states to launch 38 programs. It has attracted and prepared more than 10,000 new, high-quality teachers for school districts. The "New Teacher Project" also published reports and studies that will help school districts in their recruitment and support efforts. To learn more, go to www.tntp.org or contact Victoria Van Cleef at 901-274-3773.

10. READING LITERACY IN ENGLISH LANGUAGE LEARNERS AND OTHER AT RISK STUDENTS: Looking for staff development programs to help LEP students? A new study in reading development focuses on pre-reading skill development in pre-kindergarten and kindergarten programs. According to the author of the study, Nonie Lesaux, instructional strategies alone will not solve the problem. Educators must understand the cultural differences that exist in learning. The PEN Weekly NewsBlast article summarizes a report found at www.gse.harvard.edu/news/features/lesaux12012003.html.

11. EVALUATIONS OF PERSONNEL: Last week's message had several references and informational items concerning teacher evaluations. The Friday, January 9, 2004 issues of PEN Weekly NewsBlast had an additional item that is worth sharing. One article involved a program in Rochester, NY that revolves around peer observations and support for teachers that are much like our mentor program. Peer reviews have actually increased teacher retention (up to 90% from 65% before peer reviews) and very few veteran teachers who were required to be involved with peer reviews were ultimately dismissed. To read more, go to <http://catalyst-chicago.org/12-03/1203urbanski.htm>. The Rochester Program has been in existence for 17 years and requires mentors to be actively engaged in teaching.

******12. TPAI-R BOOSTER TRAINING:** School Personnel Support Section of the NC Department of Public Instruction is offering TPAI-R Booster training for the school systems on January 20, 2004. The announcement was originally for administrators in the central part of the State. Response has been very low thus far, so we are opening to anyone the opportunity to participate in this training. This training is an update for administrative staff who *HAVE ALREADY BEEN TRAINED* on the TPAI-R. This training is a comprehensive three-hour review of the TPAI-R for Beginning Teachers and the TPAI-R for Experienced teachers and is not designed to take the place of the three days of formal training needed for certification. The session will be held in room 150 of the DPI building starting at 1:30PM and ending at 4:30 PM. This training is designed for principals, assistant principals, and central office staff. However, space is limited. If it has been several years since your TPAI-R Training or if you feel the need for a booster, contact Sonya James at 919-807-3365 or by email at sjames@dpi.state.nc.us. The deadline for registering is Thursday, January 15, 2004. Registration is on a first come basis.

Rather than complete an article review this week, we want to share information on staff development opportunities available to school districts. We encourage you to review these topics and explore the opportunities presented. We find that school systems are

very interested in designing their own staff development or are interested in low-cost ways to provide training for more staff. With requirements under NCLB for teachers and paraprofessionals, staff development is more critical than ever.

Most personnel administrators are looking for means to plan and utilize the best opportunities for staff development. Diminishing budgets but increased needs for quality staff training seem to be the norm at this time. We know that conferences or workshops can energize and educate staff members at all levels. You can learn how to can take the most away from your next training and how to share new ideas and approaches with colleagues. Part of a new "How To" series includes an article on strategies for before, during, and after a conference. Visit <http://www.ncpublicschools.org/schoolimprovement/development/howto/> for this article and bookmark this URL for future "How To" advice. Also, more and more people are turning to online credits and online training. The Internet can provide a wealth of opportunities for staff development, training and support. Tips for designing online Professional Development are available for professionals to use. "Tips For Designing Online Professional Development," provides research-based tips to beginning designers of online professional development that will enable organizations and individuals to save time, reduce frustration and produce quality learning opportunities. It discusses types of online instruction, planning considerations, and motivation and communication strategies. Visit <http://www.ncpublicschools.org/schoolimprovement/development/online/> to learn more.

Quote for the week: "We are confronted with insurmountable opportunities." Pogo

This particular e-newsletter has many resources and tips for administrators to use in their school districts. Like Pogo, we see many opportunities existing for schools. We hope that you will find resources to assist as you plan for the remainder of this year and prepare for 2004-2005.

The Department of Public Instruction will be closed on Monday, January 19 for the Martin Luther King State Holiday. The e-message and newsletter will not be distributed until Tuesday, January 20, 2004. Have a good week.

Gary Jarrett
Section Chief
School Personnel Support
Division of School Business
NC Department of Public Instruction

Weekly Message for January 12-16: Update

We wanted to send to you a brief update on a few issues and correct URL addresses from our previous message this week. We regret the delay that some have had in finding information due to incorrect addresses.

INFORMATION AND REMINDERS:

1. TPAI-R BOOSTER TRAINING: We can still accept registrations for the TPAI-R Booster training that is being offered on January 20, 2004 at DPI. We have space for about 20 more so please follow the directions from the original memo. It is important that you send your requests for registration to Sonya James. I will not be in the office Thursday and Friday morning to receive emails.

School Personnel Support Section of the NC Department of Public Instruction is offering TPAI-R Booster training for the school systems on January 20, 2004. The announcement was originally for administrators in the central part of the State. Response has been very low thus far, so we are opening to anyone the opportunity to participate in this training. This training is an update for administrative staff who HAVE ALREADY BEEN TRAINED on the TPAI-R. This training is a comprehensive three-hour review of the TPAI-R for Beginning Teachers and the TPAI-R for Experienced teachers and is not designed to take the place of the three days of formal training needed for certification. The session will be held in room 150 of the DPI building starting at 1:30PM and ending at 4:30 PM. This training is designed for principals, assistant principals, and central office staff. However, space is limited. If it has been several years since your TPAI-R Training or if you feel the need for a booster, contact Sonya James at 919-807-3365 or by email at sjames@dpi.state.nc.us. The deadline for registering is Thursday, January 15, 2004. Registration is on a first come basis.

2. BEST 1 OF 2 INFORMATION: School planning for 2004-2005 cannot continue without information on the "Best 1 of 2 ADM Report By School". The report shows current year data for each school in each LEA. A memo provides an explanation of the report. To find the report, go to www.ncpublicschools.org/fbs/memobest1of203-04.html. This is a corrected email address and will take you directly to the site.

3. SUGGESTIONS TO HELP LATINO/HISPANIC STUDENTS: The Latino/Hispanic Education Conference 2004, "Improving Education for Latino/Hispanic Students: Practices That Are Working In North Carolina," will be held Thursday, Feb. 26, from 8:30 a.m. - 4:30 p.m., at the Greenville Hilton, Greenville. The conference, which is being sponsored by East Carolina University's College of Education and UNC's Center for International Understanding, will focus on instructional strategies that have been proven effective for Latino/Hispanic students in North Carolina. Most of the practices that will be shared are the result of international (U.S. and Mexico) action research. For additional information, including registration, please go online to www.options.ecu.edu/conferences/latino/lhec.htm or contact the Division of Continuing Studies at East Carolina University, 800/767-9111, or by email, cpe@mail.ecu.edu. This is a corrected message with the corrected address.

Have a good remainder of the week. Remember, offices will be closed on Monday, January 19, 2004 for the Martin Luther King, Jr. Holiday.

Gary Jarrett
Section Chief / School Personnel Support
Division of School Business / NC Department of Public Instruction

Weekly Message for January 19-23

Welcome back after a long holiday weekend. Like many of our colleagues, we were glued to the television on Sunday evening cheering for the Carolina Panthers. It will be interesting to follow their preparations for the Super Bowl. We certainly expect to see extended coverage in the news. Also, it is that time of the year when recruitment efforts commence in earnest. Job fairs and recruitment trips will become normal activities in a few weeks. Although the School Personnel Support Section does not have a schedule of state fairs or recruitment visits to the state colleges/universities, past experience places the first week of February as the "kickoff". As you go to recruit, please remember to post vacancies on the HRMS system and on your local web pages. Our recruitment links from the DPI web site direct applicants to those locations to better serve you and the applicant.

INFORMATION AND REMINDERS:

1. **ADMINISTRATIVE CONTRACTS:** Last week we referenced parts of the law dealing with teacher tenure and notification requirements (see item 2 below). This week we refer you to General Statute 115C-287.1 where administrative contracts are addressed. For those administrators whose contracts will end on June 30, 2004, notification on any non-renewal of the contract must occur by May 1, 2004. This notification must be in writing. Review 115C-287.1 (d) for the full details. Also remember that the General Assembly passed legislation this summer addressing subsequent contracts for principals and assistant principals. Senate Bill 955 was passed that states "subsequent contracts(s) between a principal or assistant principal and a local board of education" will be for a term of four years.
2. **TEACHER TENURE AND NOTIFICATIONS:** Each January we start to remind personnel administrators of key dates in the career teacher process. North Carolina General Status 115C-325 identifies some key dates that must be followed. All career decisions must be made and the individual(s) notified in writing on or before June 15. Also, local boards of education must be notified of the names of those eligible for career status AT LEAST 30 DAYS prior to voting. {115C-325(c) (2a) }. We are aware that most school systems may have policies that require employment decisions in April or May. It is not too early to start pulling your list of tenure-eligible teachers together.
3. **THREE DAY TPAI-R TRAINING:** Several people have asked about the three day training for administrators that need the full TPAI-R training. We had hoped to have the training sessions start statewide by the first week in February. That date will have to be delayed due to problems in ordering and securing training tapes from ASCD. New training tapes have still not arrived for duplication and distribution. Please stay tuned. We will send out notices as soon as we revise the schedule and make the necessary adjustments.

4. **BENEFITS MANUAL:** The Employee Benefits Manual has been sent to the technology staff at DPI for posting on the web. As soon as the manual has been posted, personnel administrators will be notified. We will also send an electronic version of the "grid" that includes the changes later this week to personnel administrators as well as post it online with the manual. Be on the alert for these items. Due to the cost of printing and mailing, a manual will not be printed for distribution to schools.

5. **STAFF DEVELOPMENT ITEMS FROM PEP:** PEP has 3 one day seminars coming up in March on several topics of interest. These include Data-Driven Decision Making, School Finance, and Building Effective Presentations for all school executives. The Principals' Executive Program presents three one-day seminars to help administrators increase productivity and effectiveness. Hands-on Data-Driven Decision Making (including ABC Tools for Principals) will be offered on Tuesday, March 9. Fundamentals of School Finance will be offered on Wednesday, March 10. Building Powerful, Data-based Presentations using PowerPoint and Excel will be offered on Thursday, March 11. Class size is limited. Register online at <http://www.ncpep.org/tpts.html>.

6. **SCHOOL FLEXIBILITY AND FUNDING:** PEN Weekly NewsBlast for January 16 included information about a survey of voter attitudes on the federal government's role in education and specifically with NCLB legislation. The survey was conducted earlier this month in partnership with a Republican polling firm and a Democratic polling firm. Survey results indicate that a clear majority of voters see the need to significantly increase federal monetary support in the nation's public schools. Key findings include: (1) Voters interviewed (74%) feel that schools nationwide are either improving or already in pretty good shape; (2) More than 70% of respondents want to see schools evaluated by multiple measures such as graduation and college attendance rates, the quality of their teachers, and the performance of students in class-- not just standardized test scores; (3) Two thirds of responders (67%) believe "No Child Left Behind" is unfair because it labels schools as "failing" even if only one subgroup of students does not a test score; (4) Most of those surveyed (75%) oppose taking away funding from schools that do not increase standardized test scores; and (5) Voters name education as the top federal budgetary priority. Finally, almost two thirds of respondents (63%) say the federal government should be spending more on the nation's public schools. <http://www.nea.org/newsreleases/2004/nr040114.html>

7. **HONORING MARTIN LUTHER KING, JR HOLIDAY:** To honor yesterday's holiday, we have included a quote from Dr. Martin Luther King. Jr. and an essay he wrote entitled "Nonviolence: The Only Road to Freedom." To educators, the role of public education is key. Dr. King wrote, "There is no easy way to create a world where men and women can live together, where each has his own job and house and where all children receive as much education as their minds can absorb. But if such a world is created in our lifetime, it will be done in the United States by (people) of good will."

8. CORRECTION OR UPDATES REGARDING BEST 1 OF 2 INFORMATION: School planning for 2004-2005 cannot continue without information on the "Best 1 of 2 ADM Report By School". The report shows current year data for each school in each LEA. A memo provides an explanation of the report. To find the report, go to www.ncpublicschools.org/fbs/memobest1of203-04.html. This is a corrected website address and will take you directly to the site.

9. CORRECTIONS OR UPDATES REGARDING STAFF DEVELOPMENT NOTICE: The Latino/Hispanic Education Conference 2004, "Improving Education for Latino/Hispanic Students: Practices That Are Working In North Carolina," will be held Thursday, Feb. 26, from 8:30 a.m. - 4:30 p.m., at the Greenville Hilton, Greenville. The conference, which is being sponsored by East Carolina University's College of Education and UNC's Center for International Understanding, will focus on instructional strategies that have been proven effective for Latino/Hispanic students in North Carolina. Most of the practices that will be shared are the result of international (U.S. and Mexico) action research. For additional information, including registration, please go online to www.options.ecu.edu/conferences/latino/lhec.htm or contact the Division of Continuing Studies at East Carolina University, 800/767-9111, or by email, cpe@mail.ecu.edu. This is a corrected message with the corrected address.

10. RETIREMENT ISSUES: We typically start getting many phone calls and email requests concerning retirement at this time of the year. Many of the questions center around the issue of "when can I retire". Here are a few of the basics. An individual can retire with unreduced benefits after; 1) reaching age 65 and completion of 5 years of creditable service; or 2) reaching age 60 and completion of 25 years of creditable service; or 3) completion of thirty years of creditable service at any age. Item two is often known as the modified "85 rule". To clear up some misconceptions, the year of service and age cannot be different from those that are listed. In other words, a person aged 59 with 26 years IS NOT eligible for unreduced benefits. Reduced or early retirement benefits include; 1) age 50 and completion of 20 years of creditable service; or 2) age 60 and completion of 5 years of creditable service. Refer to the Retirement handbook found online at <http://www.treasurer.state.nc.us> for more information for you and your employees.

11. PANC NEWS: If you have personnel administrators that have retired since last Spring or will retire this year, please notify Beckie Collins, 910-455-2211, in Onslow County. Beckie is the secretary for PANC and will be collecting the names to recognize our retirees. At present, our office has been notified of three individuals. Last week, the planning and program committee worked on the finishing touches for the conference. We hope to have a draft agenda available by the first week in February. Finally, we can now provide you with some information on housing. The conference will be held at the Riverside Hilton in downtown Wilmington. Room rates are \$124 for single or double rooms. Rates include a daily parking fee and breakfast buffet. Arrival is scheduled for Sunday, April 4 with a departure date of Wednesday, April 7. The conference itself will be Monday, April 5 through Wednesday, April 7. The hotel

reservation cut off date is MARCH 4, 2004. You can arrange reservations by calling 1-888-324-8170 or 1-910-772-9988. At this time, we do have 175 rooms reserved for conference attendees. When calling for reservations, refer to the PANC Conference for the special rates.

The January 2000 issue of *The Motivational Manager* included some tips for interviewing. With the recruitment season getting started, now is a good time to review interviewing skills with administrators and interview/selection teams. The basic principle of an effective interviewer is to utilize effective listening skills. The applicant should do most of the talking in an interview. One rule of thumb is that 80% of the talking should be done by the candidate and only 20% by the interviewer(s). Other suggestions include reviewing the resume/application before the actual interview and structuring questions from the resume. **DO NOT ASK QUESTIONS ABOUT THE RESUME.** Open-ended questions and situational questions are keys to helping the candidate dominate the conversation. Avoid leading questions that are programmed responses. (Are you a team player? Do you like children?) Seven powerful questions that are recommended for inclusion in the interview are:

- 1) Can you tell me more about that? or clarify that?
- 2) What did you mean by that?
- 3) How did that come about?
- 4) How did you decide to do that?
- 5) Tell me about the different jobs that you have held starting with the most current and working back to the beginning.
- 6) What has been the most gratifying thing that happened to you in the last several years?
- 7) What has been the most discouraging situation you have been involved in? What effect did it have on you? How did you handle the situation?

Quote for the week: "Nothing great in the world has ever been accomplished without passion." G.W.F. Hegel

We enjoy short weeks and hope that you do as well.

Gary Jarrett
Section Chief
School Personnel Support
Division of School Business
NC Department of Public Instruction

Weekly Message for January 26-30: Correction #2

Colleagues,

It has been pointed out that an error in the editing has occurred that needs to be remedied. Please look in item #5 that discusses the issues with non-renewal and dismissal. A word was omitted in the original. We have corrected the message and have italicized and capitalized the key term to draw this to your attention.

Also, look at item #7 for an update and correction.

I regret the errors. Make sure that you delete the messages except for the Correction #2.

As we write this newsletter on Sunday afternoon, snow is falling outside. We anticipated travel conditions to be difficult on Monday, so we started developing the newsletter on Sunday. Snow in the Piedmont becomes a major weather event and forecasts of sleet, freezing rain and ice bring most activities to a complete halt. Driving conditions continue to cause disruptions in school schedules and with many of us getting to work. Due to the difficulties in getting into the office on Monday, the newsletter has been delayed. However, thanks to all-wheel drive vehicles, we can release the newsletter today, Tuesday, January 27.

INFORMATION AND REMINDERS:

1. **CALENDAR ADJUSTMENTS:** With the current weather conditions, it is a good idea to review the major laws and requirements of calendar legislation. Legal references to calendar development can be found in North Carolina General Statute 115C-84.2, 302.1{c} and 316. We have also placed the major considerations in calendar development in our benefits manual. This is reviewed in section 15. By going to www.ncpublicschools.org/benemanual/ you can review the major parts of the law. Pay particular attention to section 15.1.5. Be sure that staffs realize that student schedules/calendars must include 180 instructional days and 1000 instructional hours. Additionally, there are no provisions to "forgive" missed days due to weather conditions. Ten month employment is to be 220 days. Finally, as you adjust schedules, be sure to review the basic requirements of overtime for non-exempt (FLSA) employees.

2. **TECHNOLOGY STAFF DEVELOPMENT:** The Instructional Technology Division at DPI has received a \$50,000 grant from the Intel Foundation to provide free, quality staff development to NC teachers. The Intel Teach to the Future grant trains teachers to integrate technology across the curriculum and focuses on NCLB goals/objectives. In the past two years, these funds have trained over 200 master teachers and 1250 participating teachers in 73 school systems and charter schools.

For additional information and/or application information, contact Mary Lou Daily, Western Regional Instructional Technology Consultant at 828-252-6626 or by email at mdaily@dpi.state.nc.us. Here is an excellent opportunity to provide sustained, on-going staff development for teachers.

3. NC CHARACTER EDUCATOR OF THE YEAR (NCCEY) AWARDS: The Kenan Institute for Ethics is pleased to announce the sixth annual NCCEY Awards program. The program celebrates and recognizes NC Character Educators of the Year. Since its development in 1999, the NCCEY Awards have recognized those K-12 educators in NC who are integrating character development into their classroom instruction in innovative, exemplary and replicable ways. Applications for the 2004 Awards must be for projects taught between January 2003 and December 2003. Educators can self-nominate and the deadline for nominations is February 24, 2004. For details and an application, go to the Grants and Awards Section of the website for the Kenan Institute for Ethics located at <http://kenan.ethics.duke.edu>. Please note that some eligibility requirements have changed from previous years. This website also connects educators with The NCCEY Resource Collections, which has compilations of sample lesson plans and reviews of award winning projects for 1999-2003. We encourage you to announce this award program to your principals and teachers.

4. NEW TEACHER INSTITUTE SURVEY: DPI is exploring the possibility of sponsoring a New Teacher Institute for K-12 teachers of the arts, foreign languages, physical education, health and media/technology. Feedback from the Instructional Services Conference in Charlotte initiated this interest. Teachers that would be included are those with two or fewer years of teaching experience, teachers new to the state, or teachers new to teaching the curriculum. There is a short on-line survey to gather information to help determination the need for the institute. The survey is accessible on the Instructional Services Division web page at <http://www.learnnc.org/dpi/instserv.nsf>. The survey will remain open through Friday, February 6, 2004. For more information, contact Helga Fasciano, Second Languages Consultant at 919-807-3865 or by email at [hfascian@dpi.state.nc.us](mailto:hfacian@dpi.state.nc.us).

5. TEACHER NON-RENEWAL OR DISMISSAL: During the past week, School Personnel Support staff completed three sessions of the TPAI-R Booster training. In those sessions, the question about teacher dismissals and non-renewals was raised. A non-renewal is a staff action completed at the end of a teacher's probationary year. This process applies only to probationary teachers or teachers who have not received tenure in North Carolina. In essence, a non-renewal is when a contract is not offered to a probationary teacher (or teacher who has *NOT* attained tenure/career status) at the end of a contract period. A dismissal is a decision to demote or dismiss a career status teacher (at any time) or a probationary teacher during the contract year. Dismissals can only be made for one of the listed permissible reasons in NC General Statute 115C-325. Teacher dismissals have a higher degree of employee due process than non-renewals. We encourage

administrators to review NC General Statute 115C-325 and/or section 14 of the Benefits Manual.

6. TPAI-R FOR BEGINNING AND EXPERIENCED TEACHERS: This serves as a reminder that teachers being observed under the provisions of the TPAI-R for Beginning Teachers and TPAI-R for Experienced Teachers should have completed their second observations by this date. Although set schedules for completing the observations cycles are no longer a part of the TPAI-R process, it is stated that observations are to be spread throughout the year. The purpose of the observations being distributed throughout the year is to see the teacher at various times of the year, provide adequate time to initiate suggested activities, and evaluate growth. With half of the academic year completed, at least two of the four required observations should be completed.

7. SNAP SHOTS: While discussing the observation requirements under the TPAI-R for Beginning Teachers and TPAI-R for Experienced Teachers, we should review the use of "Snap Shot" observations. The "Snap Shot" observation was designed as a part of the TPAI-R for Experienced Teachers and was validated for use with experienced teachers only. The "Snap Shot" observation is not a part of the validated process and format for the TPAI-R for Beginning Teachers. The "Snap Shot" observation is not to be counted as one of the four formal observations required of beginning teachers.

8. PHONE CHANGES: The North Carolina Community College System, located in Raleigh, has a new telephone number. The new number is for the switchboard is 919-807-7100 and the new number for GED inquiries is 919-807-7137. Please pass this information to all administrative staff and school counselors.

9. ALLOTMENT MANUAL NOW ONLINE: The Fiscal Year 2003-04 Allotment Policy Manual, which contains the legislative, State Board, and departmental policies regarding state and federal funding categories, has been updated. Visit <http://www.ncpublicschools.org/fbs/Allot/default.html> to access this important document.

10. MORE STAFF DEVELOPMENT INFORMATION AND INFORMATIONAL ITEMS OF INTEREST: Distance Learning is offering several online courses. Topics include: StarSchools Technology Series, ESL/LEP/Second Languages, and more. Visit <http://www.ncpublicschools.org/schoolimprovement/development/online/> and click on "StarSchools Video Programs and Series" for details. Also, don't miss the other professional development opportunities available on the Online Professional Development Page. In addition, two new research briefs have been added to the Effective Practices site. "After-School Tutorial Programs and 'Supplemental Educational Services'" and "Read-Aloud" are now online. Visit <http://www.ncpublicschools.org/schoolimprovement/effective/briefs/> to access these resources. The Effective Practices Newsletter is online. The Winter 2004 Edition of

the Effective Practices Newsletter is located at
<http://www.ncpublicschools.org/schoolimprovement/effective/newsletter/> .

As we stated in earlier e-newsletters, we recognize that the recruitment, interviewing and hiring stages for the 2004-2005 year are upon you. Recruitment trips will become more frequent and online/paper applications will soon start arriving from May Graduates. Recruitment, interviewing and selection processes are hard work, time consuming and often frustrating. However, the efforts taken to place the right people in your school and school system are essential for the successes your schools and students achievement. We reviewed an old, sample issue of Positive Leadership to look for a few tips to help interviewers and recruiters.

Check for maturity levels by asking questions about the strengths and weaknesses of their former supervisors (or teachers). Repeated jobs at former bosses may be a sign that you are dealing with a person that has problems with authority or supervision. To look for the "team player" attitude, pay attention to the number of responses that start with "I". People who respond with "we" statements usually work well with others and are good to develop team bonds. Finally, write notes from the interview. Studies show that interviewers typically retain only 25% of what they hear. Over the course of several interviews, interviewers mix up applicant or candidate responses.

We would like to add one more action that should be considered as a part of the recruitment strategy of a personnel office. Once an offer is made and accepted, do not forget your new employee. An e-mail greeting, postcard, letter, or phone call to the new employee will initiate a strong support system, and feeling of trust and acceptance. You want the new employee to feel comfortable with his or her decision to join your staff. In a practical sense, you also want them to stop looking at other school systems. We all have stories of people that accept offers of employment only to resign because a "better offer came later".

Quote for the week: "Opportunities are often disguised as hard work, so most people don't recognize them." Ann Landers

Have a good week and we hope that you will be able to return to a normal schedule shortly. We hope you do not have to miss many days of school due to the weather. Our colleagues in many of the mountain school districts are already looking at a week or more of days to reschedule.

Gary Jarrett, Section Chief
School Personnel Support
Division of School Business
NC Department of Public Instruction

Weekly message for February 2-6

The first week of February should be a very busy week for School Personnel Support. In addition to the State Board of Education meeting this week, staff will be involved in computer training for the new conference registration procedures. There are also numerous meetings throughout the week that will keep staff away from their desks for various periods of time. Like many of our colleagues, we are watching weather forecasts and hoping that the week's weather will bring only a cold rain.

INFORMATION AND REMINDERS:

1. NATIONAL BOARD INFORMATION: Last week we received notice that North Carolina will receive some positive press concerning National Board efforts in our state. Allison Schafer of the NC School Boards Association has informed us that the National School Boards Association will review statewide efforts related to National Board certification. The following is an excerpt that will contain information about North Carolina. "Education Week reports that North Carolina had 6,640 National Board Certified Teachers in 2003. Following North Carolina are Florida (4,941), South Carolina (3,225), California (2,645) and Ohio (2,174). What has been the secret to North Carolina's success? Financial incentives perhaps. North Carolina pays teachers who have the certification 12 percent more than they would get paid without the degree. Furthermore, North Carolina pays the \$2,300 fee and gives each teacher 3 days of paid leave to work on the process. Compare the financial incentives provided by each state on the Board's Web site at <http://www.nbpts.org/about/state.cfm>. View the amount of teachers who have earned the national board certification in the Education Week report at <http://www.edweek.org/sreports/qc04/>." This is nice information to have at recruitment time.

2. PANC INFORMATION: Two weeks ago we publicized information about lodging at the PANC Spring Conference. We have been asked to share that information again. The conference will be held at the Riverside Hilton in downtown Wilmington. Room rates are \$124 for single or double rooms. Rates include a daily parking fee and breakfast buffet. Arrival is scheduled for Sunday, April 4 with a departure date of Wednesday, April 7. The conference itself will be Monday, April 5 through Wednesday, April 7. The hotel reservation cut off date is MARCH 11, 2004 (note that this is a new date). You can arrange reservations by calling 1-888-324-8170 or 1-910-772-9988. At this time, we do have 175 rooms reserved for conference attendees. When calling for reservations, refer to the PANC Conference for the special rates.

3. TENURE LAW CHANGE: We continue to have questions raised about the changes in tenure/career status legislation that was passed this summer. The General Assembly passed House Bill 38 which amends North Carolina General Statute 115C-325. The law does not impact your tenure decisions for May-June 2004 as the current law is still in effect. However starting with the 2004-2005 school year, the probationary period for a teacher who has previously held tenure or career status in North Carolina cannot be more than one year. Effective the 2004-2005 school year, teachers who have previously held tenure or career status may be granted tenure immediately or after one year. HB 38 does not address or change procedures for those probationary teachers

that have never held tenure or career status in North Carolina. Refer to the PANC and Summer Conference notes for additional detail. This legislative change will also be reflected in the new benefits manual and benefits grid.

4. ALLOTMENT INFORMATION: Due to the adverse weather conditions, we were unable to process the scheduled revision this week. We will process revision 18 the week of Feb. 2nd. If you have questions contact Lydia W. Prude at 919.807.3718 or lprude@dpi.state.nc.us. The 2003-2004 Allotment Policy Manual is now available online at <http://www.ncpublicschools.org/fbs/allot/default.html>.

5. LICENSURE: There have been several reports about licensure changes that need some clarification. Dr. Zoe Locklear has asked that we share the following information. Under a new reciprocity licensing policy passed last month, out-of-state teachers must be fully licensed and designated as highly qualified in their own state, including passing any state test requirement in their own state. They must also complete an approved teacher education program at a regionally accredited institution or have completed an approved alternative route. Those that have met these requirements do not have to complete NC testing. Newly graduated teachers from colleges and universities in North Carolina MAY no longer be required to pass subject-area tests to teach in middle school and high school classrooms IF the General Assembly changes statute 115C-296(a). Testing will remain in effect for new elementary and exceptional children's teachers (subject to review by IDEA) due to NCLB requirements. NCLB does require passing a test for elementary teachers. We suggest that you be cautious with your statements to candidates about testing requirements. The policy does require legislative action. We are sure additional information will be shared at the Spring PANC Conference. You can also read more from the SBE web site and reviewing the summaries for the January 2004 meeting. See item #11 below for a link.

6. STATE ACTIONS ON NCLB: The PEN Weekly NewsBlast for January 30, 2004 had some information on states' action regarding NCLB. No Child Left Behind Act will cost Ohio \$1.4 billion more annually than it gets from the federal government for public education, a new study concludes. The report, commissioned by the Ohio General Assembly, is the first to put a price tag on the new law. The Virginia House of Delegates adopted a resolution arguing that the law adds "expensive mandates".

7. SCHOOL PARTNERSHIPS: Educators have long recognized that the schools must have the support and collaboration of the family and community. Yet, many schools do not know how to nurture that support. Students, particularly students from low-income families and students of color, experience a disconnect between the worlds of school, family, and community. A new guide helps schools and teachers bring these worlds together. The guide helps schools be more successful in engaging students, resulting in higher student achievement. The guide's framework is based on the work of Dr. Joyce Epstein at the National Network of Partnership Schools, Johns Hopkins University. These inter-related topics include: Parenting; Communicating; Volunteering; Supporting Student Learning at Home; Inclusive Decision Making; and Collaborating with the Community. Much of the guide is geared to the students in middle schools. To read additional information go to <http://www.turningpts.org/guides.htm>.

8. A NEW TWIST TO PRIVACY LAWS FOR STUDENTS: PEN Weekly NewsBlast for January 30 also had an article on a new spin concerning student privacy. The long honored practice of posting student names for honor rolls is under fire in Nashville, TN. Some parents in the Nashville schools complained that students who do not make the honor lists are ridiculed and lawyers have warned that releasing information about individual student progress with parent permission is forbidden. The posting of honor rolls has now expanded to postponing academic assemblies where students are recognized, and banning student work in classrooms and halls. Stay tuned to developments.

9. TRAINING CD: In the fall, personnel administrators received copies of the first CD produced in the "Professional Development for Excellence in Teaching" series. This series of professional development modules was developed as a collaborative effort between the Public Schools of NC, the Center for School Leadership Development, and LEARN NC. Later this week, mailings will begin for the remaining six professional development modules, also produced on CD. The first CD was targeted at lateral entry teachers and was entitled "Professional Development for Teachers: First Days." It offered a creative way for assisting LEAs in meeting the new federal requirements for high quality professional development. The remaining six modules focus on classroom management, data-driven decision-making, reading and mathematics in the middle grades (separate modules), instructional leadership, and understanding learners. Again, these modules will assist you in providing high quality staff development as required by the No Child Left Behind legislation. Modules were designed to satisfy CEU requirements and include documentation forms and activities for submission to the appropriate personnel within each LEA. The CDs are being provided to you free of charge and you are encouraged to make copies and use them throughout your district. Further, all seven modules may now be accessed at www.learnnc.org. We hope these modules help you meet the professional development needs of your teachers and administrators. For additional information, contact Dr. Zoe Locklear, Associate Superintendent for Leadership Development and Special Services, at 919-807-3967.

10. STAFF MEMBER ADDED TO ASSIST WITH STAFF DEVELOPMENT ISSUES: A new DPI Professional Development Coordinator, Dr. Debbie Rollins, has been added to Zoe Locklear's staff. Specifically, Dr. Rollins will provide leadership in the design and delivery of effective professional development for the agency. Further, she will work with staff in the alignment of professional development initiatives, specifically as they relate to the priorities of the State Board of Education and the No Child Left Behind federal act. Within the next few days, you can expect to receive a memo from Dr. Rollins as she seeks information regarding your contact person(s) for professional development and Title II. For additional information, contact Dr. Zoe Locklear, Associate Superintendent for Leadership Development and Special Services, at 919-807-3967.

11. SBE AGENDA: There are many personnel items of interest on the agenda for this month. Use the State Board of Education links to access the agenda (or go to www.ncpublicschools.org/state_board/). Use the link "NC SBE Meeting Information" that is found on the SBE site. Read the agenda and summaries for February 2004. Topics of interest in personnel (QP Policies) are: Approval on New Mentor Training

Standards (QP 3); Approval of Plans for Flexible Use of Mentor Funds (QP 4); Approval of Initial Licensure Program Plans (QP 5); a Report on Review of the Certification Process (QP 6); and an Update on the Teacher Working Conditions Survey (QP 7).

This week's article is a copy almost verbatim from the PEN Weekly NewsBlast issue dated January 30, 2004. The article looks at education as a foundation for democratic principles in the United States. We edited some of the political rhetoric but the basic premise of the article is a good one to read.

"An educated citizenry, writes Bob Borosage, is the hallmark of America's democracy and central to the success of its economy. Education provided a common language and a common civic culture to the immigrants who flooded our shores. America became the first country to require 12 years of formal schooling. Integrating America's schools was central to the effort to end segregation and address the challenge of equal opportunity for all. Our commitment to education has helped to forge the broad middle class that is the pride of America's democracy and the foundation of its prosperity. Now, as we begin a new century, America's commitment to public education faces staggering new challenges. With 53 million students and 3 million teachers in 92,000 public schools (within 15,000 districts), simply keeping what has traditionally been a locally governed nonsystem running is hard enough. The new information age and the new global economy make education -- and lifelong learning -- even more essential to our prosperity. A new generation of immigrants requires the schooling vital for assimilation of our language and civic traditions. As communication makes the world smaller and generates a growing sophistication in packaging and propaganda, an educated, questioning, independent-thinking citizenry is even more vital to our democracy. Americans understand this. They expect their leaders to make education a priority. They demand more from their schools. And at a state and local level, parents have driven a furious debate about schools: What constitutes an adequate education? What standards should be required? How can schools be made accountable? Over the past two decades, waves of reform at the local level have implanted higher standards and provided greater resources for schools.... Providing a high-quality public education is a task for the entire nation. Click on "A National Task" at the link below.

<http://www.prospect.org/print/special0402.html>

Quote for the week: "Great deeds are usually wrought at great risks." Herodotus

Enjoy your week and review the SBE agenda items. There are many crucial items that should be of interest to you.

Gary Jarrett
Section Chief
School Personnel Support
Division of School Business
NC Department of Public Instruction

Weekly Message for February 9-13

During this week, many staff in the School Personnel Support Section and in the Division of School Business will be away from the office. The NCASBO Conference (for finance officers) is scheduled this week in Greensboro and we are involved with sessions pertaining to HRMS and Retirement Issues. Later in the week, two sessions of TPAI-R "Booster" Training are scheduled for the Western RESA. Both activities will take two staff out of the office for most of the week. If emails and inquiries are not answered as quickly as usual, it will be due to fewer personnel in the office.

INFORMATION AND REMINDERS:

1. **HELP WITH PRAXIS:** The NC Model Teacher Education Consortium has Praxis II Test Preparation Seminars planned for February 21, 2004 at Nash Community College in Rocky Mount and February 28, 2004 at James Sprunt Community College. Registration forms and specific seminar titles are on the website www.ncmtec.org. Each subject is in a separate classroom and has a master teacher for a facilitator. The day includes practice content area items as well as pedagogy items or writing as appropriate. Praxis I (Reading, Writing and Math) is scheduled for March 8 (Reading), 9 (Writing), and 10 (Math) at Wayne Community College. Registration forms are on the website www.ncmtec.org. If you have staff that continues to need Praxis testing assistance, please send this information forward.
2. **PEP LAW ACADEMY:** PEP'S Spring School Law Academy is scheduled for April 27-29. You can sign up for all or part of the School Law Academy. The Academy is a two- and one-half-day intensive and practical review of need-to-know school law issues. Sessions (and registration fees) are as follows: Day 1 (\$100)? Employment Issues; Day 2 (\$100)? Student Issues; Day 3 (Morning only; \$50)? Operational/Other Issues. Persons registering for the entire Academy pay a reduced fee of \$200, are accorded priority registration status (through February 28), and receive a free 2004 subscription to PEP's online, searchable legal treatise, Education Law in North Carolina (a \$175 value); training to use ELNC will be available. Registration is limited, so sign up early at www.ncpep.org/tpls.html. (A more detailed schedule is also available at this site.)
3. **FEDERAL BUDGET AND NCLB:** The fiscal year 2005 budget presented by President George W. Bush on Feb. 2 proposes to give the U.S. Department of Education (ED) the highest dollar increase -- \$1.7 billion - of any non-defense agency. Total discretionary funding for ED would rise from \$55.7 billion in 2004 to \$57.3 billion in 2005. Although ED's increase amounts to only 3 percent, the smallest since the start of Bush's administration, it is considerably better than the 0.5 percent average proposed for domestic spending. The 2005 ED appropriation covers school year 2005-06 programs. The increased funding would fuel the billion-dollar increases in special education and Title I local grants that were previewed by the White House in mid-January.

4. TPAI-R TRAIN THE TRAINER: We are very please to announce that the TPAI-R Train-The-Trainer schedule is now available and online. All registration payments and contacts will be handled through the Western RESA. To access the Western RESA site, go to www.wresa.org. You will see information on the training program and schedule on the left side of the screen. A copy of the schedule is also attached.

Each training session will include training materials and a resource guide to assist school systems in duplicating the training for their respective school system needs. Training will be conducted by members of the Teachers on Loan (TOL) team and an administrator from a school system or DPI. Completion of the three days of training will enable participants to return to their school systems with certificates of completion of TPAI-R training and the ability to train individuals in their systems.

School systems should register for training in their regional area. In most cases, we have provided two training sessions in each of the regions. If needed, an additional training session will be scheduled for DPI in April. Should a school system be unable to attend one of the sessions in their region, they may attend sessions in another area on A SPACE AVAILABLE BASIS ONLY. First priority will be given to school districts in their regional area.

5. DROPOUT INFORMATION: North Carolina's dropout rate continued to decrease for the fourth consecutive year, according to the 2002-03 Dropout Data Report released last week. The annual rate for students in grades 7-12 was 3.23 percent - down from 3.52 percent the previous year. The rate for students in grades 9-12 was 4.78 percent - down from 5.25 percent the previous year. To read more, as well as access the 2002-03 Dropout Report, please go to DPI's Web Site at www.ncpublicschools.org and look under "In the News."

6. OTHER STATE'S REACTIONS TO SHORTAGES: A nationwide shortage has left South Carolina without enough qualified special education teachers, prompting the state to relax standards that applicants must meet in order to teach. S.C. school districts report that special education teachers are the hardest to attract, and some positions are filled by teachers who are not fully certified while others remain open. In a Spring 2003 survey, 73 percent of S.C. school districts reported that special education was one of the hardest fields in which to fill vacancies. A little more than half of employees hired to fill 1,100 special education positions open this fall were fully certified. A tenth of the positions remain vacant and 400 people hired for the positions were not fully certified. To be considered fully certified, teachers must complete a special education teaching program and pass two certification exams. Overall, about 8.4 percent of the state's 5,500 special education teaching positions are filled by teachers who are not fully certified, putting the state in the middle of the pack nationwide, according to statistics compiled by Education Week.

7. UNCG ILT SESSIONS: The University of North Carolina at Greensboro will offer a professional development program for teachers in their first and second years of teaching. The program is entitled, Assessment of ILTs: Connecting INTASC, TPAI, IGP and Instruction, and will be offered June 10-11. Teachers and mentors are invited (encouraged) to attend and their will be a stipend paid along with materials presented. Only teachers who are in their second year of ILT in 2004-2005 are to attend. Registration is to be completed by March 15 and enrollment is limited to 25 ILT II and mentors. To obtain additional information and/or a registration form, contact Dr. Cheryl Greenberg, UNCG (336-334-3412).

8. JOB FAIR FACTS: Prospective educators can learn more about upcoming job fairs on the Center for Recruiting and Retention Web site. Visit www.ncpublicschools.org/recruit/ and click on the "Job Fairs" link in the yellow box.

9. NEW PUBLIC SCHOOL LAW BOOK: To order the new law book for public schools, please call 800-663-1250 or visit Publication Sales on the Web at www.ncpublicschools.org. North Carolina Public School Laws (through the 2003 Session) Statutes, case notes and opinions of the Attorney General are included. The text includes statutes other than 115C. Books are available in hard copy or CD-Rom with search engine. Prices for the book are SL102, \$28.00 (hard copy) SL109, \$18.00 (CD-Rom with search engine).

10. PANC REGISTRATION: In previous email messages, we informed you the Spring PANC Conference was initiating a new registration process that may be used by the entire agency for future conferences. The new registration process that we are piloting for the Department should be available this week. We have prepared the web site and written all of the appropriate notes for registration. You should also find the process to better link you with the hotel, agenda information and other items of interest. For personnel administrators on the system primary and secondary list, a special automated notice should come to you later this week. We are really seeking your feedback on this process and will have a special evaluation designed for you to complete AFTER the PANC Conference. By week's end, we encourage you to go to the Events and Conferences link from the DPI home page. Conference information should be ready by Thursday.

THE MOTIVATIONAL MANAGER, published by Lawrence Ragan Communications, Inc., is a monthly magazine that we use regularly for this newsletter. In a sample issue from 1999 is an article from Jean Farinelli, CEO at Creamer Dickson Basford. She offers some good tips on brainstorming techniques and we all use brainstorming in meetings, committee work, retreats, etc. She offers five (5) tips for successful brainstorming.

First, invite a broad group including professional and classified personnel. Diversity often has insightful observations. Classified employees often see how ideas actual work

when implemented. Second, keep the group small and small is defined as less than 10 participants. This allows exchange of ideas without being encumbered by a large group. Third, hold brainstorming meetings in the morning and avoid Mondays and Fridays. Catch people when they are fresh. Fourth, follow the basic rule that all responses are accepted and criticism of ideas is counterproductive.. Finally, distribute a briefing or preview to participants before the brainstorming session. For some, the wheels need a "little grease" to start working.

As you look at budgets, allotments of personnel, personnel needs, recruiting staff and preparing for 2004-2005, a few brainstorming tips may make the planning sessions more productive. With fiscal and human resources stretched, sometimes it is necessary to get fresh perspectives on topics. The old "think outside of the box" cliché may be enhanced by brainstorming sessions.

Quote for the week: "Benevolence alone will not make a teacher, nor will learning alone do it. The gift of teaching is a peculiar talent, and implies a need and a craving in the teacher himself." John Jay Chapman, Memories and Milestones

In closing this e-newsletter, I need to divert from the usual endings and share additional information. Last week, I informed the primary and secondary personnel contacts of a professional and personal decision. On February 2nd, I formally submitted my resignation as Section Chief of School Personnel Support. Assuming that all goes well with the paperwork, I will continue through the month and retire effective March 1, 2004. I have been able to retire with full benefits for some time now, and the time is right for my retirement. Although I will retire from active state employment, I will continue to work in the education field. Between now and the end of the month, our section will work diligently to ensure a smooth and effective transition.

Gary Jarrett
Section Chief
School Personnel Support
Division of School Business
NC Department of Public Instruction

Weekly message for February 16-20

Weather patterns and a prolonged wet/cold winter continue to create difficulties in school scheduling. We hear that many school systems have basically depleted their options for making up days due to inclement weather. At risk now are Saturdays, Spring breaks and extensions of school years. The other headlines for the week include several meetings in Raleigh, weather permitting. The Teacher Quality Committee, scheduled to meet Monday, February 16, was canceled due to travel conditions. A portion of the PANC Leadership is scheduled to meet Tuesday for final adjustments to the Spring Conference and a committee of personnel administrators is meeting Wednesday to review issues related to HQ requirements and exceptional children teachers. Because of the weather forecasts, we encourage participants to seek information or call contact persons before traveling to Raleigh.

INFORMATION AND REMINDERS:

1. REPORT ON NCLB STATUS: Two new publications have been recently released that may be of interest to you. One is a report by the American Federation of Teachers (AFT) released on January 8, 2004. This report deals with state efforts toward meeting NCLB requirements for paraprofessionals. The Midterm Report on the Status of State Efforts to Assist Paraprofessionals in Meeting NCLB Requirements includes a matrix to evaluate state efforts. The state-by-state comparison rates Illinois and New York as the only states "very well prepared". However, North Carolina, Kansas, New Jersey and New Mexico were rated as "well prepared". Of all states rated, North Carolina scored the highest rating in the southeast. To read more, go to <http://www.aft.org/psrp/certification/Midtermreport/Index.html>. A second publication was released by the US Department of Education. This publication provides a revised and expanded version of the Improving Teacher Quality State Grants Non-Regulatory Guidance. This information is found at <http://www.ed.gov/programs/teacherqual/guidance.pdf>.

2. PANC REGISTRATION: Our Spring PANC Conference will be placed on the web page this week. The registration information is located at <http://www.ncpublicschools.org/panc/spring/>. When you register, four (4) actions will be initiated. First, you will receive a Thank You page on the screen. Secondly, an email will automatically be sent to you notifying you of a successful registration. Third and fourth, notifications will automatically be sent to us for creation of a data base. Please follow the directions found in the registration information.

In addition to the "live" registration, we are piloting a process for agency consideration. You will see a link to a pilot registration process and evaluation of that process. This "second registration" is not live and does not replace the original registration completed from the DPI web page. It is designed to test the new process and allow all of us to

see a demonstration of its capabilities. We strongly encourage you to take just a few minutes to complete this new pilot process.

3. FLSA AND CALENDAR ADJUSTMENTS: Words of caution as you revise your school calendars. Be mindful that the additional days stay within the confines of the law (115C-84.2) and that schedules take into account your non-exempt (FLSA) employees. Also, if you are using non-exempt staff to drive roads to check driving conditions, or have non-exempt employees check doors, refrigeration systems or clean walkways, remember that such time is recorded as work hours. Be careful of "on call" hours for non-exempt employees. Refer to the materials provided by the NC School Boards Association this Fall for additional guidance.

4. MILITARY LEAVE AND RETIREMENT: We continue to receive questions about retirement contributions for employees on military leave. The answer to that question is NO. Schools are not to withhold retirement from personnel on active military service because they are not actively working for the school system and all adjustments will need to be made upon return to duty in the schools. Other retirement issues are addressed on the Military Leave Q/A found on the FBS site and the School Personnel Support site (<http://www.ncpublicschools.org/fbs/schlbus/SchPerSupp.htm>.) Please share this information with finance officers.

5. RETIREES AND MEDICARE: Earlier this fall we provided information concerning Medicare eligible retirees re-employment in schools. This was a reminder from the Summer 2003 Health Benefits Representative Bulletin (page 16). In the benefits grid that was distributed (January) electronically to primary and secondary personnel administrators, changes were noted. Retirees who are eligible for Medicare must be re-enrolled in the State Health Plan if they are employed 30 or more hours per week. Under federal guidelines, the State Health Plan must be the primary insurance. Please share this information with finance officers. Contact the Health Plan offices for additional information.

6. RETIREMENT INFORMATION: Linda Suggs and I completed a retirement workshop for approximately 80 finance officers at the NCASBO Conference last week. We often hear concerns about the security of our retirement plan, so a portion of the presentation touched on this issue. Be assured, the Teachers and State Employees Retirement System is sound. Assets are up over \$2.5 billion from last year (\$43.2 billion in 2003). Actuaries also estimate that our system has 108% funded needed to meet obligations; however, this is down from 111% in the previous year.

7. RETIREMENT INFORMATION AT NCASBO: I have asked that my portion of the retirement information shared with finance officers last week be posted on the FBS and School Personnel Support web sites. Check for postings throughout the week. My session looked at current discussions and issues surrounding the re-employment of

retirees' options, comparisons of the two retirement opportunities available and a basic review of past legislation.

8. TPAI-R TTT: The three day TPAI-R sessions for training the trainer will start next week (weather permitting). We have given updates for the last two newsletters about registration information. All registration, schedules of events and information on locations will be found on the Western RESA web site located at <http://www.wresa.org>.

9. CALENDAR LEGISLATIVE ISSUES: This past legislative session saw a bill introduced to limit school flexibility in calendar development. The bill required the start of school for students to be delayed until after Labor Day. Although the bill did not pass, the issue is far from dead. A web site entitled Save Our Summer has been developed to continue to lobby for calendar changes. Review the site at <http://www.saveoursummers.com/pages/1/index.htm>.

10. FREE TRAINING ON STUDENT RECORDS: The NC School Boards Association is providing free training to administrators involved with student records. Family Rights and Privacy Act (or FERPA/PPRA) training is essential for those who have primary responsibility for student records. This free training is offered by US Department of Education personnel and will be presented at the School Boards Association offices on March 4, 2004 from 1-3 pm. To register for one of the 125 open positions, go to <http://www.ncsba.org> or call Hope Parrish at 919-841-4040. Primary and secondary personnel contacts will receive additional information later this week. However, registration is now open and available. We encourage you to take advantage of this free session.

This past Saturday, I had the pleasure of serving on a NC Teaching Fellows Regional Screening Committee. There were 799 applicants for the 400 scholarship positions and this number reflects the second largest total making it to the regional interviews. Funded by the 1987 General Assembly, the program awards 400 scholarships worth \$6500 a year to outstanding high school seniors who are interested in pursuing a career in education. Their obligation, upon receiving the scholarship, is to teach four years in a North Carolina public school. Since 1986, a total of 31,320 students have applied for the scholarship.

In the current 2003-2004 school year, every LEA has at least one teaching fellow in their pool of teachers. A total of 2595 teaching fellow graduates are presently teaching in our schools. This is an increase from the almost 2,400 teaching fellows found in 99 school systems last year. The 2003-2004 top five employing school systems are: Wake County (295); Guilford County (163); Charlotte-Mecklenburg (129); Forsyth County (86); and Alamance-Burlington (76). Closing fast on the leaders are Durham County, Cabarrus County, Johnston County and New Hanover County.

Other states have started to copy this program with South Carolina initiating a program last year. Federal legislation was recently filed to provide a federal Teaching Fellows Program. Many former NC Teaching Fellow recipients are now leaders in their school districts and the 2000 Walt Disney American Teacher of the Year, Ron Clark, was a graduate of the East Carolina program. He is now traveling nationwide to promote teaching and has written a book about his experiences as a teacher in the New York City system.

Quote for the week: "When will the public cease to insult the teacher's calling with empty flattery? When will men who would never for a moment encourage their own sons to enter the work of the public schools cease to tell us that education is the greatest and noblest of all human callings?"

William C. Bagley, *Craftsmanship in Teaching*

The above quote seemed appropriate at this time when we are trying to recruit teachers, provide scholarships to North Carolina's best and brightest, and address budget issues with the General Assembly. In other issues, please share the pertinent information listed above with finance officers and other colleagues in your system. This is especially critical for the insurance information and retirement information for finance officers. Finally, register for PANC, complete the "blind" pilot registration, and secure your rooms in Wilmington.

Gary Jarrett
Section Chief
School Personnel Support
Division of School Business
NC Department of Public Instruction

Weekly Message for February 23-27

This past week was quite hectic and this last week of the month should prove to be no exception. The School Personnel Support staff will continue to be heavily involved in transition planning and activities. There is still much more information to be copied, shared and reviewed with staff. With this week being my final week of employment at DPI prior to my March 1 retirement, we have struggled to keep up with section obligations and demands. One concern that surfaced many times this past week involved the future of our weekly newsletter. We heard from many administrators that they rely on our weekly newsletter as a dependable source of information and a reliable means to stay abreast of emerging topics or activities. It is our plan and intention to continue the e-newsletter after I retire, albeit under a new author. As a part of this newsletter we will also share with you staff responsibilities in the coming weeks.

INFORMATION AND RETIREMENT:

1. PERSONNEL TIMELINES AND DUE DATES: In January, we shared some information concerning personnel action timelines and we wanted to include these reminders again. First, probationary teachers who require 4 full classroom observations should have completed their second observation by now. Although the new TPAI-R allows local school systems to establish their own deadlines for observations, the procedures specifically call for observations to be spread throughout the year. Also, do not forget that boards of education are to receive notice of teachers who will be eligible for career status in 2004 at least 30 days in advance. Election to career status must be completed by board vote before June 15. In fact, the board must give written notice to the teacher by June 15. {Refer to NCGS 115C-325 (c) (1) or section 14 of the Benefits Manual.} In addition, administrator contracts that expire on June 30, 2004 must be acted on by May 1, 2004. {NCGS 115C-325 (d) or section 14 of the Benefits Manual.} Do not let these key personnel functions and actions escape your attention.

2. WEB INFORMATION FOR REFERENCE: As you can imagine, the School Personnel Support Section will be stretched very thin for the next several weeks. Not only will the section be without one staff member due to my retirement, but Marcie and Joe are involved with TPAI-R TTT training for several days. They will also be covering many meetings and serving on several committees. Therefore, take advantage of the Internet resources that are available to you. Our section's web page, located at www.ncpublicschools.org/fbs/schlbus/SchPerSupp.htm, has a wealth of information on teacher evaluations, retirement, military leave, benefits manuals, links to NC Public School Law, questions/answers, NCLB information, Power Point presentations and past PANC Updates and presentations. The Financial Business web site, located at www.ncpublicschools.org/fbs/ has links to past e-newsletters from School Personnel Support and Finance, Power Point presentations, links to manuals such as the Salary Manual, Allotment Manual, and presentations from the NCASBO Conferences. Take advantage of these online resources.

3. ACTION PLAN REMINDER: NCGS 115C-333 (b) has clear statements about the use of action plans. In the past few weeks, questions about action plans have resurfaced. The law is very specific in that each local board is to have a policy on action plans. "All certified employees who receive a below standard or unsatisfactory rating on an evaluation" is to have an action plan developed in the event the superintendent does not recommend dismissal, demotion or nonrenewal. Additional details about action plans are present for employees in a low performing school. As summative evaluations are completed in the next two to three months, make sure principals are in compliance with state statute.

4. PEP PRINCIPAL SURVEY RESULTS AND OBSERVATIONS: The recent Winter issue of LEADERSHIP, published by the Principal's Executive Program, has an excellent summary of the 2003 Principalship Survey. In an earlier e-newsletter some of the preliminary results were shared. In this issue, Dr. Anita Ware provides additional information gathered from the 500+ responses to the survey. A total of 93% agreed or strongly agreed with the statement that they understand the expectations of the NCLB legislation and the meanings of Adequately Yearly Progress. Nearly 30% stated that they spend the majority of their time with instructional issues but 52% disagreed that the majority of their time was spent in instructional areas. Almost 33% agreed that too much time was spent on student disciplinary issues. Strategies that responders listed to address principal shortages included: coaching or mentoring for principals; increasing the number of scholarships for prospective administrators; having add-on license processes for a principal license and lateral entry opportunities for principals. Go online to www.ncpep.org for additional information or to read the full summary.

5. THE ROLE OF THE PRINCIPAL IN TEACHER RETENTION: We all know that the principal plays a significant role in teacher recruitment and retention. PEN WEEKLY NewsBlast has an article about a study done in the Charlotte-Mecklenburg Schools. The Charlotte Advocates for Education (CAE), a Charlotte-area education fund, sought to study the relationship between principals and teacher retention. This study focused on local principals, particularly those in high needs schools, who have been more successful in retaining teachers while also increasing student achievement. Key findings are outlined in their report and can be accessed from the link below. In addition, the report includes specific recommendations for addressing principal recruitment and hiring, principal preparation and support, as well as the recommendation to re-examine the traditional leadership structure within our schools.
<http://www.advocatesfored.org/principalstudy.htm>. Take a look at this study and all of the various links related to this significant issue.

6. PANC REGISTRATION INFORMATION: Our Spring PANC Conference registration is on the conference web page. The registration information is located at <http://www.ncpublicschools.org/panc/spring/> or by utilizing the agency links from the home page located at www.ncpublicschools.org. When you register, several actions will be initiated. First, you will receive a Thank You page on the screen. Next, notifications will automatically be sent to us for creation of a data base. Please follow the directions found in the registration information. Please note that registration for a room is a separate

operation. In response to an email last week, we have notified the hotel and reserved additional rooms for this conference.

In addition to the "live" registration, we are piloting a process for agency consideration. You will see a link to a pilot registration process and evaluation of that process. This "second registration" is not live and does not replace the original registration completed from the DPI web page. It is designed to test the new process and allow all of us to see a demonstration of its capabilities. We strongly encourage you to take just a few minutes to complete this new pilot process.

7. TEACH FOR AMERICA: In the Friday, February 20 issue of NewsBlast by PEN WEEKLY is an article about Teach for America. This program is widely used in many states and some programs exist in NC. Teach For America brings enthusiastic college graduates into difficult to fill or tough recruitment areas to fill teaching positions that otherwise might be vacant. Susan Snyder writes that the program has its shortcomings. One criticism is that the program encourages turnover in schools that can least afford it by asking its recruits to commit to stay for only two years. Also, the program promotes a "cultural divide" because few members come from low economic backgrounds like those of their students. A more positive report is furnished by Molly Ness, former corps participant, who says that despite some weaknesses, Teach For America overall is positively affecting the nation's public school system. Members have college degrees in areas other than education and have limited teaching experience. The program provides intensive educational and teacher preparation orientation. Teach For America was started in 1989 to help the nation's poorest urban and rural schools. To read more, go to <http://www.philly.com/mld/inquirer/7923633.htm>.

8. NCLB AND STAFF DEVELOPMENT REPORT: A recent task force report on the principals' role in teacher retention was forwarded to me. A NCLB Task Force of the National Staff Development Council surveyed more than 2,000 educators on the impact of professional development on NCLB. The overwhelming majority stated that NCLB's requirements for staff development has had no "discernable effect" on improving the quality of teaching. The survey was conducted online between December 2003 and February 2004 and 63% of the responses came from classroom teachers. The survey results clearly indicate a greater need for more attention to implementation of the NCLB requirements for professional development activities. Too many teachers view the requirements as "onerous obligations" rather than a useful resource. A total of 27% believe the law is having a positive impact on professional development. To read the full report, contact Hayes Mizell at 803-787-0760 or go to www.tinyurl.com/xvlg or <http://www.tinyurl.com/xvlg>. There are over 700 open comments or statements from the responders that provide some eye-opening revelations.

9. HOLOCAUST WORKSHOPS: These one-day, multi-county workshops for public school teachers of social studies and English present Dr. Karl Schleunes, a historian and Holocaust scholar, and Gizella Abramson, a Holocaust survivor of the Majdanek death camp who recounts her experiences in a concentration camp. Participants receive a copy The Holocaust: a North Carolina Teacher's Resource, a guide for teaching about the Holocaust

at the middle and high school levels. This workshop is open to language arts and social studies teachers from all parts of the state teaching in middle schools or high schools and is particularly useful for teachers teaching World History, World Cultures, American History as well as teachers at the sixth-grade level teaching Eastern European history. It is also recommended for middle school language arts teachers teaching Anne Frank's Diary or high school English teachers studying Elie Wiesel's NIGHT and other Holocaust literature at the upper grades. Substitute pay is provided for teachers attending, but space is limited and teachers are encouraged to make early contact with Linda Scher, Workshop Coordinator. These workshops are open to teachers from all parts of the state in the 2003-2004 school year. Substitute pay will be provided for all public school teachers attending the workshop. For additional information, e-mail the Holocaust Teacher Workshop Coordinator, Linda Scher, at Brisket234@aol.com.

10. SCHOOL BOARD ASSOCIATION WORKSHOPS: The NC School Boards Association is providing free training to administrators involved with student records. Family Rights and Privacy Act (or FERPA/PPRA) training is essential for those who have primary responsibility for student records. This free training is offered by US Department of Education personnel and will be presented at the School Boards Association offices on March 4, 2004 from 1-3 pm. To register for one of the 125 open positions, go to www.ncsba.org or call Hope Parrish at 919-841-4040. Primary and secondary personnel contacts will receive additional information later this week. However, registration is now open and available. We encourage you to take advantage of this free session. Note the short time still left for registration.

11. TPAI-R TTT REGISTRATION: The three day TPAI-R sessions for training the trainer will start this week (weather permitting). We have given updates for the last two newsletters about registration information. All registration, schedules of events and information on locations will be found on the Western RESA web site located at www.wresa.org. Although this has only been open a week, registration is slow to come in.

12. PEP HUMANITIES WORKSHOP: PEP's Leadership Seminar in the Humanities is available again this spring. Does your vision for your school or school system need to be refreshed? How does our culture and its values affect your life and work? Are you eager for intellectual and professional renewal amidst busy routines and daily pressures? PEP's fifth Leadership Seminar in the Humanities (LSH 5) may be just what you need. Join other school leaders on June 21-25 at the beautiful mountain retreat setting of the North Carolina Advancement of Teaching (NCCAT) in Cullowhee for a time of meaningful reflection and interaction with peers. The cost is \$300 (includes housing, materials, and most meals). For more information or to register, go to www.ncpep.org/rphum.html.

13. INFORMATION ON THE WEB: The Public School Insurance Fund, a Division of School Support, has recently launched its new web site. Check out <http://www.ncpublicschools.org/fbs/insurance/index.html> to access an online staff directory, frequently asked questions, links and more.

14. TRANSITION RESPONSIBILITIES AND CONTACTS: As promised in the opening or introduction, we have been meeting as a staff to assign responsibilities and duties to staff during the transition. We thought we would share these with you so that you will know who to contact with your questions. What is provided will be the person with primary responsibility, however, either Joe or Marcie can assist with any question. Joe Parry-Hill (919-807-3368 or jparry@dpi.state.nc.us) will work most closely with all items related to the PANC Conference, Benefits Manual and employee benefits, legislative matters, and TPAI-R teacher evaluations. Marcie Holland (919-807-3366 or mholland@dpi.state.nc.us) will focus on items related to paraprofessionals and NCLB requirements, HRMS, reporting issues, Leandro, staff development, cultural exchange for teachers and web information. Marcie will also be the primary author for the weekly newsletter and Joe/Marcie will be sharing the presentations at Spring PANC. Both are available for regional meetings as their schedules permit. Of course, Marcie and Joe will share information and calls, and will be available to answer your questions. Registration information about PANC and other support activities will continue to be handled by Sonya James (sjames@dpi.state.nc.us or 919-807-3365).

NO ARTICLE REVIEW DUE TO THE NUMBER OF INFORMATIONAL ITEMS

QUOTE FOR THE WEEK: "The doors we open and close each day decide the lives we lead."
Flora Whittemore

This e-newsletter has been particularly difficult to write this week as this is my final newsletter as Section Chief for School Personnel Support. I would like to take the opportunity to express my appreciation for the personal and professional support that you have shown over the past 4 ½ years. Although I am retiring from DPI and State service, I will continue to always be an advocate for public education. It has been my pleasure to have worked with you, shared information, and provided assistance whenever our staff was able. I have been very fortunate to have worked thirty years in the career of my choice and these last 4 ½ years have been a rewarding experience. Hopefully my dedication, enthusiasm, and passion for education has been obvious. I can also say that I have been blessed to have worked with many outstanding, knowledgeable and caring professionals during my career. There is no way that I can name them all, but I do wish to publicly thank my staff, Marcie, Sonya and Joe, for all of their hard work and devotion. It has been a privilege to have worked with them over the past years. Continue to do good things for the students and employees in our schools. In closing, instead of saying good-bye, I will say I hope to see you again.

Gary Jarrett
Section Chief
School Personnel Support
Division of School Business
NC Department of Public Instruction

Weekly Message for March 1-5, 2004

Colleagues,

As this is my inaugural newsletter, I want to first say thank you to Gary Jarrett who has been a boss, mentor, and friend to me for the past four years. Joe, Sonya, and I are very excited for him as he retires and begins a new exciting career in the private sector. In this new capacity, he will continue to provide an invaluable service to North Carolina's public school systems. He leaves behind some mighty big shoes to fill so I hope you all will be patient as we move forward and work to maintain as high a level of support for you as possible.

Late last week saw another round of snow and ice for much of the state. We trust that everyone stayed warm and safe. Hopefully this will be our last bout of wintry weather for this season. I'm sure you're as ready as we are for the spring.

UPDATES

STATE BOARD MEETING: The State board will meet this week on March 3-4. Several items of interest to personnel administrators are included for discussion or action. Item QP #2 is an action item is a report on the review of the teacher certification process. It details all of the changes made with regards to state legislation and NCLB over the past couple of years. It also includes recommendations for future actions, a breakdown of the most difficult areas of licensure for which to find licensed teachers, an analysis of teacher turnover, and details about teacher retention patterns. QP#3 is a request seeking approval to begin developing a new test for prospective elementary teachers. QP#5 is a detailed review of Praxis testing requirements. It is presented for discussion this month and will be presented for action next month. To review these policies and the State Board of Education agenda, go to www.ncpublicschools.org/SBE_Meetings/index.html.

ED OVERSIGHT: Most of you have received emails within the past week from Linda Suggs, Legislative Director to the State Board of Education. This information is invaluable to personnel as we soon will be entering another legislative session. We can not emphasize enough how critical it is that you contact your representatives about important issues. From Linda's Feb. 25 message, two key items are 1) the age distribution of teachers in the state--a big issue with regards to continued programs and eligibility for retirement. (The average age of a retiree in public schools is 58 years of age!), and 2) the committee's stand on extension of exemption to the retirement cap and support of reduced "wait time"-this has to be acted on early since personnel will be making employment decisions very shortly.

BENEFITS MANUAL: The updated Employee Benefits Manual has been posted to the internet at <http://www.ncpublicschools.org/benemanual>. The previous grid sent to primary and secondary personnel contacts which showed all of the changes in the

manual will be resent as soon as possible as changes have been made since the original copy was forwarded. An up to date copy is available on the website identified above as well. Due to the cost of printing and mailing, a manual will not be printed for distribution to schools.

RETIREMENT: The Retirement System's Board of Trustees approved the 2004 earnings cap at \$24,620. For retirees working subject to the cap, their cap is 24,620 OR 50% of what they earned in the final 12 months before retirement (adjusted for Cost of Living each January 1st) whichever is larger. Working subject to the earning cap is addressed in Section 16.2 of the Benefits Manual (<http://www.ncpublicschools.org/benemanual>)

HRMS: HRMS will be offering one-on-one sessions at the Spring PANC Conference. If you or someone in your system is interested in a session, please contact Shannon Goss at 919-807-3634 or via email at sgoss@dpi.state.nc.us. Also at Spring PANC, the HRMS Steering Committee will be holding a 'users group' meeting, which is optional, on Tuesday afternoon. Specific details will be forthcoming. In addition, new training dates for HRMS web are being scheduled. When dates are finalized and registration is open, you will be notified.

REMINDERS: (Most of these were previously shared in weekly updates.)

PANC: Registration for the Spring PANC Conference is now open. Visit <http://www.ncpublicschools.org/panc/spring/> to register for the conference. Hotel reservations will need to be made separately by contacting the Wilmington Hilton Riverside directly. Contact information is found on their web site <http://www.wilmingtonhilton.com/>.

SCHOOL CALENDARS: As school systems grapple with scheduling and make-up days, we just want to remind you of the resources available to you with regards to school calendars. First, General Statute 115C-84.2 can be found on the web at <http://www.ncleg.net>. Section 15 of the Benefits Manual provides school calendar information and it can be found at <http://www.ncpublicschools.org/benemanual>. Also, there is a School Calendar FAQ online at <http://www.ncpublicschools.org/fbs/schlbus/calendarQ&A.htm>. Please take advantage of these resources.

ADMINISTRATIVE CONTRACTS: Last week we referenced parts of the law dealing with teacher tenure and notification requirements. This week we refer you to General Statute 115C-287.1 where administrative contracts are addressed. For those administrators whose contracts will end on June 30, 2004, notification on any non-renewal of the contract must occur by May 1, 2004. This notification must be in writing. Review 115C-287.1 (d) for the full details. Also remember that the General Assembly passed legislation this summer addressing subsequent contracts for principals

and assistant principals. Senate Bill 955 was passed that states "subsequent contracts(s) between a principal or assistant principal and a local board of education" will be for a term of four years.

TEACHER TENURE AND NOTIFICATIONS: North Carolina General Status 115C-325 identifies some key dates that must be followed. All career decisions must be made and the individual(s) notified in writing on or before June 15. Also, local boards of education must be notified of the names of those eligible for career status AT LEAST 30 DAYS prior to voting. {115C-325(c) (2a)}. We are aware that most school systems may have policies that require employment decisions in April or May. It is not too early to start pulling your list of tenure-eligible teachers together.

THREE DAY TPAI-R TRAINING: Registration for the 3 days of train-the-trainer TPAI-R training is now available on the Western RESA website <http://www.wresa.org>. All registration payments and contacts will be handled through the Western RESA. Each training session will include training materials and a resource guide to assist school systems in duplicating the training for their respective school system needs. School systems should register for training in their regional area. In most cases, we have provided two training sessions in each of the regions. If needed, an additional training session will be scheduled for DPI in April. Should a school system be unable to attend one of the sessions in their region, they may attend sessions in another area on A SPACE AVAILABLE BASIS ONLY. First priority will be given to school districts in their regional area.

MISCELLANEOUS

1. **TEACHER SUPPORT:** Survey of New Teachers Yields the Desired Results (from the Teacher Quality Bulletin, Vol. 5, No. 5)

The Public Education Network has released a report entitled, "The Voice of the New Teacher," presenting their findings from surveying and interviewing 211 new teachers in five locations. The report reiterates the standard laundry list of recommendations (e.g. "Organize the teaching staff in such a way that new teachers can learn from more experienced teachers"), but also a few new ones (e.g. splitting mentoring responsibilities among several veteran teachers). Buried in the report are more interesting facts such as the ongoing dysfunction of mentoring programs: in West Virginia mentors are required by the state to visit new teachers once a week yet the new teachers report that in actuality the visits happen once or twice a semester. http://www.publiceducation.org/pdf/PEN_Pubs/Voice_of_the_New_Teacher.pdf

2. **DEVELOPING VOCABULARY & DEEPENING READING COMPREHENSION** (from the PEN Weekly NewsBlast for February 27, 2004)

Successful reading requires more than an ability to decode, or "sound out," words writes E.D. Hirsch, Jr. It also requires adequate background knowledge, or "cultural literacy." Without background knowledge of history, literature, art, music, science and

math, students will read -- but without comprehension. For years, reading scores have remained low. The achievement gap between advantaged and disadvantaged children is not only dishearteningly wide, but also grows bigger the longer students stay in school. As a consequence of the No Child Left Behind law, some localities have mandated that schools devote large chunks of time to reading in early grades. In California, for example, it's 150 minutes per day. You'd think such an intensity of effort would yield proportionately big results; yet, test scores have risen only modestly or not all, and the reading gap between groups remains large. Why? Because many students have been taught to decode, but have not been exposed coherently to important knowledge, such as the history of the Civil War. They haven't developed the broad vocabulary that comes with general knowledge.

<http://www.usatoday.com/usatoday/20040225/5954180s.htm>

Quote of the week: This is my salute to Gary and the legacy he leaves here with us. My hope is that you will consider it and remember that as leaders in your schools and communities, you have a responsibility to educate those around you so that they are prepared for whatever may come in the future.

"The final test of a leader is that he leaves behind him in other men the conviction and the will to carry on.... The genius of a good leader is to leave behind him a situation which common sense, without the grace of genius, can deal with successfully."

Walter Lippmann (1889-1974), U.S. journalist. "Roosevelt Is Gone," New York Herald Tribune (April 14, 1945).

Marcie Holland, Personnel Analyst
School Personnel Support
Division of School Business
Financial & Business Services
NC Dept. of Public Instruction

Weekly Message March 8-12, 2004

Colleagues,

We hope that you all enjoyed our good fortune over the past few days and spent some time outdoors soaking up the sun and warm temperatures. This week's weather will bring us crashing back to the reality of winter in North Carolina.

UPDATES:

FERPA: FAMILY EDUCATION RIGHTS AND PRIVACY ACT

The NC School Boards Association, in collaboration with the US Dept. of Education, held a free training session for FERPA/PPRA on March 4, 2004. Joe Parry-Hill of our staff attended and has contributed the following information from that meeting.

FERPA is administered by the Family Policy Compliance Office of the U. S. Department of Education. Training was conducted on the requirements of and updates to the Family Educational Rights and Privacy Act (FERPA), the Protection of Pupil Rights Amendment (PPRA), and the military recruiter provisions of the Elementary and Secondary Education Act of 1965 (ESEA). The NC School Boards Association in Raleigh sponsored the session.

FERPA applies to all LEAs that receive funds under a program administered by the Secretary of Education. It requires LEAs to afford parents, and eligible students, a right to inspect education records, as well as affording them the right to consent to most disclosures of information from education records. FERPA also requires that LEAs annually notify parents and eligible students of their rights under FERPA. FERPA makes a distinction between personally identifiable information and directory information. The FERPA/PPRA web site includes information about the law and model notification wording at <http://www.ed.gov/offices/OII/fpco/>

HRMS WEB TRAINING: And HRMS Web training session has been scheduled for April 19-20, 2004 and will be held here at DPI in the 564 computer lab. The training is designed in the same manner as those trainings conducted during the recent conversion/training projects. Individuals from your LEA who use the system but have not had an opportunity to be trained formally are invited to attend. Registration is found online at http://training.dpi.state.nc.us/training_HRMS.html. It is on a first-come, first-served basis.

HRMS STEERING COMMITTEE MEETING: The HRMS Steering Committee will be meeting Friday, March 12, 2004. The focus of this meeting will be to discuss high priority items for upcoming releases, and begin gathering high-level requirements for these items. If you would have items you would like to see in a future HRMS release, please contact your regional steering committee member so that the item(s) may be brought to the meeting. You can find the steering committee list online at <http://hrmscomm.dpi.state.nc.us/>. Choose 'Project Info,' 'By Category,' and the first folder has the listing of steering committee members.

STATE PLANNING ALLOTMENTS: State Planning Allotments were emailed to all finance officers, superintendents and personnel administrators on Thursday, February 26.

If you have not received this email, please contact Karen Peng at kpeng@dpi.state.nc.us or (919) 807-3750 immediately so she can transmit it again.

ON-LINE SURVEY - Legislative Survey: The Financial and Business Services area has been asked to collect data from all LEAs concerning Organizational and Individual membership dues, paid by the LEA. Please complete the on-line survey by March 16th <http://www.ncpublicschools.org/fbs/>. If you are not the appropriate recipient of this request, please forward this to the appropriate person. Be sure to discuss this with your system's finance officer as they have already received this information.

NCLB UPDATES

NEW PARAPROFESSIONAL NON-REGULATORY GUIDANCE ISSUED

The US Dept. of Education released new non-regulatory guidance related to paraprofessionals on March 1, 2003. Changes include: question B-15 is revised to highlight the discretion LEAs have for distinguishing "new" and "existing" paraprofessionals in the case of paraprofessionals hired prior to January 8, 2002, but laid off and subsequently rehired after January 8, 2002. The revised response includes an example of what a district policy addressing this issue might say; question B-22 is revised to clarify that "two years of study" at an institution of higher education means the equivalent of two years of study defined by the institution of higher education rather than the State educational agency; and a new question (C-5) is added stating that Title I, Part A funds may be used to pay for the paraprofessional assessment.

Our staff is still reviewing all of the information and will notify primary and secondary personnel contacts if significant changes are made to any related policies. The new non-regulatory guidance is available online at <http://www.ed.gov/policy/gen/guid/list.jhtml> in both PDF and MS Word format. In the list, it is near the end of the first page.

DEPARTMENT GIVES STATES NEW NCLB FLEXIBILITY FOR LEP STUDENTS

There are approximately 5.5 million LEP students in the United States, speaking more than 400 foreign languages, although 80% speak Spanish. The "Catch-22" nature of the LEP dilemma has generated some of the greatest frustrations of state and local policymakers in implementing NCLB. Secretary Rod Paige announced last week new flexibility for states in testing limited English proficiency (LEP) and using those scores for calculating adequate yearly progress (AYP). The new options will give states a slight reprieve from the systemic flaws in the NCLB's treatment of the LEP subgroup that ultimately dooms schools with a significant LEP student population to AYP failure.

Note: In response to this, the State Board received proposed changes in assessment participation rules for first year LEP students at last week's meeting. Once more information is available, we will send it out to you via this list serve.

The following information is the most recent we've seen regarding possible consequences for choosing to not accept funds associated with NCLB. We are including this as FYI only at this time.

NCLB OPT OUT CONSEQUENCES FOR STATES OUTLINED

As the number of states formally criticizing the No Child Left Behind Act continue to grow and some more closely scrutinize the cost of federal requirements compared to the amount of money received, one of the major unanswered policy questions is, what exactly, are the consequences to a state of opting out of NCLB. With the Utah legislature considering a number of anti-NCLB bills, state officials posed the hypothetical opt out question to the U.S. Department of Education. The response by U.S. Deputy Secretary Eugene Hickok in a letter to state superintendent Steven Laing outlined the effect of several different scenarios. In summary:

1. State nonparticipation under NCLB does not disqualify it from receiving funds under the Perkins Vocational and Technical Education program, the Adult Education and Family Literacy Act, and IDEA;
2. State nonparticipation in NCLB would not generally impact any formula allocations of federal funds authorized outside of NCLB. However, for programs within NCLB there would be a negative impact on allocations made under Safe and Drug Free Schools, 21st Century Community Learning Centers, and the State Technology Grants by declining Title I funds since these allocations are based on the Title I formula;
3. A state may still apply for discretionary grant funds if it does not participate in NCLB state-administered formula grant programs.
4. A state may choose not to participate in one or more titles of the ESEA.
5. Local districts would not be eligible to participate in NCLB programs in which the state chose not to participate.
6. An individual school district may choose not to accept funds under one or more titles of the ESEA.

NEWS AND ARTICLES

High Quality Teaching for High Student Achievement - The NC Network and the Governor's Education Office are sponsoring, "High Quality Teaching for High Student Achievement," on Wednesday, March 17, from 9 a.m. - 4:15 p.m., at the Sheraton Four Seasons, Greensboro. Central office staff, school improvement teams, human resource personnel, and board of education members are encouraged to attend this one-day conference that will address teacher working conditions and surrounding issues. There is a \$65 registration fee and the registration deadline is March 8. For more information, including registration, please contact Myra Best, NC Network, 919/832-7215, or Ann McArthur, Governor's Teacher Advisor, 919/733-3921.

Education Week on the Web, Teacher Recruiter, Feb. 27, 2004

Role of Principal Leadership in Increasing Teacher Retention (from the Charlotte Advocates for Education, February 2004)

Observing a high teacher-turnover rate in Charlotte-Mecklenburg schools, the Charlotte Advocates for Education--an independent advocacy organization--sought to study the relationship between principals, school culture, and teacher retention. Among the study's key findings: Principals who are successful in retaining teachers tend have the qualities of successful entrepreneurs, including strategic vision, problem-solving skills, and passion. Such principals also value teachers' success and growth. The most successful

retention strategies, the report adds, "are those that give direct assistance to teachers."
<http://www.advocatesfored.org/principalstudy.htm>

MetLife Survey of the American Teacher, 2003: An Examination of School Leadership From Metropolitan Life Insurance Co., February 2004.

A survey report examines the role of principals today. The report finds that principals, teachers, and parents all agree that the principal's most important job is motivating teachers and students to achieve. But teachers say principals actually spend more time on student test scores. The report cautions that principals' views are "disconnected from those of teachers, parents and students concerning school atmosphere and the success of their relationships with members of the school community." (This survey is conducted each year and the entire series is available online. This specific survey can be downloaded from the web at

<http://www.metlife.com/Applications/Corporate/WPS/CDA/PageGenerator/0,1674,P4033,00.html> or <http://www.metlife.com/WPSAssets/20781259951075837470V1F2003%20Survey.pdf>

School-based Suicide Prevention Programs Show Success (from the PEN Weekly Newsblast March 5, 2004)

A high school program that teaches teens about the link between suicide and depression cut suicide attempts by 40 percent at five U.S. schools, according to a recent study.

Among 2,100 students in the study, those who took part in the program were less likely than their peers to report a suicide attempt three months later. When surveyed, 3.6 percent of these students admitted to attempting suicide in the past three months. That compares with 5.4 percent of their peers, according to findings published in the March 4th issue of the American Journal of Public Health. The classroom materials focus on teaching kids that suicide is directly related to treatable mental illnesses, usually depression, reports Amy Norton. The goal is to get them to recognize and respond to depression and suicidal behavior in themselves and in their friends. Dr. Robert Aseltine said the program tells them "it's OK to go to an adult," and that it's not a "betrayal of trust" to tell someone when they think a friend is suicidal.

<http://www.reuters.com/newsArticle.jhtml?type=healthNews&storyID=4491562>

THIS WEEK'S QUOTE:

We offer this week's quote in response to the two articles regarding the role of school leaders and the article about the impact schools can have on decreasing teenager suicide rates. Success in schools is measured by much more than teaching the standard course of study and increasing student achievement as it is gauged by tests. To have the greatest success requires establishing an environment in schools that fosters a sense of community and a value for learning.

"To attain excellence, you must care more than others think is wise, risk more than others think is safe, dream more than others think is practical. - author unknown

Marcie Holland, Personnel Analyst
School Personnel Support, Division of School Business
Financial & Business Services, NC Dept. of Public Instruction

Weekly Message for March 15-19, 2004

Colleagues,

In the coming weeks, School Personnel Support staff will be conducting a couple of training sessions and attending the PANC Conference so we ask that you be patient with us if you experience some delay in our responses for requests.

1) PANC Registration Update:

Last week, primary and secondary personnel contacts received notification that the PANC registration site was down. The site is now back up. You can go online to <http://www.ncpublicschools.org/panc/spring/> You MUST register by Thursday, March 18, 2004 in order to pay the standard registration fee. After March 19, you will need to register onsite and pay the late registration fee.

Also, if you registered on March 8, 2004 or later, please go to the same site identified above and re-register. We are not certain exactly what time the original registration site went down and therefore may have lost some registrations made after March 7th. If you have questions, you may contact Sonya James at sjames@dpi.state.nc.us or 919-807-3365.

2) Status Report on Request for IRS Ruling (from Linda Suggs' March 11, 2004 summary from the Ed Oversight meeting)

As you read in Linda's message last week, Systems Director Michael Williamson reported to Ed Oversight on the General Assembly's request for a private letter ruling from the IRS on the effect of shortening the break for retired teachers from 6 months to 2 months. The issue as a whole remains uncertain and alternatives are being discussed. Several questions legislators had mirror concerns of representatives from our office. Will a wait period of only 2 months result in more qualified teachers for classrooms? If so, what impact will this have financially on the Retirement System? From the perspective of an individual who has 20+ years remaining before retirement, more retirees returning to work drawing retirement benefits inversely means there are fewer individuals paying into the Retirement System. Is there a danger for the future if this continues over a long period of time? Additionally, the fact that it was brought to the attention of the committee that some people are "working the system" and may have more than one retirement account is of concern. Chances are that they will continue to closely monitor retirement and re-employment activities and investigate other instances where people might be "working the system."

If you have concerns regarding this issue, as always, it is important that you contact your legislator(s).

3) Financial and Business Services' Updates

Several FBS resources have been updated. Used for planning allotments, the 2004-05 Allotted Average Daily Membership report is now online. Visit

<http://www.ncpublicschools.org/fbs/allottadm04-05.html> for this tool.

Also check out <http://www.ncpublicschools.org/fbs/AttachA/default.htm> for the revised 2003-04 Attachment A.

4) State Board Meeting Highlights - Schools now will be able to get credit for the success of students who become proficient enough in English to leave the limited English proficiency program as a result of changes to North Carolina's No Child Left Behind workbook approved by the State Board of Education last week. In addition, the Board approved a new top recognition category under the ABCs accountability program (Honor Schools of Excellence), approved writing results at grade 10 to be a part of the ABCs performance composite score (not in growth calculations) starting with the 2004-05 school year (consistent with the Board's earlier decision about grades 4 and 7 results), finalized its 2004-05 budget request and received the annual study of suspensions and expulsions, 2002-03. The complete SBE Highlights are available online at <http://www.ncpublicschools.org/sbehighlights/2004/03highlights.html>

5) Highlights of the North Carolina Public School Budget is now available on the Web. This report presents charts and tables that describe how state and federal funds are distributed to North Carolina's Public Schools. It also reviews the growth in average daily membership (ADM), the ABCs Financial Flexibility, and the effect of Charter Schools. Visit <http://www.ncpublicschools.org/fbs/highlights/default.html> to learn more.

6) New in Publications

The 2004 Publications Catalog is ready. To receive your free copy, please send your name and mailing address via email to publications@dpi.state.nc.us.

Article Reviews

EMOTIONS IMPACT STUDENT ACHIEVEMENT (PEN Weekly NewsBlast, March 12, 2004)

In the article "Promoting Academic Achievement through Social and Emotional Learning," the authors illustrate that there is a strong relationship between social and emotional learning and academic success. They argue that academics should integrate social and emotional learning core competencies such as: Self Awareness; Social Awareness; Self Management; Relationship Skills and Responsible Decision Making. Teachers are enhancing and advancing the academic mission of the school, and helping students address barriers that may be limiting their academic progress. <http://www.pilambda.org/horizons/v81-4/Ragozzino.pdf>

SEXUAL ABUSE BY EDUCATORS IS SCRUTINIZED (PEN Weekly NewsBlast, March 12, 2004)

A draft report commissioned by the U.S. Department of Education concludes that far too little is known about the prevalence of sexual misconduct by teachers or other

school employees, but estimates that millions of children are being affected by it during their school-age years. Written in response to a requirement in the federal No Child Left Behind Act, the report by a university-based expert on schoolhouse sexual misconduct concludes that the issue "is woefully understudied" and that solid national data on its prevalence are sorely needed. Yet despite the limitations of the existing research base, reports Caroline Hendrie (the Hofstra University scholar who prepared the report) the scope of the problem appears to far exceed the priest abuse scandal in the Roman Catholic Church. Extrapolating from data collected in a national survey for the American Association of University Women Educational Foundation in 2000, Ms. Shakeshaft estimated that roughly 290,000 students experienced some sort of physical sexual abuse by a public school employee from 1991 to 2000. Ms. Shakeshaft also calls for further research and writes, "We have scant data on incidence and even less on descriptions of predators and targets. There are many questions that call for answers." <http://www.edweek.org/ew/ewstory.cfm?slug=26Abuse.h23>

STUDY CONFIRMS EFFECTIVENESS OF NATIONAL BOARD CERTIFICATION

An independent research team, through studying 600,000 North Carolina elementary student test scores over a 3-year period, has found that National Board Certified Teachers (NBCTs) are more likely to improve student achievement as measured by the state's highly touted standardized testing system. To review the study's report, go to http://www.teachingquality.org/resources/html/NBPTS_Goldhaber.htm

Additional Thoughts--from 'Inspired at Work', January 2001

Below are excerpts from "Do your employees trust you?" by Nancy Stern. Establishing a healthy environment for your employees can only result in a more healthy environment for students in your school system, thereby positively impacting student behavior and achievement.

"Trust is the basis of effective leadership. If employees can't trust you, they won't be productive, their morale will be lower, and your department [school or school system] won't shine. How can you work to build employee trust? A lot of the answer is in the way you communicate with employees. It's important to have your words and actions in alignment.

To create trust, Stern highlights the following concepts:

- 1) How you sound says a lot: Pay close attention to how your message sounds and looks. Experts say that 40% of the message lies in the voice and 53% is found in body language.
- 2) How you look says a lot: Your body language plays a large role in building trust. Connecting with employees through smiles and laughter can be healing experiences. Positive facial expressions help you develop trust.

- 3) Eye contact: Eye contact plays a big part in developing trust. It is often said the eyes are the windows to the soul. If you want people to trust you, look them in the eye. Let them see who you really are.
- 4) Listen and develop trust: Ghandi said "The music of life is in danger of being lost in the music of the voice." If you show people you can by taking the time to listen, you can develop deeper levels of trust with your employees.
- 5) Communicating means sharing: Sharing information can be crucial to establishing trust with your employees. Help people understand the business, the goals and the challenges. Explain why things are the way they are and be sure to be consistent. Don't say things like "Trust me" or "Be loyal and stop complaining." Instead, show people you can be trusted by telling the truth and being helpful.
- 6) Trust your employees: Without trust there is only superficial interaction. Organizations grow and thrive when people feel safe and trusted. Employees can only reach their full potential when they feel safe, trusted, and are able to trust. Take a risk--trust your employees by showing them they can trust you--and they will.

Marcie Holland, Personnel Analyst
School Personnel Support
Division of School Business
Financial & Business Services
NC Dept. of Public Instruction

Weekly Message for March 22-26

Colleagues,

The next few weeks will be very busy ones for the staff in School Personnel Support. We have two TPAI-R Train the Trainer sessions followed by the Spring PANC Conference April 4-7. We ask that you be patient with us if our response time increases. (I will be out of the office March 22-24 and Joe will be out March 29-30 conducting training.)

UPDATES

1. PANC Conference:

WE NEED YOUR HELP: We are finalizing the list of this year's retirees to be recognized at the PANC Conference. If you know of a personnel administrator/director who is retiring, please send that person's name to Beckie Collins, the PANC Secretary, at bcollins@onslow.k12.nc.us NO LATER THAN Tuesday, March 23.

Also, the online registration site for the PANC Conference is now closed. If you have not registered and plan to attend, you may register on site. The late registration fee is \$150.00. If you plan to bring guests, there is an additional \$35 registration for each guest.

2. UNEMPLOYMENT UPDATE - SUBSTITUTES: (From Eileen Townsend)

Due to escalating year-end unemployment costs, and problems with our terminated third party unemployment provider, it has become apparent that the ESC has been granting benefits to claimants with dual employment. Specifically, the ESC has been awarding benefits to individuals employed as substitutes on an "as needed" basis under the disposition of claim: "separation not an issue, no protest per reimbursing status, base period only."

We have discussed this with the ESC, arguing individuals are not eligible under statute 96-8(10)e. Base period is not a reason to award benefits when claimant is not eligible under cited statute, even if your school is not the last separating employer.

We ask that you monitor substitute employee claims closely. Deny benefits when completing Notice of Claim and Request for Separation Information. Additionally, monitor the List of Potential Charges posted to your account. Advise the ESC of any claims when potential charges are based on "substitutes," citing the referenced statute.

When completing your responses online or paper claims to the ESC, you need to quote Statute 96-8(10)e to prevent substitute claimants from receiving benefits.

Please contact Eileen Townsend @ 919-807-3522 etownsen@dpi.state.nc.us or Tarsha Silver @ 919-807-3521 lsilver@dpi.state.nc.us regarding any problems or questions.

3. WORKING CONDITIONS SURVEY:

Attached is a copy of a letter going out to principals regarding the second annual Teacher Working Conditions Survey. Over 42,000 educators completed the first survey and we hope you will share this information so that we can receive even more responses this year.

4. FYI: 2004 FBS SUMMER CONFERENCE:

The 2004 FBS Summer Conference has been scheduled for July 29 and 30, 2004 at the Sheraton Imperial RTP. Put these dates on your calendar. We will advise you when additional information about the conference is available.

5. NEW ON THE WEB:

The Local Salary Supplements for 2003-04 are online. They can be accessed from the FBS Home Page in the What's New section or from the Reports page (<http://www.ncpublicschools.org/fbs/salsupp03-04.html>)

ARTICLE REVIEW

THE WORLD OF IMMIGRANT STUDENTS (from the PEN Weekly NewsBlast for March 19, 2004)

Language-minority students are the fastest-growing population in U.S. public schools. Between 1991 and 1999, the number of language-minority school-aged children in the United States rose from 8 million to 15 million, and the number of K-12 students classified as limited-English-proficient (LEP) increased from 5.3 million to 10 million. Although eight languages --Spanish, Vietnamese, Hmong, Cantonese, Cambodian, Korean, Laotian, and Navajo -- comprise 85% of linguistic diversity, 350 language groups are actually spoken in U.S. school districts. As many U.S. schools are experiencing a tremendous increase in students who are not proficient in English, meeting the needs of these students challenges many areas of a school system, according to results of a pilot study conducted by Judy Smith-Davis. In this article, Smith-Davis outlines a set of best practices and a wealth of Web resources to help educators meet this challenge and serve this population of students.

http://www.principals.org/publications/pl/pl_world_immigrant_students_0304.cfm

ANNOUNCEMENT

Rather than offer you a quote this week, I have an announcement to make. Effective April 9, 2004, I will no longer be working with School Personnel Support here at the Department of Public Instruction. As you can imagine, this has been somewhat of a difficult decision considering other changes in our area recently. However, an opportunity presented itself and I could not let it pass me by.

I have enjoyed my tenure here and am grateful for all of you in the field whom I think of as friends as well as colleagues. I will always be indebted to Gary Jarrett, Sonya James, and Joe Parry-Hill for their acceptance and leadership these past four years. Also, thanks to all of you 'out there' in the field. You have always been encouraging and supportive and I look forward to continue working among you.

Marcie Holland, Personnel Analyst
School Personnel Support
Division of School Business
Financial & Business Services
NC Dept. of Public Instruction



**STATE OF NORTH CAROLINA
OFFICE OF THE GOVERNOR
20301 MAIL SERVICE CENTER
RALEIGH, NC 27699-0301**

MICHAEL F. EASLEY
GOVERNOR

Dear Principal:

Over the past few years, our students and our schools have made great strides in education. We are performing above the national average in reading, near the top in writing and we lead the nation in fourth grade math. We could not boast these achievements without your hard work, dedication and commitment. For that, I am grateful.

In the next few weeks, principals and teachers across the state will have the opportunity to participate in the 2004 North Carolina Teacher Working Conditions Survey. In your role as principal, I ask you to once again lead our teachers toward success by encouraging them to participate in this anonymous, confidential survey. Every response we receive takes us one step closer to improving our schools.

The second annual survey, offered online from March 22 through April 12, can be completed from any Internet location, at any time of day by logging onto www.learnnc.org/gov/twc.nsf. Each licensed teacher and professional has received a letter including his or her own personal access code that can be used only once. Results from the survey will be available on the website starting June 1. Statewide comparison data will be available this fall.

North Carolina is the only state in the nation giving teachers a voice. More than 42,000 educators responded to the first survey in 2002, representing more than 59 percent of principals, 67 percent of schools and 98 percent of school districts in the state. Our goal this year is to increase participation and, in turn, increase the information schools receive to improve teacher working conditions and teacher retention.

If you have any questions or concerns, please contact my Teacher Advisor, Ann McArthur, at 919/733-3921.

Outstanding teachers are key to creating and maintaining superior schools. I appreciate your help in making this survey, and our schools, a success.

With kindest regards, I remain

Very truly yours,

A handwritten signature in black ink that reads "Mike Easley".

Michael F. Easley

Weekly Message for March 29-April 2, 2004

Has Spring finally sprung? After the beautiful weather this past weekend and seeing all of the tulips and daffodils in bloom, I'm beginning to think maybe it has! Let's hope for similar weather for Wilmington next week.

This week will be another very busy one for School Personnel Support with meetings both at DPI and off site as well as making final preparations for next week. Remember that PANC is next week; therefore there will not be another weekly message until April 12. Joe Parry-Hill will be the author.

UPDATES

1. STATE BOARD OF EDUCATION MEETING:

The State Board of Education will hold its April meeting this week, beginning with a bus trip on March 31 to Washington, D.C., to meet with North Carolina's Congressional delegation on issues related to No Child Left Behind. A draft agenda for that meeting is posted at <http://www.ncpublicschools.org> under In the News. Also, the Board will hold its regular monthly meeting on April 1 at DPI. The agenda for that meeting is available at http://www.ncpublicschools.org/SBE_Meetings/index.html

2. NORTH CAROLINA RECEIVES THE GOLDMAN SACHS FOUNDATION AWARD

North Carolina recently received the inaugural award for international education from the Goldman Sachs Foundation. The foundation recognized North Carolina for providing the best international education in the nation, based on a variety of factors including its use of cultural exchange teachers through the Visiting International Faculty Program and special programs offered through UNC Chapel Hill's Center for International Understanding.

3. TPAI R TRAIN THE TRAINER

Most of the TPAI-R Train the Trainer sessions are complete. A final train-the-trainer session has been scheduled for May 17-19, 2004, to be held at DPI. If you would like to register, go online to <http://www.wresa.org>. Please keep in mind that the intention for these train-the-trainer sessions is for those trained to then go out and continue training in your school system and your region. The more familiar they are with the instrument and process prior this training, the better. Consider carefully before sending a first year administrator with little to no background and experience in evaluation.

4. ED OVERSIGHT HIGHLIGHTS

From Linda Suggs' March 25, 2004 email: Ed Oversight met and heard DPI's legislative policy requests for the 2004 session of the General Assembly. There are a couple of items of interest we'd like to bring to your attention once again. First, one request was to extend the sunset on re-employed retired teachers working exempt from the income cap. No decision has been made regarding reducing the wait time. Second, in order to comply with recommendations from the Select Committee on Teacher Reciprocity, a request is being made to change "shall" to "may" with regards to testing of middle and high school teachers. Finally, a placeholder was included referencing "greater financial flexibility for

LEAs," though no details are available at this time. When more information is available, it will be shared through this list serve.

5. INTERNATIONAL EXCHANGE TEACHERS' COMPANIES

In January, the State Board received information regarding a policy for companies who wish to provide cultural exchange teachers for public schools. Currently, school systems can request the salary conversion only for teachers hired through VIF, Inc. Companies who wish to do the same must submit a business plan to the Division of School Business and once approved can begin working with school systems to provide teachers on cultural exchange (J-1) visas. More details will be provided for personnel administrators at the PANC Conference next week.

6. PERSONNEL RECORDS RETENTION

As we enter the time of year when schools begin planning for closing days, we want to remind you about the rules and regulations for retaining personnel information. The Records Retention and Disposition Schedule for Local Educational Agencies requires that personnel leave records be kept for 5 years and that personnel files be maintained permanently. These requirements are found in Standard 1, items 20 and 24. Also, school systems are directed to return a teacher's certificate to the teacher upon termination of employment (item 25). When transferring to another school system, the certificate is to be sent to the new employer along with leave balances. It would also be helpful to send along any licensure letters or notices of requirements to the new school system. The Records Retention and Disposition Schedule information is found online at www.ah.dcr.state.nc.us/sections/archives/rec/local/schoolschedule.pdf.

7. NCLB AND IDEA

Last Tuesday (March 23) an audio conference was held with representatives Manasevit and Brunstein, attorneys representing North Carolina in Washington, DC, reviewing IDEA Reauthorization and how it may or may not be aligned with NCLB.

ARTICLE REVIEWS

A. In an email forwarded from a good friend, Jeff Immelt, CEO of General Electric, lists in an interview with Fast Company (magazine) 10 "Things Leaders Do." They are each listed here. For the full article, go online to

<http://www.fastcompany.com/magazine/81/immelt.html>

1. Personal Responsibility.

"Enron and 9/11 marked the end of an era of individual freedom and the beginning of personal responsibility. You lead today by building teams and placing others first. It's not about you."

2. Simplify Constantly.

"I always use Jack [Welch] as my example here. Every leader needs to clearly explain the top three things the organization is working on. If you can't, then you're not leading well."

3. Understand Breadth, Depth, and Context.

"The most important thing I've learned since becoming CEO is context. It's how your company fits in with the world and how you respond to it."

4. The importance of alignment and time management.

"There is no real magic to being a good leader. But at the end of every week, you have to spend your time around the things that are really important: setting priorities, measuring outcomes, and rewarding them."

5. Leaders learn constantly and also have to learn how to teach.

"A leader's primary role is to teach. People who work with you don't have to agree with you, but they have to feel you're willing to share what you've learned."

6. Stay true to your own style.

"Leadership is an intense journey into yourself. You can use your own style to get anything done. It's about being self-aware. Every morning, I look in the mirror and say, 'I could have done three things better yesterday.' "

7. Manage by setting boundaries with freedom in the middle.

"The boundaries are commitment, passion, trust, and teamwork. Within those guidelines, there's plenty of freedom. But no one can cross those four boundaries."

8. Stay disciplined and detailed.

"Good leaders are never afraid to intervene personally on things that are important. Michael Dell can tell you how many computers were shipped from Singapore yesterday."

9. Leave a few things unsaid.

"I may know an answer, but I'll often let the team find its own way. Sometimes, being an active listener is much more effective than ending a meeting with me enumerating 17 actions."

10. Like people.

"Today, it's employment at will. Nobody's here who doesn't want to be here. So it's critical to understand people, to always be fair, and to want the best in them. And when it doesn't work, they need to know it's not personal."

B. From the PEN Weekly NewsBlast for March 26, 2004

SCHOOLS STEPPING UP EFFORTS TO REDUCE TEACHER TURNOVER

More school districts are hiring full-time teacher coaches to advise and monitor new educators. It's a method being used in a growing numbers of school systems nationwide to stem the tide of young teachers quitting early in their careers for reasons that include lack of support, low pay and discipline problems among students. The new approach of easing rookie teachers into their jobs is beginning to replace the long-standing habit of coping with the never-ending shortage of teachers by simply recruiting new ones.

<http://www.cnn.com/2004/EDUCATION/03/25/teacher.turnover.ap/index.html>

This will be my last message to you as a member of the School Personnel Support team. I want to thank all of you for your continued support and encouragement, particularly during the last few weeks. Once I'm settled and have my new contact information, I'll be sure to share it the Joe and Sonya here so that, should you need to contact me, you may do so. I look forward to see you all next week!

Marcie Holland, Personnel Analyst
School Personnel Support
Division of School Business
Financial & Business Services
NC Dept. of Public Instruction

Weekly Message Update: March 31, 2004

I suppose you guys thought you'd heard the last of me. Alas, I have a couple of items that we need to share in preparation for the conference next week and additional information received from Eileen Townsend regarding reasonable assurance.

PANC REMINDERS/INFORMATION

Joe, Sonya, and I sat in on a conference call with Kathy Auger, PANC President, Larry Simmons, PANC Vice-President, and the Wilmington Hilton's staff earlier today. Several items were discussed that we agreed would be a good idea to share with you before you begin traveling/arriving on Sunday for the PANC Conference.

1. Check in is not guaranteed before 4pm. The Azalea Festival started in Wilmington today and goes through Sunday. The Hilton is completely booked for this entire week/weekend and asks that we all be patient as they get the rooms ready on Sunday. They do have the ability to store luggage if necessary.
2. Parking is included in your hotel rate at the Hilton.
3. Breakfast each day will be in the Cape Fear Ballroom rather than Spencer's Restaurant. With 210+ registered, this would be easier for our group and the hotel.
4. Check out is no later than 11am. Bills will be slipped under doors the night prior to your checkout and you may choose to use the paperless checkout process through the hotel room television. This will be particularly helpful on Tuesday when the majority of the group needs to check out.

REASONABLE ASSURANCE (From Eileen Townsend and Latarsha Silver)

In order to avoid unemployment costs over the summer months, we submit to you the attached Letter of Reasonable Assurance. This letter should be sent out to each of your classified employees prior to the end of the school year.

You should edit this letter accordingly and print on your schools' letterhead. It is suggested that you ask your employee to sign the letter of reasonable assurance and that you retain a copy of the letter in all applicable files.

Substitute teachers or other substitute school personnel serving your school on an as needed basis do not need to receive a letter of reasonable assurance, as they are not eligible for unemployment benefits.

If you have any questions, please call Tarsha Silver @ 919-807-3521 or email @ lsilver@dpi.state.nc.us.

Marcie Holland, Personnel Analyst
School Personnel Support, Division of School Business
Financial & Business Services, NC Dept. of Public Instruction

REASONABLE ASSURANCE
SAMPLE LETTER

Note to Schools: This is a sample of a reasonable assurance letter that could be presented to classified employees prior to the end of the school year. Completion of a reasonable assurance letter would avoid unemployment loss claims for 10-month employees during the summer months. It is recommended that you review this letter with your attorney.

Dear _____:

Thank you for your services as a _____(position) with the _____(school district name) during the 2003-2004 school year. Although the budget for fiscal year _____(year) has not been finalized, and positions have not been allocated, this letter serves notice that at this time it is the intent of this school district to retain your employment.

The school year begins on _____(date) and prior to that date you will be informed of your final assignment. Should your address or employment availability change before the start of the year, please notify us immediately. If you have questions, please feel free to contact _____(name of contact) at _____(phone number) or _____(address).

Note to Schools: Retain a copy of this letter in all applicable files. Notification can be made by mail or by personal contact. If letters were distributed by personal delivery, it would be a good idea to have the employee sign that they have received the letter.

The undersigned has received a copy of letter above and acknowledges receipt by signature below.

Employee Print Name

Employee Signature

Weekly Message for April 12-17, 2004

Colleagues,

I am preparing the weekly newsletter. Marcie Holland has taken a position with the Johnston County Schools Human Resources Office as Director of Human Resources for grades 6-12. We at DPI will miss Marcie; however, we are excited for her in this opportunity to develop her skills and advance her career. Both Marcie Holland and Gary Jarrett (who retired recently) set high standards for service to public school employees and administrators. I want to say thank you to Marcie and Gary for their friendship and for sharing their skills and experience. I appreciate your patience as we employ and train new staff and work to maintain a high level of support to the North Carolina public schools.

UPDATES

1. STATE BOARD OF EDUCATION MEETING:

The State Board of Education held its April meeting, beginning with a bus trip on March 31 to Washington, D.C., to meet with North Carolina's Congressional delegation on issues related to No Child Left Behind. The Board held its regular monthly meeting on April 1 at DPI. The agenda for that meeting is available at

http://www.ncpublicschools.org/SBE_Meetings/index.html

SBE WASHINGTON DC MEETINGS—There were actually 3 SBE meetings in DC on March 31.

The first was with members of the North Carolina congressional delegation their key staff. The second was with Congressman John Boehner of Ohio, Chairman of the House Education and the Workforce Committee and one of the 4 primary sponsors of No Child Left Behind.

The third and final meeting of the day was with senior leadership of the U.S. Dept of Education and ALL the key senior administrators met with the NC SBE.

In each meeting SBE Chairman Howard Lee, Superintendent Mike Ward and the Board members emphasized that the SBE did not come to Washington to try to thwart No Child Left Behind. North Carolina embraced accountability and closing gaps and teacher quality issues. DPI has a Closing the Gap section, we have a commission on closing gaps and the biggest conference in the country on closing achievement gaps was just conducted in Greensboro.. North Carolina supports the goals of No Child Left Behind. The Board emphasized that our goal is to make NCLB work!

As Linda Suggs the State Board's Legislative Director wrote, Clearly there is more work to be done, but it is work that we are eager to do. And clearly the door is now open. Please keep this dialogue going with members of our congressional delegation whenever you have the chance.

The materials used in the March 31 meetings are still on the DPI website at <http://www.ncpublicschools.org/nclb/coalition/>. If you have not already looked them over, please do. Look especially at the first document in the list, the NC Perspective. The more our congressional delegation hears a consistent message on these issues, the better our

chances of success in resolving them and most importantly of continuing the progress that NC is making in closing gaps and educating all our students.

STATE BOARD MEETING HIGHLIGHT - In keeping with North Carolina's commitment to a growth model in its accountability system, the State Board of Education members voted to continue having "Most Improved" recognition categories. In addition, the Board approved allowing nine charter schools that serve largely at-risk student populations to become alternative charter schools. Also, federal grants in five categories were approved. Complete Board meeting highlights will be posted online by Tuesday afternoon at <http://www.ncpublicschools.org/sbehighlights/>

2. FLEXIBLE MENTOR FUNDING PLANS:

The last submission date for Flexible Mentor Funding Plans (LEA level plans only) is April 15. For planning allotment information and plan format details, please contact Gayenell Gull, Teacher Education, DPI, 919/807-3377, or by email, ggull@dpi.state.nc.us.

3. SPRING PANC MEETING HIGHLIGHTS:

The Personnel Administrators of NC met last week in Wilmington. Over 10 current topics addressed in separate sessions. Topics included: An address by the State Board of Education Chair on Board Priorities, Legislative Update, NCLB, Highly Qualified Teachers and information on Evaluation of Beginning Teachers and Finance. The available presentations will be placed on the School Personnel Support web-site within a week.

The Personnel Update included a review of the Benefits Manual.

The following items regarding State service for vacation leave earning and for longevity were reviewed.

- a. Charter school employment is NOT State service. This means that charter school employment will not count as time toward longevity in traditional public schools and State agencies. However, teaching experience in a charter school will count as teaching experience, as does teaching experience in a private school.
- b. Employment in the University of North Carolina System is State service IF it is in a permanent position and at least 20 hours per week, even if the position is EPA (exempt from the State Personnel Act). The revised Benefits Manual is on-line at: <http://www.ncpublicschools.org/benemanual/>

4. RETIREMENT MEETINGS:

The Retirement Systems Division of the Department of State Treasurer will conduct conferences across the State for (1) members planning for retirement, and (2) personnel officers and retirement advisors. Employees who deal with retirement matters and employees who are 60 years of age or older, or who are otherwise eligible to retire, or are approaching eligibility to retire, will find these conferences to be beneficial.

The conferences for teachers and State employees will begin at 9:00 a.m. and will last approximately two and one half-hours. These conferences will provide complete information as to: procedures in the retirement process, eligibility for retirement, calculation of benefits, selection of optional payment arrangements, designation of beneficiaries, completion of

forms, eligibility requirements for Social Security benefits and other benefits available to employees.

Please make this schedule of conferences available to your associates and employees and encourage them to attend.

If you have employees who are nearing retirement, they should consider attending one of the meetings to learn more about options and processing requirements. Please make this schedule of conferences available to your associates and employees and encourage them to attend.

April 26 Raleigh N. C. Dept. of Transportation, Highway Building, New Bern Avenue and Wilmington Street

April 29 Charlotte UNC - Charlotte, Cone University Center, McKnight Auditorium

April 30 Williamston Martin County Community College, Building 2, Auditorium

May 4 New Bern Craven Community College, Orringer Auditorium, Building E

May 5 Elizabeth City College of the Albemarle, Auditorium, Building D

May 6 Shelby Cleveland County Community College, Auditorium

May 11 Boone Broyhill Inn and Conference Center, Trillium Room, N

May 12 Valdese Old Rock School, Auditorium

May 17 Rocky Mount Nash Community College, Building B, Auditorium

May 18 Wilmington UNC - Wilmington, University Union, Room 100

May 19 Lumberton UNC - Pembroke, Moore Hall Auditorium

May 25 Sylva Southwestern Community College, Auditorium

May 26 Asheville Asheville-Buncombe Technical College, Ferguson Auditorium

May 28 Pinehurst Sandhills Community College, Owens Auditorium

June 1 Winston-Salem Winston-Salem State University, Anderson Conference Center

June 2 Greensboro UNC - Greensboro, Elliott University Center Auditorium

June 4 Raleigh N. C. Dept. of Transportation, Highway Building, New Bern Avenue and Wilmington Street

The notice and schedule of Pre-retirement conferences is on the State Treasurer's web-site at: <http://www.treasurer.state.nc.us/NR/rdonlyres/436D4128-82B4-4A4C-B364-94ACAD18ED4F/0/2004PreRetMeetingSchedule.pdf>

4. RETIREMENT PLAN IS A GOOD RECRUITMENT AND RETENTION TOOL

Recruiting educators to work within our systems has become more and more difficult, and we need to use every benefit available to us to ensure that educators are retained, while striving to provide a superior level of benefits to them. The NC 401(k) Plan, which is sponsored by the state and administered by Prudential Retirement, is a valuable benefit that we can use to help retain principals and teachers within our system. By encouraging participation in the Plan and persuading principals to learn more and promote the Plan within their schools, we have a benefit that will allow us to compete with private industry and other states. The NC 401(k) Plan is the largest of its kind in the U.S. and it is available to every superintendent, principal, teacher and full-time staff member within the education system as a supplement to the State Retirement System. Superintendents are encouraged to promote this Plan at your principals' meetings, in your dealings with educators and by

looking into it yourself. If you have questions or need to find out who the Education and Enrollment Regional Manager for your area is, please call 919/664-7101.

5. NCLB FORMS

Sample Letters, Forms, Fact Sheets, and a PowerPoint designed to help communication efforts are on the Web at <http://www.ncpublicschools.org/nclb/> to help Title I School Improvement schools and school districts notify and explain to parents NCLB sanctions at the school level. Another document with parent letters and forms concerning "Highly Qualified" teachers is for use in all schools and districts. These documents will be available in Spanish at this site in the near future. In addition, a PowerPoint presentation is included to help district decision-makers come together to consider issues that must be dealt with for Title I School Improvement schools.

6. IDEA SYMPOSIUM SCHEDULED

A two-day IDEA Symposium for parents, professionals and policymakers has been scheduled for April 30-May 1 at the Friday Center, Chapel Hill. This workshop is presented by the North Carolina Council on Developmental Disabilities, the Special Needs Federation, the Exceptional Children's Assistance Center and Carolina Legal Assistance. Day one will feature renowned experts Kathleen Boundy and Robert Silverstein who will explain IDEA principles, changes in special education laws, and the impact of "No Child Left Behind" on students with disabilities. Day two will provide interactive workshops, which will focus on positive behavioral supports, parent/student advocacy, testing, transitions, IEP components, and more. There is no cost to attend the IDEA Symposium. However, due to limited seating, pre-registration is required. The registration deadline is April 16. For more information or to register, please contact Carolina Legal Assistance at 919/856-2195, or by email, snf@minspring.com.

7. LEARN NC's UPDATE ONLINE

LEARN NC's April update offers teachers professional development opportunities to help meet CEU requirements, and provides a look at students' success with online reading assignments and the English Language Development Standard Course of Study. Check these articles out and more by going online to <http://www.learnnc.org> and clicking on the appropriate link.

8. PROPOSALS FOR NATIONAL SMART START CONFERENCE

Proposals are currently being accepted for presentations at the 2005 National Smart Start Conference. The conference will be held January 23-27, 2005, at the Koury Convention Center, Greensboro. If you are interested in presenting at the conference, please submit a proposal via the Web at <http://www.ncsmartstart.org/conference/proposalsinstr.htm> by clicking on the appropriate link. Detailed information also can be found at this site regarding particular needs and interests for presentations at the conference. The deadline for online submission of proposals is May 9. Notifications will be made in late June as to whether your proposal has been accepted. For additional assistance, please call Marsha Munn, Early Childhood Education Consultant, 919/847-7721.

9. IMPROVING FAMILY LITERACY

Even as schools strive to provide the best reading instruction, educators are aware that factors outside the school influence their students' success in learning to read. Research confirms the importance of such factors as children's home environment and preschool literacy experiences, writes John H. Holloway. To counter factors that may limit family literacy activities, many schools are creating formalized family literacy programs that target disadvantaged parents and children. Such programs often consider the cultural background of the family, encompass all literacy activities that occur in the home, and involve the family's adults as well as the children. Learn the basic components of a comprehensive family literacy program at: http://www.ascd.org/publications/ed_lead/200403/holloway.html

10. IS TEACHING THE MOST STRESSFUL JOB?

Teachers told BBC News Online theirs was one of the toughest professions, while non-teachers were mostly unsympathetic, saying "get out into the real world". So is teaching any more stressful than other jobs? Well, despite the doubters, it seems there is evidence that suggests it is. A study has found that 20% of people reported high levels of stress at work. Yet among teachers the rate was double that. Indeed teachers topped this particular league table, with 41% reporting high levels of stress. The next highest was nursing at 31% then "managers" at 27%. http://news.bbc.co.uk/2/hi/uk_news/education/3573075.stm

HR TIP:

An area of benefits that is sometimes overlooked is the option of employees in part-time permanent positions to purchase the State Health Plan at their expense. Page 5-147 of the Financial Policy and Procedures Manual says, "A permanent part-time employee employed for 50% (20 hours per week) or more is eligible for hospitalization benefits at the group rate as long as the employee pays the total cost."

QUOTE FOR THE WEEK: "You can lead an organization through persuasion or formal edit....If you cannot persuade your colleagues of the correctness of your decision, it is probably worthwhile to rethink your own" Alan Greenspan

Joe Parry-Hill, Personnel Analyst
NC DPI School Personnel Support Section
919-807-3368

Weekly Message for April 19-23, 2004

Colleagues,

We are observing the 50th anniversary of the Supreme Court decision *Brown vs. Board of Education of Topeka, Kansas* that ended legally segregated public schools. Although substantial progress has been made in providing a quality education for everyone, much remains to be done. I hope that during this week you will take a few minutes both to reflect on accomplishments and to rededicate yourself to providing the best possible teachers, administrators, staff, materials and facilities for the students of your school system.

UPDATES:

1. - OVERLOOKED HR DEPARTMENTS IMPORTANT TO SCHOOL DISTRICT REFORM

School district human resource (HR) offices play a crucial, but often overlooked, role in the success of school improvement efforts because they can determine whether qualified teacher and leadership candidates are successfully recruited, or look elsewhere for work. The study by the Center on Reinventing Public Education at the University of Washington's Evans School of Public Affairs found that to meet today's demands for high student achievement, some school districts are beginning to rethink the role their HR departments play in school improvement efforts. Efforts to make district HR offices an ally in district-wide reform efforts depend as much on close attention from superintendents and school boards as on changing bureaucratic routines. HR departments can determine whether qualified teacher candidates make it to the classroom, or slip through the cracks. They can help principals find teachers who meet their school's particular needs and support ongoing performance evaluation, or they can offer only perfunctory administrative support during the hiring process, according to the study commissioned by The Wallace Foundation as part of its education leadership initiative.

<http://www.crpe.org/pubs/introBystanderToAlly.shtml>

2. – SUPPLEMENTAL RETIREMENT PLAN HELPS EDUCATORS BUDGET FOR THE FUTURE

Through a supplemental retirement plan, educators have an opportunity to plan and budget for the future, which will be here sooner than you know. Public school employees have the opportunity to participate in the NC 401(k) Plan, which is sponsored by the state and administered by Prudential Retirement. This supplemental retirement savings plan is the largest of its kind in the U.S., and enables educators to participate on a pre-tax basis, meaning that contributing to the NC 401(k) Plan reduces current taxable income. There are 12 Education and Enrollment Regional Managers located across the state who are available to meet with employees individually or at group meetings to answer questions about the plan, about saving for retirement and about savings options. Employees are encouraged to look toward the future and to begin planning for it today by looking into the NC 401(k) Plan. To find out who your local Regional Manager is, please call 919/664-7101.

3. - TOLL-FREE LINES TO RETIREMENT NOW AVAILABLE

The Retirement System is pleased to offer the convenience of a toll-free line to North Carolina's dedicated public servants.

Retirees outside of the Raleigh area can now call the System toll-free by dialing 1-877-733-4191. Retirees within local calling distance should dial 919-733-4191.

Employees outside the Raleigh area can now call the System toll-free by dialing 1-877-NCSECURE (1-877-627-3287). Employees within local calling distance should dial 919-807-3050.

4. – TPAI-R TRAINING OF TRAINERS

The Western Regional Education Service Alliance is handling registration for the TPAI-R Train the Trainer Workshops. The training assumes familiarity with the Teacher Performance Appraisal Instrument. Two training of trainers sessions will be offered during the last week of April in the West and Northwest and one session in Raleigh, May 17-19 in Raleigh. You can find the registration site at: <http://www.wresa.org/tpaiweb/TPAI-R%20Announcementfinal.htm>

ARTICLES OF INTEREST

5. – NATIONALLY CERTIFIED TEACHERS THRIVE IN THE SOUTH

Education Week, March 24, 2004

<http://www.edweek.org/ew/ewstory.cfm?slug=28Certify.h23>

Southern states are leading the nation...in shaping state policy to encourage teachers to become nationally certified. More than two-thirds of the more than 32,000 teachers certified by the National Board for Professional Teaching Standards came from Southern states. About one-third came from three states: Florida and the Carolinas.

The Southeast took a hard look at itself and said we're going to make teacher quality a priority in our states," said Karen D. Garr, the Southeast manager for the NBPTS based in Arlington, Va.

Observers say the big numbers of National Board Certified teachers in the South—including 6,600 in North Carolina and nearly 5,000 in Florida—are improving the quality of teaching in the region. North Carolina started its financial incentives for the credential in the early 1990s. Fourteen of the 16 member states of the Atlanta-based Southern Regional Education Board offer sizable incentives to teachers who earn National Board Certification.

6. - OPPORTUNITY AND RESPONSIBILITY FOR NATIONAL BOARD CERTIFIED TEACHERS

Mr. Andrew J. Rotherham, with the Progressive Policy Institute wrote, Two of the most significant recent trends in American education have been the increasing focus on standards and accountability culminating in the passage of No Child Left Behind and the prominent attention given to teacher quality, manifested by the popularity of National Board Certification and states' willingness to subsidize the program so heavily. In a recent

policy brief issued by the Progressive Policy Institute, Andrew J. Rotherham explores the intersection—or lack thereof—of these two important educational goals.

Rotherham observes that the hugely popular and expensive National Board movement has not sufficiently joined the national effort to reduce the achievement gap, particularly in that there is little motivation for National Board teachers to consider working in low performing schools where their expertise could be best used. Despite an estimated \$372 million investment by federal, state and private sources into the National Board since its creation in 1987, very few Board Certified teachers work in the schools that need them the most. For example, in South Carolina, one wealthy suburban district has 254 Board Certified teachers, all of whom receive substantially higher pay from the state for their achievement, twice as many as the number of Board Certified teachers in 12 poor districts combined.

Rotherham encourages policymakers to link their incentives to Board Certified teachers who help deliver the NCLB mandate for closing the achievement gap. States may need to consider targeting all bonuses towards teachers' direct contribution to reduction of the achievement gap. In any case, Rotherham's report is an important reminder that further investment into the National Board must not be made without considering the larger context.

http://www.ppionline.org/ppi_ci.cfm?knlgAreaID=110&subsecID=135&contentID=252498

7. - SHORTCOMINGS OF ADEQUATE YEARLY PROGRESS MEASURES

The Northwest Evaluation Association recently completed a research project that confirms that Adequate Yearly Progress (AYP) measures do not provide a complete picture for judging school effectiveness. The study identifies significant academic differences among schools judged to be meeting AYP measures, and concludes that academic growth data are essential to give us a complete picture of school success.

<http://www.young-roehr.com/nweastudy/>

8. - SCHOOLS STEPPING UP EFFORTS TO REDUCE TEACHER TURNOVER

CNN.com, March 25, 2004 reports on a study by Ingersoll which found that a third of new teachers quit within three years and almost half quit within five.

North Carolina this year began studying strategies to reduce its 10,000 yearly vacancies. Virginia started a mentoring pilot program. "It does no good to bring a lot of teachers into the system if many of them feel overwhelmed and leave," said Charles Pyle, spokesman for the Virginia Department of Education.

School districts offer gym memberships and child care assistance as incentives to stay. Others subsidize car and home loans. Pittsburg, California, passed a zero-interest home loan program for new teachers this month. "It's a retention effort aimed at anybody who will come to our school district and is a good teacher," said Vice Mayor Nancy Parent.

But young teachers are more interested in having coaches than monetary incentives said Melinda Anderson, a spokeswoman for the National Education Association, the nation's largest teachers union.

"For a long time teaching was a sink-or-swim type of profession," A good mentoring program costs about \$3,000 per teacher.

A new study by Ingersoll, using National Center for Education Statistics data, shows that using mentors works: About 40 percent of new teachers with no support leave after one year, while only 17 percent of teachers with a mentor and additional community support quit.

(For additional information and citations, see the full article at:

<http://www.cnn.com/2004/EDUCATION/03/25/teacher.turnover.ap/index.html>)

9. - Reborá, A. "Principals & teacher retention,"

<http://www.agentk->

[12.edweek.org/tchrct_article.cfm?slug=03retention_tr.h03&sec=employers](http://www.edweek.org/tchrct_article.cfm?slug=03retention_tr.h03&sec=employers)

Education Week, March 2004.

10. - Recio, M. "Teachers want to end social security penalty,"

<http://www.dfw.com/mld/startelegram/news/local/8282840.htm?1c>

FortWorth Star-Telegram, March 26, 2004.

HR TIP: MAY 1 DEADLINE

G.S. 115C-287.1. (d) states, "If a superintendent decides not to recommend that the local board of education offer a new, renewed, or extended school administrator's contract to the school administrator, the superintendent shall give the school administrator written notice of his or her decision and the reasons for his or her decision no later than May 1 of the final year of the contract. The superintendent's reasons may not be arbitrary, capricious, discriminatory, personal, or political. No action by the local board or further notice to the school administrator shall be necessary unless the school administrator files with the superintendent a written request, within 10 days of receipt of the superintendent's decision, for a hearing before the local board."

Quote of the week: "From a little distance one can perceive an order in what at the time seemed confusing."

F. Scott Fitzgerald

Joe Parry-Hill, Personnel Analyst
NC DPI School Personnel Support Section
919-807-3368

Weekly Message for April 26-30, 2004

Colleagues:

I plan to be out of the office Tuesday through Thursday at the PEP School Law Academy. If you have questions that you need addressed, it will be easier if you send the question by e-mail (jparry@dpi.state.nc.us). I hope you have a very good week.

UPDATES

1. SPRING 2004 PANC PRESENTATIONS

The presentations from the Spring PANC conference have been posted on the School Personnel Support page as well as the Finance and Business Services Presentations page (under Personnel and Conferences). There is a link to the Licensure site where Brock's PANC Licensure Update will be posted this week. You can find the presentations and links at:

<http://www.ncpublicschools.org/fbs/schlbus/SchPerSupp.htm>

PANC Presentations:

1. School Personnel Support PANC Update
2. A link to the Licensure and Licensure's NCLB Updates at:
<http://www.ncpublicschools.org/licensure/>
3. Legislative Update presented at Spring PANC 2004
4. Criminal History Checks w/ handout
5. Unemployment Insurance Information w/Letter of Intent to Substitute Teach and Letter of Assurance of Employment
6. State Health Plan Information Spring PANC 2004

2. CHANGES IN US DEPT. OF LABOR OVERTIME RULES

The Raleigh News and Observer story (N&O 4/26/04) wrote regarding the US Dept of Labor rules:

- a. New rules will guarantee overtime pay to anybody making less than \$23,660 per year
- b. Licensed practical nurses, firefighters, police officers, paramedics, and emergency medical technicians are guaranteed their right to overtime pay.
- c. Anyone whose base pay is more than \$100,000 per year, and has administrative, professional or executive duties no longer qualifies for overtime.
- d. Workers paid between \$23,660 and \$100,000 could be reclassified and lose overtime protection depending on their level of responsibility, discretion, creativity or job description. Employers must perform a job duties test to determine whether the employee qualifies for overtime. The provision could affect some human resources managers, administrative assistants, accountants, computer programmers, and athletic trainers who now qualify for overtime pay.
- e. Veterans will not be disqualified for overtime by having their military training treated as professional experience.

NCASBO PROVIDED MORE INFORMATION ON NEW OVERTIME RULES

A new set of significant revisions to the regulations regarding how the FLSA applies to "exempt" vs. "nonexempt" employees just announced by the U.S. Department of Labor. These revisions correct the proposed regulations announced last year and may affect how you classify your employees for overtime eligibility. Employers must comply with the new rules on or about August 21 or 22, 2004.

Revised 29 CFR Part 541 Release Update

The U.S. Department of Labor announced yesterday the FINAL RULE of the revised 29 CFR Part 541 regulations defining the "white collar" salaried exemption tests. The rule defines and delimits the terms executive, administrative, professional, computer professional, and outside sales employees for the "white collar" salaried exemptions. There is no discussion period.

The official rule now appears the Part 541 rule was to be published by the Government Printing Office in the Federal Register either Thursday, April 22, or Friday, April 23, 2004. The effective date of the rule is 120 days from the date it is published in the Federal Register. Thus, employers must comply with the new rule on or about August 21 or 22, 2004.

NON-TECHNICAL GUIDE AVAILABLE FROM MARK KNUCKLES ASSOCIATES, INC:

Using material from the U.S. Department of Labor, MKAI prepared an easy to read non-technical, 10-page overview of the requirements of the new rule. The publication, available now from their web site explains briefly the duty tests for each classification, the salary tests, and provides some key definitions of terms used in the new rule. While not intended to replace the official regulation, the guide provides employers and employees with a quick and easy to read overview of what the new regulation requires.

To download the guide, go to our web site, www.markknuckles.com or www.Part541.com, follow the links or click on File Area, then WH – Wage Hour, and select the file Part_541_Non_Technical_Guide.pdf.

3. LEARN NC'S OFFERS TEACHERS PROFESSIONAL DEVELOPMENT

LEARN NC's April update offers teachers professional development opportunities to help meet CEU requirements, and provides a look at students' success with online reading assignments and the English Language Development Standard Course of Study. Check these articles out and more by going online to <http://www.learnnc.org> and clicking on the appropriate link.

4. TITLE I PLANNING ALLOTMENTS

Title I planning allotments were based on updated 2000 census data and over half of the eligible schools systems (regular and charter) will receive less Title I funding than they received in 2003-04. Overall census poverty was down across the country from the 1999 data to the 2000 data, and this had a significant impact on Title I funding.

North Carolina's overall census poverty fell from 16 percent to 14 percent and only a handful of school systems actually increased in the number of poverty students and the percentage of students in poverty.

The two elements of Title I funding that have been in place the longest - basic and concentration - did not receive additional funding this year. Basic, which is the largest element of the Title I funding formula, actually decreased nationally because Congress applied an across the board cut to this element of the funding formula. Concentration was level funded. Increases were in the two newest elements of the Title I funding formula - Targeted Grants and Education Finance Incentive Grants (EFIG).

Allotments are calculated by the U. S. Department of Education using census poverty and other data. The state agency may hold a small percentage of funds for administrative and school improvement purposes. This means that we have very little flexibility in making adjustments to these allotments that come to us from the U. S. Department of Education. Contact Lydia Prude at 919/807-3718 or Karen Peng at 919/807-3750 with questions.

5. 2004 TEACHER WORKING CONDITIONS SURVEY DEADLINE EXTENDED

The deadline for completion of the online 2004 Teacher Working Conditions Survey has been extended to April 28. The information teachers provide helps to identify ways to improve and strengthen working conditions. North Carolina is the only state in the nation to ask teachers for their opinions regarding their working conditions. All questions or survey access issues should be directed to Gov. Easley's Teacher Advisor Ann McArthur at 919/733-3921, or via email, ann.mcarthur@ncmail.net or you can contact the Professional Teaching Standards Commission at 919/807-3424.

6. INFORMATION ON SBE'S WASHINGTON MEETING

As a follow-up to the March 31 Washington, D.C. meeting of the State Board of Education with North Carolina's congressional delegation, background documents have been placed on the No Child Left Behind page of the web site at www.ncpublicschools.org/nclb. The link is titled, "North Carolina Concerns Regarding No Child Left Behind" under the Items of Interest column. The initial issue papers are posted with the March 31 meeting agenda, are still available with the SBE meeting information.

OTHER ARTICLES OF INTEREST

7. HOW DESEGREGATION CHANGED US

Were efforts to desegregate the public schools worthwhile? This report answers that question and others through the voices of more than 500 graduates, educators, advocates, and local policy makers who were directly involved in racially mixed public high schools in different communities 25 years ago. The central finding of this report is that school desegregation fundamentally changed the people who lived through it, yet had a more limited impact on the larger society. Public schools faced enormous

challenges during the late 1970s as educators tried to facilitate racial integration amid a society that remained segregated in terms of housing, social institutions, and often employment. Nonetheless, desegregation made the vast majority of the students who attended these schools less racially prejudiced and more comfortable around people of different backgrounds. After high school, however, their lives have been far more segregated as they re-entered a more racially divided society.

<http://www.tc.edu/desegregation>

8. TOOLS FOR SCHOOL IMPROVEMENT PLANNING

This helpful website contains observation protocols, focus group samples and questions, surveys, questionnaires, and other techniques to help you examine your specific school-improvement concerns. In the tools section, you'll find a database of new and innovative tools used throughout the country, organized into school-improvement focus areas common to many schools, districts, and states. In addition to numerous proven tools, this site features two other essentials for school improvement, including a school-improvement guide with a step-by-step process for successful school improvement, including sample worksheets and rubrics. In the "Using Data" section, you'll find resources on using data -- a key to sustained improvement: types and uses of data, selecting and analyzing data, and using results to drive your planning efforts.

<http://www.annenberginstitute.org/tools/>

9. BUILDING A COMPREHENSIVE INDUCTION PROGRAM

More of the time and money spent recruiting teachers should be spent retaining them, according to educators and authors Annette L. Breaux and Harry K. Wong. Schools and districts with comprehensive, yearlong induction programs for new teachers and newly hired teachers have less turnover and better trained educators. Breaux, a Louisiana educator who developed a highly effective induction program for her school system, discusses their book "New Teacher Induction: How to Train, Support, and Retain New Teachers" in this Education World interview.

http://www.educationworld.com/a_issues/chat/chat071.shtml

QUOTE OF THE WEEK: "Education has in America's whole history been the major hope for improving the individual and society." Gunnar Myrdal

Joe Parry-Hill, Personnel Analyst
NC DPI School Personnel Support Section
919-807-3368

Weekly Message for May 3-7, 2004

Colleagues,

Spring is definitely here. Teachers and students are beginning to look toward the things that must be accomplished before the end of the year. Many of you are looking at staffing and other needs for next year and we are a week away from the return of the General Assembly for the short session.

I hope you have a good and productive week.

UPDATES

1. SBE MAY MEETING:

The State Board of Education will meet Wednesday and Thursday, May 5-6, in the 7th Floor Board Room, Education Building, 301 N. Wilmington Street, Raleigh, NC. Board action items include modifications to the NC Accountability Workbook for NCLB and approval of mathematics and science partnership grants. On the Board's discussion agenda are plans for flexible use of mentoring funds, revision of teacher education specialty area standards, and rural flexibility for "Highly Qualified" teachers. A number of schools are also on the agenda for special recognition during Thursday morning's meeting. To view the full agenda, please go to

http://www.ncpublicschools.org/SBE_Meetings/index.html and click on the appropriate link.

The monthly State Board of Education meetings are audio streamed. To listen to the sessions, please go online to http://www.ncpublicschools.org/SBE_Meetings/index.html and scroll to the Live Audio Stream links. You can download and install the appropriate player software free from the links on the page.

2. LEGISLATIVE COMMITTEE RECOMMENDATIONS:

In preparation for the short session of the General Assembly, several legislative committees are completing work that includes proposed legislation affecting public schools. The proposed legislation is likely to be amended during the session, so this is only an indication of where the process will start.

The Joint Select Committee on Small Business Economic Development voted to include a "School Calendar Changes" bill in its list of proposed legislation for the 2004 short session so that the issue can be considered.

The proposed bill would

- * Reduce the number of required days in the school calendar (220 to 210)
- * Not reduce the number of instructional days for students
- * Eliminate 10 teacher workdays from the school calendar
- * Require schools to open for students no earlier than August 25
- * Require schools to close for students no later than June 10
- * Provide exceptions for year-round schools and in unusual circumstances (defined as "closed an average of 8 days per year during any 5 of the last 10 years because of

severe weather conditions, energy shortages, power failures, or other emergency situations")

- * Ensure teachers are paid in August (teachers could request the first full month's salary no later than Aug 31; subsequent pay dates would have to be spaced no more than one month apart and would have to include a full month's pay)

- * Require that 5 of the remaining workdays be restricted to instructional and classroom administrative duties; local units would not be allowed to impose any additional tasks on those days; one of the days would have to be at the beginning of the school year and one at the end of the school year.

- * Provide that salaries are not reduced as a result of the reduction in teacher workdays (annual salaries would remain the same, but the daily rate of pay would change from 1/22 to 1/21 of the monthly rate of pay)

- * Apply to school years beginning with the 2005-2006 school year.

Under General Assembly rules, the bill would not be eligible for consideration in the short session unless recommended by an interim study committee. The majority of the committee agreed that there needs to be more debate on this issue and on the amount of instructional time provided to students in NC.

Ed Oversight's report to the General Assembly contains 4 items. They recommended two bills for consideration in the 2004 session and noted two areas to be studied further after the adjournment of the 2004 Session of the 2003 General Assembly.

- * The first item in the report was a recommendation to enact a bill affecting the sunset on retired teachers returning to employment. The draft recommendation in the report totally eliminated the sunset. The committee amended the draft bill to include counselors and media specialists as retired "teachers" allowed to return to employment exempt from the earnings cap and added a sunset of June 30, 2010.

- * Second on the list was a recommendation to enact a bill to authorize the State Board of Education to determine which applicants for teaching positions would be required to demonstrate preparation on a standard examination. The recommendation changes "shall" to "may" in G.S. 115C-296(a) and would allow the SBE to implement the recommendations of the Select Committee on Teacher Reciprocity.

- * The third item on the list states the intention of the Education Oversight committee to study, after the adjournment of the 2004 Session, whether to extend the tuition waivers under Chapter 115B.

- * Last in the report was a statement of the committee's intent to continue its study of the effects of rapid growth in student population on local school systems and how ADM growth is recognized and funded. The Committee will further study this issue after the adjournment of the short session.

The Committee voted to adopt the recommendations in the report, to incorporate the approved amendments, and to give staff authority to make necessary conforming and technical changes in the revised report.

4. NC WISE UPDATE:

NC WISE is the largest technology project underway in North Carolina state government today. It's replacing SIMS which is a 20-year-old system that still relies on DOS technology. NC WISE moves forward with improved technology and the powerful access to information. Beginning this fall, nearly one-third of North Carolina's school districts will implement this tool. This project is one of Superintendent Mike Ward's top priorities and he and DPI are committed to doing everything possible to ensure that it is done with the fewest possible bumps. In the long run, this move will better position school districts to make data-driven decisions to help students.

5. MEDICAID INFORMATION FOR SCHOOL SYSTEMS:

Representatives from the Department of Health and Human Services, the Department of Public Instruction, and Local Education Agencies have been working together to help school systems bill Medicaid for medically necessary services provided at school for students having an Individualized Education Program. Currently, audiology, physical, occupational and speech therapy, and psychological/counseling services are covered for students that are Medicaid eligible and have IEPs. In addition, the North Carolina Division of Medical Assistance Local Education Agency Policy is in the process of being revised.

Go to <http://www.dhhs.state.nc.us/dma/mp/proposedmp.htm> to review the revisions to the LEA policy. The highlighted sections can be commented on until early June. DMA is continuing to look at other areas of expansion for billable services for qualified students. There will be four trainings around the state to provide more information about how to bill for appropriate services

6. FIRST ANNUAL ELEMENTARY SCHOOL CONFERENCE SCHEDULED FOR OCTOBER:

The Division of School Improvement in collaboration with the Division of Instructional Services of the North Carolina Department of Public Instruction announces the First Annual Elementary School Conference. The purpose of the conference is to offer K-5 educators and administrators the opportunity to learn new ways to enhance and improve student achievement. The conference is scheduled for Oct. 11-12 at the Sheraton Imperial Hotel and Convention Center, Research Triangle Park. For more information, including registration, a conference agenda, or submission of a presentation proposal, please go online to <http://www.ncpublicschools.org/curriculum/elemconf/> .

7. FEDERAL NCLB WEB SITE:

The US Department of Education recently established a Web site at <http://www.ed.gov/policy/elsec/guid/stateletters/index.html> designed for State Educational Agencies, school districts, federal program directors and others

implementing No Child Left Behind. The site provides access to recent policy letters on flexibility in "Highly Qualified" teachers' regulations, guidance concerning limited English proficient students and a variety of other topics.

8. NC PARTNERS ANNUAL CONFERENCE:

The NC Partners Annual Conference will be held May 13-14 at the Joseph S. Koury Convention Center, Greensboro. Thursday's agenda provides access to best practices in building an effective program of work and achieving sustainability. On Friday, participants can express their views on NCLB to a national panel of education leaders who are currently preparing a report to Congress. In addition, Judge Howard E. Manning will serve as Thursday's luncheon keynote speaker. There are registration fees. The deadline to register is May 10. Registration information is available online clicking on the appropriate links at <http://www.ncforum.org>.

OTHER ARTICLES OF INTEREST

9. EARLY RESULTS ON NCLB PROGRESS:

Kids who won transfers out of failing Chicago public schools averaged much better reading and math gains during the first year in their new schools -- just as drafters of the federal No Child Left Behind Law envisioned, an exclusive analysis indicates. And, contrary to some predictions, moving low-scoring kids to better-performing schools didn't seem to slow the progress of students in those higher-achieving schools, reports Rosalind Rossi. Even kids "left behind" in struggling schools generally posted better gains in state tests once their peers transferred elsewhere. Some researchers questioned the results, and said further study is needed. But some parents of transfer kids said they didn't need further study to tell them a switch was the right decision for their kids.

<http://www.suntimes.com/output/news/cst-nws-choice25.html>

10. NO CHILD LEFT BEHIND US DEPT OF ED ANNOUNCES COLLABORATION INITIATIVE:

The U.S. Department of Education launched a big outreach effort that seeks to engage and garner the support of great teachers for achieving the goals of No Child Left Behind. The new initiatives will include roundtable discussions that will allow senior Department officials to listen to teachers' concerns and clarify misconceptions of NCLB, as well as summer workshops for teachers, a "summit" in which the latest research findings on best practices will be presented and top educators will discuss how such findings can be implemented, and a new website (<http://www.teacherquality.us>) at which teachers can sign up for email updates from the Department.

"New federal initiative connects educators" CNN.com

<http://www.cnn.com/2004/EDUCATION/04/22/teacher.to.teacher.ap/>

"Teachers Listen, Learn, Share Practices to Improve Student Achievement"

U.S. Department of Education Website

<http://www.ed.gov/news/pressreleases/2004/04/04212004.html>

11. HOW OTHERS ARE HANDLING TEACHER SHORTAGES & SUPLUSES:
New Retirement Incentive in Philadelphia and Pink Slips in Detroit

Philadelphia has instituted a plan to give its 20-year-plus teachers a \$50,000 bonus over the next five years if they'll just agree to quit. The incentive has elicited applications from 900 teachers (8 percent of all Philly teachers). The city is hoping that it will be able to save millions trading in older teachers for cheaper new ones.

In Detroit they're axing new teachers and keeping the vets. Fourteen hundred teachers (1200 of whom have less than four years of experience and 250 of whom are uncertified) and 550 administrators in the Motor City will return home today to find a pink slip in their mailbox. District officials claim the layoffs are the result of a declining enrollment that has resulted in a \$78 million shortfall.

"Teacher to get layoff notices today" Detroit Free Press, April 30, 2004
http://www.freep.com/news/education/dps30_20040430.htm

12. POLL FINDS SPLIT ON EDUCATIONAL EQUALITY:

Nearly 50 years after the U.S. Supreme Court outlawed separate schools for black and white students, most Americans now believe that blacks have better educational opportunities. But fewer than one in three blacks say opportunities for black children are now on par with those of whites, reports Greg Toppo. In a new Gallup poll, 90% of adults agree that black children's educational opportunities have improved since 1954. But only 31% of blacks say black children's options equal those of their white peers; 63% of whites say opportunities are the same. Overall, among those of both races who believe that blacks have fewer opportunities (38%), about one in three say it's due to discrimination; the rest believe it's because of other factors.

http://www.usatoday.com/news/education/2004-04-26-brownpoll-usat_x.htm

QUOTE OF THE WEEK: "The one real object of education is to have a man in the condition of continually asking questions." Bishop Mandell Creighton

Joe Parry-Hill, Personnel Analyst
NC DPI School Personnel Support Section
919-807-3368

Weekly Message for May 10-15, 2004

Colleagues:

The General Assembly Convened at 12:00 Noon today for its short session. It should be an interesting week.

UPDATES

1. FINANCIAL AND BUSINESS SERVICES SUMMER CONFERENCE:

The Summer Conference for Financial and Business Services and Personnel will be July 29-30, 2004, Sheraton Imperial Hotel and Convention Center, Research Triangle Park. Conference, registration, and hotel information is available on our web site at: <http://www.ncpublicschools.org/fbs>. (The agenda is under development and will be added to the web site later.) If you have questions regarding the conference, please contact Paul LeSieur or Doris McCain at 919-807-3700.

2. HRMS RELEASES:

Human Resource Management System Release 2.7.1 was sent last week. The Program Technical Fix (PTF) addressed outstanding issues and enhancements to the applicant subsystem of the HRMS application. The PTF does not require any action on your part.

Two other releases should be distributed to HRMS users later this week. They are: HRMS Release 2.6.1 an update to Licensure reporting and HRMS Release 3.0.1 a PTF to display Tech Credits, NCLB credits, and Reading Methods credits.

3. BUD RELEASE:

DPI starting sending school systems the BUD Release 6.2.0 to AS/400 via the state data transfer network on Wednesday, April 28, 2004. It is a large release and ended up taking several days to send to everyone. All LEAs should have the two files.

This BUD Release contained file layout changes, so appropriate ISIS or SARTOX release needed to be loaded in conjunction with the BUD Release. The install instructions are on the FBS website in the "What's New" section: <http://www.ncpublicschools.org/fbs>.

The new BUD release is needed to receive communication forms, COA changes, and allotment information via BUD. Contact the DPI help desk at (919) 807-4357 for assistance installing the BUD release. If you have any questions regarding the release itself, contact Kathy Horky at (919) 807-3707 or khorky@dpi.state.nc.us.

4. SCHOOL SYSTEM MERGER:

Cleveland County (LEA 230), Kings Mountain (LEA 231), and Shelby City (LEA 232) have agreed to merge into one Local Education Agency (LEA 230). Effective July 1, 2004,

Kings Mountain and Shelby City will carry the LEA number 230. Some school numbers will change in the 2004/2005 Education Directory.

5. UNC CENTER FOR SCHOOL LEADERSHIP DEVELOPMENT WEB SITE:

The UNC Center for School Leadership Development's new Web site provides school administrators and teachers with comprehensive information about the Center's professional development opportunities that are designed for novice to veteran educators. Quick links connect educators to the eight professional development programs comprising the Center. Information on the use and availability of the Center's meeting facilities also are available. Log on to <http://csld.northcarolina.edu> to access the professional development resources available to North Carolina educators.

ARTICLES OF INTEREST

6. NCLB: RECENT CHANGES TO TESTING REQUIREMENTS FOR ENGLISH LANGUAGE LEARNERS:

On February 19, 2004, U.S. Secretary of Education Rod Paige announced two policy changes to NCLB testing and reporting requirements for English language learners: --Schools may give an English proficiency test instead of the state's regular reading achievement test to English language learners if they have been enrolled in U.S. schools for less than one year. States will not be required to include the mathematics and reading scores of English language learners in AYP calculations during their first year of enrollment.

--When calculating AYP, states may continue to count students who have attained English proficiency within the past two years in the limited English proficient (LEP) subgroup.

For further details see:

U.S. Department of Education. "Secretary Paige announces new policies to help English language learners." Press release, February 19, 2004.

<http://www.eschoolnews.com/news/showStory.cfm?ArticleID=4889>

Dobbs, M. " 'No Child' tests for schools relaxed: English learners get transition time,"

<http://www.washingtonpost.com/ac2/wp-dyn?pagename=article&node=&contentId=A56123-2004Feb19¬Found=true>

Washington Post, February 20, 2004, A01.

Zehr, M. "Paige soften rules on English-language learners,"

<http://www.edweek.com/ew/ewstory.cfm?slug=24LEP.h23> Education Week, February 25, 2004.

"Changing the rules," <http://www.edweek.com/ew/ewstory.cfm?slug=28Flexibility-B1.h23> Education Week, March 24, 2004.

7. RIGHTS OF PARENTS OF ENGLISH LANGUAGE LEARNERS:

The U.S. Department of Education has developed a one-page information sheet that lists ten things that parents of English language learners can expect from schools under the No Child Left Behind Act (e.g., the right "to receive information regarding their child's performance on academic tests."). The Declaration of Rights is available on the USDE website in both English <http://www.ed.gov/rights> and Spanish <http://www.ed.gov/derechos>

8. TECHNOLOGY COUNTS 2004: LESSONS FROM THE WORLD:

The United States is among the leaders in the world in providing access to school computers, but it lags behind other countries in frequency of school computer use and Internet availability at school, according to Education Week's seventh annual report on school technology. However, some technology-oriented countries have more than twice the percentage of school computers connected to the Internet than the United States does. "These numbers show that our schools need to move beyond the goal of simply putting computers in classrooms," said Virginia B. Edwards, the editor and publisher of Education Week. This year's report presents an overview of technology in schools around the world, examining developments in Africa, Asia, Australia, Europe, North America, and South America. The special report also includes its annual review of national trends in the use of educational technology and state-by-state snapshots of the steps states have taken to use educational technology more effectively. <http://www.edweek.org/sreports/tc04/>

9. VIRTUAL SCHOOLS:

Virtual schooling is one of the fastest-growing trends in education. For years an option in higher education, distance learning is quickly spreading to the K-12 arena, writes Amanda Paulson. Some 40,000 to 50,000 students in 37 states are enrolled in virtual schools, according to the US Department of Education. That's a pretty broad category, though. The term can refer to anything from the occasional specialized class taken online by a traditional high school student to all-day charter schools. Advocates of virtual learning say it opens new horizons, particularly for students in rural communities where choices are limited, or for those with special needs due to illness or serious involvement with athletics. But critics worry about the lack of face-to-face interaction. Even more contentious, particularly with all-day virtual schools, is the difficulty of providing good oversight, and the question of giving state money to an outside district or charter school.

<http://www.csmonitor.com/2004/0504/p11s02-legn.htm>

10. VIRGINIA PROPOSES TO PAY MORE TO TOP TEACHERS AT NEEDY SCHOOLS:

The nation's schools need to find new ways to pair the best teachers with troubled schools -- including paying teachers for performance rather than experience alone, Virginia Gov. Mark R. Warner (D) told a national gathering of educators yesterday. Speaking at an education forum in Washington sponsored by the Milken Family Foundation, Warner said low-income children too often have the least qualified

teachers, a situation he termed a "national embarrassment," reports Rosalind Helderman. Warner called for a comprehensive strategy in Virginia to attract proven teachers to difficult classrooms by paying bonuses and basing salaries on students' success, among other things. "I believe that a nation that has planted its flag on the moon and is now sending robotic scouts to Mars can figure out how to get good teachers into the schools that need them the most," he said.

<http://www.washingtonpost.com/wp-dyn/articles/A5392-2004May5.html>

11. HALF-CENTURY LATER, ARE SCHOOLS MORE SEPARATE OR MORE EQUAL?

While legalized segregation is long gone, a new question is before the country: Does integration remain relevant in the drive to improve all schools? Across the United States, the step away from desegregation has resulted largely from court orders that school systems end cross-town busing and other attendance policies based on race. Today, more than 80 percent of adults would prefer their child attend a racially mixed school, according to an Associated Press poll conducted by Ipsos-Public Affairs. The question remains what are people willing to do to make that happen when many housing patterns are not mixed. Almost 80 percent of those polled also said they would rather their child attend the closest school, even if it mostly has one race, rather than attend an integrated school farther away. White adults were much more in favor of that point than blacks, who were split.

<http://www.cnn.com/2004/EDUCATION/05/01/brown.segregation.ap/index.html>

HR TIP: Reminder of deadlines for decisions and notices to teachers.

--Submit to the Board a list of those eligible for a decision on career status at least 30 days prior to board action granting career status. The list is a public record. (G.S. 115C-325(c)(2a))

--Board shall vote on whether to grant career status and give teacher written notice of the decision by June 15th. (G.S. 115C-325(c)(1))

--A probationary teacher whose contract will not be renewed shall be notified of the fact by June 15th. (G.S. 115C-325(o))

QUOTE OF THE WEEK: "The easiest way to get rid of a difficult task is to do it."
author unknown

Joe Parry-Hill, Personnel Analyst
NC DPI School Personnel Support Section
919-807-3368

Weekly Message May 17-21, 2004

Colleagues:

I will be conducting TPAI-R training Monday through Wednesday and will not be available to take phone calls. If you need to reach me, you can leave a phone message with a number where you can be reached in the evening or send an e-mail. I hope you have a very good week.

Joe Parry-Hill 919-807-3368 jparry@dpi.state.nc.us

UPDATES:

1. STATE BOARD MEETING HIGHLIGHTS:

At its May meeting, the State Board of Education approved additional modifications to the NC Accountability Workbook for No Child Left Behind and approved Mathematics and Science Partnership Grants. The Board also heard a presentation by Dr. Mel Levine, Professor of Pediatrics and Director of the Clinical Center for the Study of Development and Learning at the University of North Carolina School of Medicine. His presentation, "Understanding the Needs of Different Kinds of Minds: Implications for Enabling North Carolina to Become a Future Guiding Light for American Education," discussed the need to focus on children's strengths in addition to their weaknesses. SBE meeting highlights are posted online at <http://www.ncpublicschools.org/sbehighlights/>

2. LEGISLATIVE SHORT SESSION IS UNDERWAY:

The Short Session of the General Assembly began at noon this past Monday. A number of bills have already been submitted. You can get information on actions in the General Assembly regarding education on the State Board of Education's Legislative web site at: http://www.ncpublicschools.org/state_board/ and click on "Legislative Reports" and "Show All Reports".

You will want to review the legislative update for 5/10-14/04 which provides information about the Governor's proposed budget the appropriations process.

3. SBE ACADEMIC RIGOR AD HOC COMMITTEE MEETING SUMMARY:

The SBE Ad Hoc Committee on Academic Rigor met last week at the Education Building. Linda Robinson, a consultant who works in staff development in gifted education, made a presentation on various components to consider in defining academic rigor. Committee members continued their discussions regarding the impact throughout the education system of defining academic rigor, barriers to academic rigor, and current courses of study for high school students. The committee will meet again on Tuesday, May 18, from 8:30-10:30 a.m., in the 7th Floor State Board Lounge, Education Building, Raleigh, NC.

4. DEADLINE FOR SUBMITTING REIMBURSEMENT REQUESTS FOR SUBSTITUTES:

All substitute reimbursement forms for the Distinguished Teachers Forum V and State Teacher of the Year events should be submitted to DPI by May 21. Please mail this

information to Attention of the Program Assistant, Center for Recruitment and Retention, NC Department of Public Instruction, 6330 Mail Service Center, Raleigh, NC 27699-6330.

5. VISITING INTERNATIONAL FACULTY (VIF) TEACHING POSITION CONVERSION RATE:

As of now, the conversion rate for the Visiting International Faculty for FY 2004-05 is the Classroom Teacher Average Salary plus Benefits. We will inform you of any changes and the exact conversion amount after the final budget is passed. If you have any questions, please contact School Allotments at (919) 807-3718.

6. DISPOSITION OF EQUIPMENT PURCHASED WITH FEDERAL FUNDS:

When disposing of equipment that was purchased with Federal funds, EDGAR guidelines require the approval of the appropriate Program Administrator at DPI. An "Equipment Disposition Request" form and instructions have been sent to finance officers. Please note that although EDGAR requires that disposition procedures be followed for items over \$5,000, the LEA's capitalization policy will override this in instances where "equipment" is defined to be an amount less than \$5,000. Completed forms should be submitted to the appropriate DPI Program Administrator for approval along with any questions about disposition.

7. 2004-05 NC TEACHER OF THE YEAR/WACHOVIA PRINCIPAL OF THE YEAR SELECTED:

Lizbeth Alfaro, a K-6 English as a Second Language teacher at Lyle Creek Elementary School, Catawba County Schools, was named the 2004-05 North Carolina Teacher of the Year at a formal banquet held last week in Cary. She succeeds Allison Ormond, a seventh-grade Language Arts and Social Studies teacher at Rockingham County Middle School, Rockingham County Schools.

Longview Elementary School Principal John Black was named the 2004 Wachovia Principal of the Year during a luncheon held last Thursday in Raleigh. Black will receive \$3,000 for personal use/professional development and his school also receives \$3,000 for education equipment, materials or other uses designated by the principal. Black succeeds Rene' Corders, principal of E.E. Smith High School, Cumberland County Schools.

8. LEARN NC TEACHING NORTH CAROLINA HISTORY:

K 12 teachers are invited to explore the experiences of American Indians in North Carolina from the period before European colonization through the present with historian Kathryn Walbert. Beginning Tuesday, June 8, 2004, LEARN North Carolina will offer this six to eight week online course for 3.0 CEU credits. This free of charge course has been made possible through the financial support of the North Carolina Department of Public Instruction. Teachers who successfully complete all units of the course, participate in course discussions, and submit a satisfactory lesson plan will be eligible for 3.0 CEU credits. Enrollment will be limited to 25 teachers, but the course may be

offered again during the academic year if additional teachers express interest. For more information about the course itself, please email the instructor, Dr. Kathryn Walbert , at kwalbert@learnnc.org Questions about registration, should be emailed to the LEARN NC Help Desk at helpdesk@learnnc.org

9. INSTRUCTORS FOR LEARN NC ADVANCED PLACEMENT COURSES SOUGHT:

LEARN NC, the K 12 outreach program of the UNC Chapel Hill School of Education, is now accepting applications to teach Advanced Placement courses online during the 2004 2005 school year. Courses are offered through the North Carolina Department of Public Instruction's distance learning program and the United Star Distance Learning Consortium (USDLC). Students will be primarily in North Carolina. Potential instructors should have a current state teaching license in their home state and have at least two years experience teaching one of the following courses:

- AP Calculus AB
- AP Chemistry
- AP English Language and Composition
- AP English Literature and Composition
- AP Environmental Science
- AP European History
- AP Psychology
- AP Statistics
- AP U.S. History
- Pre calculus (non AP)

Preferred candidates will have experience teaching online. The courses to be offered are in the BlackBoard course management system. Applicants should be able to provide a letter of support from their principal, two letters of recommendation from other teachers, and two letters of recommendation from former or current students upon request. LEARN NC will train selected candidates in June if necessary. Interested instructors should submit a detailed resume to Ross White at ross@learnnc.org. Further information is available at www.learnnc.org

OTHER ITEMS OF INTEREST:

10. SENATE APPROVES EXPANDED SPECIAL EDUCATION BILL:

The Senate voted to make the first major changes in special education law in seven years, aiming to get help earlier to struggling children, give teachers more freedom to discipline students and reduce tensions between parents and schools. The only main point of contention was over money, as senators overwhelmingly agreed to allow accelerated spending in coming years but rejected an attempt to make the increases mandatory. The Senate voted 95 3 to renew and update the Individuals with Disabilities Education Act, the 1975 law guaranteeing equal education to, by last count, 6.7 million children with disabilities.

http://www.usatoday.com/news/washington/2004-05-13-special-education_x.htm

11. NATIONAL SNAPSHOT OF ACHIEVEMENT, ATTAINMENT & OPPORTUNITY GAPS:

As the nation celebrates the 50th anniversary of Brown v. Board of Education, calling for an end to unequal education in our public schools, the Education Trust has released an extensive 50 state analysis documenting the fact that many of our nation's schools are still providing children with an education that is grossly unequal. These analyses, "The Education Watch 2004 State Summary Reports," provide a snapshot of the condition of education in all 50 states, the District of Columbia, and the Nation. The state specific reports document how, fifty years after Brown v. Board, on every measure teacher quality, access to high level curriculum, and state/local education funding students of color and low income students continue to get less than their fair share of public education's most critical resources.

<http://www2.edtrust.org/EdTrust/Press+Room/2004+reports.htm>

12. DISCIPLINE PROBLEMS THREATEN STUDENT ACHIEVEMENT & TEACHER RETENTION:

Teachers and parents say too many students are losing critical opportunities for learning and too many teachers are leaving the profession because of the behavior of a few persistent classroom troublemakers. Teachers in particular complain about the growing willingness of some students and parents to challenge teacher judgment and threaten legal action. A report from Public Agenda, "Teaching Interrupted" reports that both teachers and parents support a variety of remedies, including stricter enforcement of existing rules of conduct, alternative schools for chronically disruptive students and limiting parents' ability to sue schools over disciplinary decisions.

http://www.publicagenda.org/research/research_reports_details.cfm?list=3

13. PARTNERING WITH FAMILIES & COMMUNITIES

A well organized program of family and community partnerships yields many benefits for schools and their students, writes Joyce Epstein and Karen Clark Salinas. Schools have a vested interest in becoming true learning communities. They are now accountable for all students' learning. The No Child Left Behind Act (NCLB) requires schools, districts, and states to develop academic programs that will increase students' proficiency in reading, math, and science. To learn at high levels, all students need the guidance and support of their teachers, families, and others in the community. NCLB also requires schools, districts, and states to develop programs to communicate with all families about their children's education and to involve them in ways that help boost student achievement and success. To learn best practices in building school partnership programs, visit: http://www.ascd.org/publications/ed_lead/200405/epstein.html

QUOTE OF THE WEEK: "Education is a progressive discovery of your own ignorance."

--Will Durant

Joe Parry-Hill, Personnel Analyst
NC DPI School Personnel Support Section
919-807-3368

Weekly Message for May 24-28, 2004

Colleagues,

A number of bills which could impact education are being introduced in the Short Session of the General Assembly. You will want to stay informed of what is being considered.

1. LEGISLATIVE UPDATES:

Have you wondered why teachers and other employees can't retire and return to work without a waiting period or an earnings cap? These issues were addressed in a conference call with the IRS that is reviewed in the Legislative Report for 5/19/04. The information is on-line at [http://149.168.35.203/Lasso.acgi?\[\[Findall\]\]](http://149.168.35.203/Lasso.acgi?[[Findall]])

You may bookmark the Legislative Update Web site at http://149.168.35.203/legislative_report/ as another resource to stay up to date. Please remember that legislators value your opinions and perspective as school administrators.

2. REMINDER: FORM SS-510 DUE TO DPI STATISTICAL RESEARCH BY 5/28/04:

In order for the DPI Statistical Research and Data Center to complete the US Bureau of the Census 2004 Annual Survey of Government Employment, information on non-certified employees of LEAs is needed. The SS-510 form is designed to collect data non-certified employees which will be combined with data LEAs have provided for certified employees so that DPI can furnish all the data required for the federal survey.

A memorandum regarding the report and the SS-510 spreadsheet has been sent to LEA Superintendents and Personnel Administrators. The data requested is for the payroll - period which includes March 12, 2004. School systems using the Human Resource Management System (HRMS) should be able to complete the report with that system.

The form SS-510 is to be returned to the Statistical Research and Data Center by May 28, 2004. If you have questions regarding the Survey, please contact Engin Konanc at 919-807-4357.

3. TEACHER TURNOVER REPORT DUE AFTER JUNE 30, 2004:

Instructions and forms will be sent to LEAs this Friday. After June 30, school systems are to complete the Teacher Turnover Summary for 7/1/2003-6/30/2004 and return it to DPI by July 15, 2004. The State Board of Education is quite interested in the reasons why teachers leave and they review thoroughly this report which complies with GS 115C-12(22). To the extent possible, please identify the reason which best describes why the individual left teaching. NOTE: If you use HRMS, the turnover report must be run before you update your positions for the next contract year.

Reminders

- a. The report is not completed until June 30.
- b. Please submit the report as soon as possible after June 30, 2004 but no later than July 15, 2004.

- c. Only classroom teachers who left between July 1, 2003 and June 30, 2004 are to be reported.
- d. If you use HRMS, the turnover report must be run before you update your positions for the next contract year. If you have any questions, please contact Dan Holloman at (919) 807-3375 or dholloma@dpi.state.nc.us .

4. CHANGE TO THE FINAL TEACHER COUNTS FOR PRINCIPAL SALARIES:

DPI made a change in the timing of the final teacher count for principal's salaries. The teacher count determines the state salary schedule from which the principals are paid. Starting this current fiscal year, principal's final teacher count will be determined based on the 11th pay period (May), using the 5 month rule. This change was implemented in order for the LEAs to have time before the year end to make any necessary adjustments.

5. PREZELL SCHOLARS ANNOUNCED:

The Prezell R. Robinson Scholars have been selected for 2004-05. Robinson Scholars participate in system-sponsored activities designed to foster their commitment to teaching and enhance the likelihood they will be accepted to and complete an approved teacher education program. Visit <http://www.ncpublicschools.org/scholarships/> and click on the appropriate link to learn more about this program and to view a current list of scholars.

6. EDUCATORS ON LOAN SOUGHT:

The Division of School Improvement is seeking two educators on loan. Visit <http://www.ncpublicschools.org/schoolimprovement/closingthegap/teacheronloan/> for full details and to download an application. All information must be postmarked by June 30.

7. NEW TEACHER INSTITUTE OFFERED:

Based on feedback from district representatives at the Instructional Services Conference in Charlotte (Fall, 2003), the Department of Public Instruction is offering a New Teacher Institute for arts education, second languages, physical education, and health education K 12 teachers. New teachers are classified as those who are either new to the profession (two or less years of experience), new to the state, or new to the curriculum area or level in which they will be teaching. The Institute will be held Sept. 30 Oct. 1 at the Radisson Governor's Inn, Research Triangle Park. Registration for the Institute will open on July 1 and is limited to 120 participants. Registration will close on Aug. 27. The registration fee is \$100 per participant, which includes materials, breakfast, lunch, and breaks. The registration fee is non refundable. For more information please contact any of the following consultants: Michele Wallen, Health Education Consultant, 919/807 3857 (mwallen@dpi.state.nc.us), Bryar Cogle, Arts Education Consultant, 919/807 3855 (tcogle@dpi.state.nc.us), or Helga Fasciano, Second Languages Consultant, 919/ 807 3865 (hfascian@dpi.state.nc.us).

8. NCLB SPANISH COMMUNICATIONS MATERIALS ONLINE:

NCLB: NCLB Sample Letters, Forms, and Fact Sheets Addressing School Choice, Supplemental Educational Services, and "Highly Qualified" Teachers have been translated into Spanish and are available online at

<http://www.ncpublicschools.org/nclb/choicesamples.html> by clicking on the appropriate link. Each Spanish version is listed with its English counterpart.

ARTICLE REVIEWS:

9. INDUCTION PROGRAMS THAT KEEP NEW TEACHERS TEACHING AND IMPROVING:

This article by Harry K. Wong features schools and school districts with successful induction programs, all easily replicable. Increasingly, research confirms that teacher and teaching quality are the most powerful predictors of student success. In short, principals ensure higher student achievement by assuring better teaching. To do this, effective administrators have a new teacher induction program available for all newly hired teachers, which then seamlessly become part of the lifelong, sustained professional development program for the district or school. What keeps a good teacher are structured, sustained, intensive professional development programs that allow new teachers to observe others, to be observed by others, and to be part of networks or study groups where all teachers share together, grow together, and learn to respect each other's work.

http://www.principals.org/publications/bulletin/bltn_0304_wong.cfm

10. PROVIDING ENVIRONMENTS THAT SUSTAIN LEARNING:

A growing body of research in recent years has tested the widely held belief that there is a relationship between the conditions of school buildings and student achievement. In a 2000 report on school facilities, the U.S. Department of Education summarized that research by concluding that environmental conditions in schools, including poor lighting, inadequate ventilation, and inoperative heating, can affect the learning, health and morale of students and staff. Other studies and litigation from states around the country -- focusing on class size, air quality, or school safety -- have also highlighted the importance of facilities as an essential component of student learning. Despite evidence demonstrating the importance of quality facilities, a number of obstacles impair efforts to build and maintain schools that are conducive to learning, including: state funding systems that limit financial support and provide incentives to build schools cheaply and defer maintenance; a growing number of facilities requirements; and significant enrollment growth. Urban and rural districts face additional challenges due to dense and sparse populations, respectively, and state policies that limit funding specifically for their school facilities. As a result of these barriers, countless students across the country, and particularly those in urban and rural areas, attend school in substandard facilities that negatively impact their education. Developing innovative

methods of ensuring high-quality schools for all students is an important challenge facing many communities right now, according to a recent issue of ACCESS Quarterly. <http://www.accessednetwork.org/resources/newsletter/Winter2004.pdf>

11. HELPING TEACHERS FOCUS: FOUR VARIABLES FOR SUCCESS:

Every student has unique learning needs. This makes teaching both exciting and challenging. The dynamics of teaching and learning are complex with many intervening variables that affect success. The things that teachers can change to help students learn can be organized around four variables: time, structure, support, and complexity. Each student has unique needs for each variable, and their needs change depending on the subject, the topic, and even the day. But all students need these four things in differing amounts and with differing intensities in order to be successful in learning. This research brief examines these four variables and offers practical ways that teachers can use and adjust them to help students achieve success.

<http://www.fpg.unc.edu/images/loyd/snap13.pdf>

12. ECONOMIC PRESSURES ARE IMPETUS BEHIND EDUCATION REFORM:

Higher standards in K-12 education are driven by the educational needs of a twenty-first century economy, rather than by the educational failures or deficiencies of the past or present, concludes a new report released by Educational Testing Service (ETS). Without efforts to better prepare today's students for postsecondary education and increase their access to college, America's premier economic position and global competitiveness could be in jeopardy. In "Standards For What: The Economic Roots of K-16 Reform," Anthony P. Carnevale and Donna M. Desrochers track the relationship between educational attainment and job requirements since 1959 and examine future work and education requirements out to 2020.

<http://www.ets.org/news/04042601.html>

13. EDUCATION'S GAINS & LOSSES:

Dorothy Rich asks "What have been our education gains and losses over the years?" In terms of gains she cites greater numbers of students attending school, higher standards and expectations, and more technology and understanding of the importance of family involvement. In her view, what has been lost is an important sense of security and a sense of community. Education remains an expensive enterprise and figuring out how to make schooling successful for more and more students is a national mission of the highest order. <http://www.megaskillshsi.org/gains.htm>

QUOTE OF THE WEEK: "It is never very clever to solve problems. It is far cleverer not to have them." -E. F. Shumacher

Joe Parry-Hill, Personnel Analyst
NC DPI School Personnel Support Section
919-807-3368

Weekly Message for May 31-June 4, 2004

Colleagues,

I hope that you were able to take time at Memorial Day to remember the sacrifices of those who fought our wars. I think we owe it to these previous generations, as well as those currently serving, to continue to work to make North Carolina and the United States a better place for future generations.

1. STATE BOARD SCHEDULES JUNE MEETING:

The State Board of Education will meet this Wednesday and Thursday, June 2 3, in the 7th Floor Board Room, Education Building, 301 N. Wilmington Street, Raleigh. On the Board's agenda are two Issue Sessions, one of which is the Schools Attuned Program. Action items include revision of the Student Accountability Standards Policies, recommendations for suspended and expelled students, and rural flexibility in regard to Highly Qualified teachers. Discussion items include revisions to the Course for Credit Policy and NC WISE statewide implementation and rollout responsibilities.

Quality Personnel items include: (QP1), Approval of plans of 14 LEAs to use mentor funds to employ full-time mentors; (QP2), Standards for approving teacher education programs that include academically or intellectually gifted add-on licensure; and, (QP3), Recommended approval of teacher education programs in five higher education institutions. A complete agenda is available online at:

http://www.ncpublicschools.org/SBE_Meetings/index.html by clicking on the appropriate link.

2. 2003-04 SCHOOL YEAR TEACHER TURNOVER INFORMATION TO BE COMPLETED JUNE 30, 2004:

The Teacher Turnover Information request and forms were e-mailed to personnel administrators today.

(They were previously mailed to superintendents and personnel administrators.) The turnover information is requested in compliance with GS 115C-12(22). The Teacher Turnover information is due to be returned to DPI on or before July 15, 2004.

Reminders:

- Please submit the report as soon as possible after June 30, 2004 but no later than July 15, 2004.
- Only classroom teachers who left between July 1, 2003 and June 30, 2004 are to be reported.
- If you use HRMS, the turnover report must be run before you update your positions for the next contract year.
- In item (3) on the Annual Teacher Turnover Summary, please indicate the licensure code with the position.

If you have questions, please contact Dan Holloman at (919) 807-3375 or dholloma@dpi.state.nc.us.

3. CLARIFICATION REGARDING ED-FLEX WAIVERS:

Information was sent to school systems regarding Ed-flex materials. The May 14 memo from Janice Davis, Deputy Superintendent and Bill McGrady, Director of Federal Programs included the statement, "Please note that LEAs with previously approved waivers do not need to submit these forms (renewal of waivers is a separate process)." This memo addressed LEAs that had approved general Title I or Title I schoolwide waivers.

The May 14 memo does NOT apply to the "one-year" waivers that permitted hiring teachers not meeting a definition of highly qualified to work in Title I schools in 2003-2004. If it is determined that "one year" waivers of the hiring requirements for highly qualified teachers are possible for 2004-2005 you will be notified and a new application will be required. The "one-year" waiver that allowed hiring teachers not meeting a definition of highly qualified in Title I schools in 2003-2004 does not automatically roll over to 2004-2005.

4. ALLOTMENT DEADLINES:

The School Allotments Section must receive the following information from LEAs by the dates noted in order for it to be processed for FY 2003-04.

--ABC Transfers - May 26, 2004

--All Other Revisions - June 9, 2004

If you have any questions, please contact Lydia Prude at (919) 807-3718.

5. SERVE TRAINING OPPORTUNITIES:

SERVE developed one of the validated models for evaluating experienced teachers in North Carolina. It is completing the data collection on its beginning teacher model which was field-tested this year in several city and county school systems.

Representatives of districts interested in adopting the SERVE model might wish to attend one of the following two-day institutes. The institutes would provide enough to get started. For districts currently using the SERVE model in North Carolina, the intent of the institute is to help train new hires in those districts.

DATES: August 30 31 and September 27 28 for the introductory two day institute

Half-day brush up sessions on classroom observation: The follow up or brush up sessions later in the year for classroom observations and summative interviews are intended to help those who are already using the model but wish to sharpen their skills. It is also an excellent opportunity to network among the principals.

DATES: October 5, 2004 and November 9, 2004 for the half-day brush-up sessions.

Participants can choose either a morning or afternoon session on either of those two days.

Full day follow up or brush up sessions on conducting the summative interview and scoring evidences are scheduled for January 20, 2005 and February 3, 2005

All sessions will be held at the Homewood Suites (next to the Embassy Suites off Highway 68) in Greensboro. Registration can be done on line from a link on the SERVE homepage: <http://www.serve.org>

In addition, school systems can arrange with Dr. Barbara Howard to conduct the institute training in the district for all principals. This may be more cost effective for larger districts.

6. GENERAL ASSEMBLY SHORT SESSION UNDERWAY:

Follow actions on issues of concern such as possible limits to school calendars, reemployment of retirees, possible salary increases, etc. on-line at the State Board of Education's web site on legislation at:

http://149.168.35.203/legislative_report/ and click on the links.

ARTICLES OF INTEREST:

7. GAO REPORT FINDS THAT NCLB IS NOT AN "UNFUNDED MANDATE"

The General Accounting Office released a report *Unfunded Mandates: Analysis of Reform Act Coverage* that found that the No Child Left Behind Act is NOT an "unfunded mandate," as critics of the law have claimed. U.S. Secretary of Education Rod Paige issued a statement praising the report and its findings as they pertain to NCLB. Secretary of Education Paige said, "Perhaps we should think about what this law asks: getting all children in our great nation to be reading and doing math at grade level. I do not believe that is too much to ask, particularly given the \$500 billion we spend every year at the state, local and national levels on K-12 education. That should be the "mandate" of every school in the nation anyway. It's time to put aside the excuses, roll up our sleeves and get down to the business of providing the great education that a nation such as ours is worthy of delivering."

The report can be found at <http://www.gao.gov/new.items/d04637.pdf>

8. NCLB TEACHING QUALITY MANDATES: FINDINGS FROM THE FIELD:

The Southeast Center for Teaching Quality is examining how 24 schools, 12 districts, and 4 states (Alabama, Georgia, North Carolina, and Tennessee) are implementing the teacher quality requirements of No Child Left Behind. Research findings from the Center's case studies have been released in three issues of a four-part series thus far: *NCLB Teaching Quality Mandates: Findings and Themes from the Field*. The final issue is scheduled for release in June 2004, and will describe overall implementation of the highly-qualified teacher requirements of NCLB and alignment with state and district priorities. See <http://www.teachingquality.org/>

9. CAN TEACHER QUALITY BE EFFECTIVELY ASSESSED?

Researcher Dan Goldhaber presented a paper on the National Board for Professional Teaching Standards (NBPTS) at a recent conference concluding that teachers certified by NBPTS are more effective than those who attempted, but failed, to gain the certification and that certified teachers of younger and low-income pupils were even more effective. This study begins to answer the question of whether identifying the best

teachers is worth the assessment program costs. The costs are in excess of \$350 million in public and private funds, since the program's inception in 1987. For the full white paper, visit: <http://www.crpe.org/workingpapers.shtml#quality>

10. SUBSTITUTE TEACHER QUALITY:

Hui, T.K. "Wake to hire full-time substitutes,"

<http://newsobserver.com/news/triangle/story/3596596p-3197731c.html>

The (Raleigh, N.C.) News & Observer, May 19, 2004.

HR TIPS:

ONLY WRITTEN WORKKEYS TESTS APPROVED FOR TEACHER ASSISTANTS:

Teacher Assistants and other paraprofessionals who are subject to No Child Left Behind are required to have an Associate of Arts degree or its equivalent OR to complete one of the NC testing and course-work alternatives. Several Community Colleges have been approved to offer a computerized version of the ACT WorkKeys tests; however for public school paraprofessionals choosing the ACT WorkKeys alternative tests the approved tests are the written WorkKeys tests. For additional information on the options, see <http://www.ncpublicschools.org/fbs/ParapFlowCht.ppt>

EMPLOYEES COMPREHENSIVE MEDICAL PLAN - REDUCTION IN FORCE:

What are the provisions for continuing health insurance for LEA employees who are RIFFED?

A letter from Evelyn B. Terry, General Counselor to the State of NC Teachers and State Employees' Comprehensive Major Medical Plan addressed "Reduction in Force (RIF) rights with respect to health coverage and says: "Our statutes provide that employees whose positions are eliminated because of a reduction in funds are entitled to twelve months of non-contributory coverage, followed by a right to contributory coverage thereafter. This applies to both 10 month and 12 month employees."

JUNE 15 DEADLINE FOR NOTICES:

June 15th is the deadline to give written notice of the board's decision to teachers who are eligible for a decision regarding career status with the LEA (G.S. 115C-325(c)(1).

Also, June 15th is the deadline for notifying probationary teachers whose contracts will not be renewed (G.S. 115C-325(o)).

QUOTE OF THE WEEK: Traditional thinkers say, "If it isn't broken, don't fix it." But Breakthrough Thinkers say, "Fix it before it breaks." -Gerald Nadler

Joe Parry-Hill, Personnel Analyst
NC DPI School Personnel Support Section
919-807-3368

Weekly Message for June 7-11, 2004

Colleagues,

As you reach the conclusion of what I believe has been a successful school year, I hope you will continue to follow the actions of the General Assembly and State Board of Education as you plan and staff for next year.

1. PANC STEERING COMMITTEE TO SELECT TOPICS & PLAN AGENDA:

The PANC Steering Committee will meet June 24th in Davidson County to plan for the Fall PANC Meeting in Asheville, October 18-20, 2004.

If there are topics for the Fall PANC conference you would like to suggest, please send them to Larry Simmons, President at: larrys@ccs.k12.nc.us or Walter Hart, Vice-President at: whart@lincoln.k12.nc.us.

2. HIRING RETIRED TEACHERS FOR THE 2004-05 SCHOOL YEAR:

One of the State Board's legislation priorities this year was to extend the sunset to allow retired teachers to continue to be employed without negatively impacting their retirement benefits. It is important to remember that the authorization to allow you to employ retired teachers without impacting the retirement income of the teacher sunsets June 30, 2004. As of this latest version of the House Budget, no provisions have been included to extend this deadline. As of today, all earnings for a retired teacher employed as of July 1, 2004, is not exempt from the earned income caps of the Retirement System. (See HR TIP below for additional information)

3. SBE JUNE MEETING:

At its June 3, 2004 Meeting, the State Board of Education approved a position statement regarding proposed legislation (HB 1464, School Calendar Changes) to shorten the number of non-instructional teacher workdays in order to alter the school calendar for students. The Board approved the position statement unanimously and stressed the need for further study of all issues related to the school calendar, needs for teacher staff development and workdays, and the organization of the instructional year. To read the full position statement, please go to <http://www.ncpublicschools.org> and look under "In the News."

SBE Highlights will be posted online at <http://www.ncpublicschools.org/sbehighlights/>

4. HIGH SCHOOL EXIT STANDARDS TO BE DISCUSSED AT JULY SBE MEETING:

The State Board of Education's July Issues Session will focus on High School Exit Standards. Potential session topics include using a composite of End of Course (EOC) test results, senior projects and/or service learning components. Issues related to the High School Comprehensive Test also will be discussed in light of discussions with the U.S. Department of Education regarding use of the Algebra I and Biology EOC tests. The State Superintendent's Advisory Committee members also will be asked for their input.

5. SBE AD HOC COMMITTEE ON ACADEMIC RIGOR:

The SBE Ad Hoc Committee on Academic Rigor met last Tuesday, June 1. The Committee heard presentations from Guilford County Schools' Superintendent Terry Grier, and Dr. Chris Osmond and Dr. Leslie Babkinsi of All Kinds of Minds. Grier's presentation focused on changes in Guilford County schools designed to promote academic rigor. Osmond shared information on how the Schools Attuned program reaches teachers with information on Dr. Mel Levine's research on neurodevelopmental constructs as it impacts teaching and learning for implementation in the classroom with the ultimate goal of positive outcomes for students, educators, and parents. He shared information on the nine principles of Schools Attuned. Babinski provided the committee with a copy of her ideas and suggestions for shaping a policy/program of innovation on a topic such as academic rigor. She identified some of the impacts of the Schools Attuned training. She cautioned that it may take three to five years to see the results of innovations in classrooms. The committee will meet again on Wednesday, June 16, to begin the final phase of its work on defining academic rigor.

6. MATCHING RETIREMENT RATE:

The employer's matching retirement rate effective July 1, 2004 is 5.77%. The retirement rate was incorrect in the closing procedures memorandum sent to LEAs on May 27.

7. STUDENT ATTENDANCE:

In order to be considered in attendance, a student (except for hospital/homebound or staggered kindergarten) must be present in the school for the school day or at a place other than the school with the approval of the appropriate school official for the purpose of attending an authorized school activity. Such activities may include field trips, athletic contests, student conventions, musical festivals, or any similar approved activity. If students graduate prior to the end of the school's 180 Day Instructional Calendar the days AFTER graduation are still considered part of the student's instructional school year. If a student is not present ½ the instructional time, with exceptions as noted above, a student must be recorded as absent. If you have questions or concerns the contact person at NCDPI is Scott Douglass at: sdouglas@dpi.state.nc.us or (919) 807-3737.

ARTICLES OF INTEREST:

8. NCLB PARENTAL INVOLVEMENT:

No Child Left Behind aims at a dialogue with parents. However a study to be released this week, based on conversations with 26 grass-roots organizations, suggests that as of yet many parents -- even those involved in their children's schools, remain unaware of these options, or bewildered as to how to exercise them. Yet at the same time there is evidence that some districts and schools are making conscious and promising efforts to reach out to families as a direct result of NCLB. If nothing else, NCLB has codified the crucial role that parent involvement plays in academic achievement, a role researchers

have been promoting for some time. Yet while a multitude of information, detailing everything from reading scores to graduation rates may be available, parents and organizers say few families know where to look, or how to parse the vast quantities of data once they do find it. This information is posted online at:

<http://www.csmonitor.com/2004/0601/p11s02-legn.html>

9. STATE DUAL ENROLLMENT POLICIES: ADDRESSING ACCESS AND QUALITY

Policymakers and educators seek options for helping high school students to transition successfully into postsecondary education. Dual enrollment programs, which allow high school students to enroll in college courses and earn college and high school credit simultaneously, are one approach to smoothing secondary-postsecondary transitions. Dual enrollment programs expose high school students to the academic and social demands of college.

A new report from the Community College Research Center (CCRC) at Teachers College, Columbia University, explores the regulatory landscape of dual enrollment by analyzing and summarizing dual enrollment legislation in all 50 states. "State Dual Enrollment Policies: Addressing Access and Quality" also explores the implications of state policy for individual programs and students, and the ways that policies can promote or inhibit the spread of dual enrollment programs. The authors, Melinda Mechur Karp, Thomas R. Bailey, Katherine L. Hughes, and Baranda J. Fermin, explore the many choices inherent in creating dual enrollment policies by identifying 10 program features that such policies may address. The report concludes by offering recommendations to policymakers.

<http://www.tc.columbia.edu/ccrc/>

10. FEDERAL UPDATE

No Child Left Behind Summer Reading Achievers Program

* U.S. Department of Education. "Summer reading program launched in 10 cities, one state." <http://www.ed.gov/news/pressreleases/2004/04/04082004a.html>
Press release, April 8, 2004.

* Fact sheet <http://www.ed.gov/parents/academic/summer/reading/facts.html>

President Bush Proposes Mandatory State-Level NAEP Testing In Grade 12

* Olson, L. "Panel recommends state-level NAEP for 12th graders,"

<http://www.edweek.org/ew/ewstory.cfm?slug=26NAEP.h23>

Education Week, March 10, 2004.

2006 Cuts In Federal Domestic Spending, from the 27 May 2004 Washington Post

* Jonathan Weisman "2006 Cuts in Domestic Spending on Table,"

<http://www.washingtonpost.com/ac2/wp-dyn/admin/emailfriend?contentId=A58762-2004May26&sent=no&referrer=emailarticle>

HR TIPS: SUMMER SCHOOL HIRING:

The provision to re-employ retired teachers (who met the prerequisites described in Section 16.1 of the Benefits Manual) NOT SUBJECT to the retirement earning cap ENDS June 30, 2004. Legislation has not been enacted to extend this provision for re-employing retired teachers beyond 6/30/2004. (HB 1499 and the companion bill SB 1227 propose extending the provision.)

If the provision is not extended, all re-employed retirees will be working subject to the Retirement System's earnings cap (Section 16.2) after June 30. This should not preclude employment of teachers who were exempt this year, since their earnings up to July 1, 2004 were exempt. However, if they will work 30 or more hours per week after June 30, the employment will have to be temporary. Being enrolled in the Teachers' and State Employees' Retirement system is one of the benefits provided for working 30 or more hours per week in a permanent position. (The Benefits Manual information is on-line at: <http://www.ncpublicschools.org/benemanual/retired.htm>)

QUOTE OF THE WEEK: All who have meditated on the art of governing mankind have been convinced that the fate of empires depends on the education of youth. --Aristotle

Joe Parry-Hill, Personnel Analyst
NC DPI School Personnel Support Section
919-807-3368

Weekly Message for June 14-18, 2004

Colleagues,

Please allow me to share some thoughts of State Superintendent Mike Ward regarding the calendar legislation which is pending in the General Assembly.

In the 1970s, North Carolina extended the work year of teachers by one month bringing teacher contracts to their current 10-month length. With that action, North Carolina gained national recognition as a leader in teacher professionalism and as a leader in public school improvement.

If House Bill 1464 passes as currently written, teachers will have 10 fewer workdays per year and the school year for students will begin late August. This action would turn the calendar back by 30 years to a time when teachers in our state were nine-month employees with few paid opportunities to collaborate with other teachers, participate in staff development or do all of the behind-the-scene work that is critical to providing students a strong instructional program. The instructional school year in North Carolina is already one of the shortest in the world and that is nothing to brag about. While the State Board and I support a comprehensive study of the calendar issue, we oppose reducing non-instructional teacher workdays. Eliminating workdays does not lessen the workload for teachers, and sends the message to our constituents that teaching is not the profession that we know it to be.

Regards,
Mike Ward

1. HIGH SCHOOL EXIT STANDARDS TO BE DISCUSSED AT JULY BOARD MEETING:

The State Board of Education's July Issues Session will focus on High School Exit Standards. Potential session topics include using a composite of End of Course (EOC) test results, senior projects and/or service learning components. Issues related to the High School Comprehensive Test also will be discussed in light of discussions with the U.S. Department of Education regarding use of the Algebra I and Biology EOC tests. The State Superintendent's Advisory Committee members also will be asked for their input.

2. PROFESSIONAL DEVELOPMENT:

On Feb. 2, 2004 DPI created the Professional Development Coordinator position to facilitate the design and delivery of high-quality professional development for the Department and ensure professional development opportunities are aligned with priorities of the State Board of Education and No Child Left Behind. Superintendents have been asked to identify contacts for professional development and to share that contact information with Debbie Rollins, DPI's Professional Development Coordinator. If you have questions regarding professional development, please contact Rollins at drollins@dpi.state.nc.us or 919/807-3356.

3. SUMMER INSTITUTE TO ADDRESS PERFORMANCE ASSESSMENTS:

DPI and Technical Outreach for Public Schools (TOPS) are sponsoring a 2004 Summer Institute for all performance assessments (i.e., computer skills, NCAAAI, NCAAP and Writing). Sessions will provide information, updates, and materials for LEA Test Coordinators, LEA Curriculum Specialists, Exceptional Children Coordinators, and teachers. The institutes will be held June 7-10 (coastal area); June 14-17 (western area); July 12-15 (central area); and Aug. 2-4 and Aug. 6, (make-up session) at NC State University, Raleigh. Your LEA test coordinator or regional accountability coordinator should have additional information and registration information.

4. SENATE BUDGET MAY INCLUDE EXTENSION OF TEACHER REEMPLOYMENT PROVISION:

If you have not followed the actions of the General Assembly, you will want to review the Legislative Report for 6/10/2004 on the State Board of Education's site at: http://149.168.35.203/legislative_report/. The report addresses the Senate Education Appropriations Subcommittee work on the Budget and suggests that extending the sunset on reemployment of retired teachers exempt from the cap is being worked on.

5. HURRICANE PREPAREDNESS:

With hurricane season approaching, DPI's Insurance Section asks school systems to consider the following: Browse the FEMA and FM Global Web Sites for Guidance and Facts Sheets. <http://www.fema.gov/hazards/hurricanes/>
<http://www.fmglobal.com/scripts/store/category.asp?catid=21>

Plan with your local Emergency Management Office to coordinate disaster plans and share resources. Develop a formal loss control policy identifying specific objectives, procedures, responsibilities and accountabilities.

Stock disaster supplies:

Portable Phones, Batteries, Radio, Flashlight, First Aid Kit, Essential Medicines, Food, Water, Cash, Camera, Film, Generator, Fuel, Chainsaw, Sand Bags, and Tarps.

Teach children how and when to call 911, police, or fire department and which radio station to tune for emergency information. Teach responsible parties how and when to turn off gas, electricity, and water.

Protect property: Precut and drill plywood for windows. Trim dead and weak branches from trees. Bring in trash cans, lawn furniture, etc. Clean gutters and drains. Check roof flashing to ensure the entire roof perimeter is securely fastened. Review your insurance policy to verify all buildings are listed.

Establish agreements with contractors (outside potential hurricane areas) for supplies and repairs.

Check into flood insurance. Photograph both building and content damage for insurance claims.

Contact Joseph Gramer, Consultant with the Public School Insurance Fund at 919-807-3532, for more information.

ARTICLES OF INTEREST:

6. CENSUS REPORT: SPENDING, DEBT UP FOR PUBLIC SCHOOLS:

Debt for the nation's school districts rose 12 percent to \$226 billion in the 2001-02 school year, according to recently released Census Bureau data. The increase came when communities -- many still paying off huge debts from the school construction boom of the 1990s - encountered mounting budget woes as the U.S. economy worsened. In turn, schools struggled to meet the sobering challenges of hiring more teachers, reducing class sizes, fixing older facilities and meeting stricter educational quality guidelines, some advocacy groups say. The Census Bureau figures, although the latest available, are two years old, and therefore don't account for the bulk of costs associated with the No Child Left Behind Act, the sweeping education reforms pushed by President Bush and signed into law in 2002. Collectively, spending for public elementary and secondary school systems rose about 6 percent to \$435 billion. Districts spent just over \$7,700 per pupil, not accounting for costs related to construction or capital needs. That's up from \$7,284 the previous year. There were wide variations among the states, ranging from the over \$10,000 spent per pupil in Connecticut, New Jersey, New York and the District of Columbia; to five states that spent less than \$6,000 per student -- Utah, Mississippi, Arizona, Idaho and Tennessee. School enrollment in 2002 was just under 47.2 million nationally, down slightly from 2001, although it was impossible to tell if that was a true enrollment decline because of a change in the way the Census Bureau compiled the data.

<http://www.sfgate.com/cgi-bin/article.cgi?f=/news/archive/2004/06/08/national1910EDT0768.DTL>

7. NO CHILD LEFT BEHIND STATE HEARINGS:

The NCLB state hearings provide a forum for all voices -- parents, business and civic leaders, education advocates, students, etc. Citizen testimony will help identify the extent to which NCLB is providing adequate resources, strengthening curricula, advancing quality teaching and learning, delivering more services, and enhancing the public's confidence in its schools and in the system of public education. A panel of prominent state and national education advocates will preside over each hearing. Testimony given at the hearings, along with written testimony submitted online, will be compiled into a national report and presented to members of Congress, the media, policymakers, and education stakeholders. Individual state reports will focus on issues specific to those regions of the country. Public Education Network is sponsoring the NCLB state hearings in collaboration with state and regional partners.

http://www.publiceducation.org/nclb_hearings.asp

QUOTE OF THE WEEK: Education is... "A succession of eye-openers each involving the repudiation of some previously held belief." --George Bernard Shaw

Joe Parry-Hill, Personnel Analyst
NC DPI School Personnel Support Section
919-807-3368

Weekly Message for June 21-25, 2004

Colleagues,

The PANC Steering Committee will be meeting on Thursday, June 24th to plan for the Fall PANC Conference in Asheville. If there are topics that you would like to see addressed that you have not communicated to Larry Simmons, President or Walter Hart, Vice-president, please send your thoughts to: larrys@ccs.k12.nc.us and whart@lincoln.k12.nc.us. The General Assembly is continuing to work on the budget, calendar legislation, and other education related issues. Please stay informed and share your thoughts with those who represent you.

1. LEGISLATIVE UPDATES:

The House Commerce Committee will be continuing its hearing on proposed school calendar legislation and the N.C. Senate budget should be unveiled this week in the Senate Appropriations Committee. You can continue to follow the actions of the General Assembly related to education issues in the SBE Legislative Reports on-line at: http://149.168.35.203/legislative_report/

2. BUDGET CONCERNS:

State Superintendent, Mike Ward wrote that, "Budget deliberations are moving quickly, and the Senate is well into its work, but a few budget items that have not made big headlines could cause some hardships for local educators. I hope you will draw attention to these in your school districts and with your legislators. The House budget proposal reduces funds for the most vulnerable students. It also includes a provision affecting ABCs incentive awards. This provision would provide the 2003-04 bonuses at current levels (\$1,500/\$500 for exceeding expectations and \$750/\$375 for meeting expectations). However, bonuses earned in 2004-05 and paid in the fall of 2005 would not include incentive awards for meeting expectations, only for exceeding expectations. In addition, the proposed budget includes LEA discretionary reductions totaling nearly \$72 million. This is a new \$27.66 million discretionary reduction on top of the \$44.3 million discretionary reduction in the continuation budget...."

3. INSTITUTE OF GOVERNMENT VIDEO CONFERENCE ON FLSA CHANGES:

The video conference is focused on local government employee issues but is open to public school personnel administrators. There is a \$50 conference fee. This three-hour program will highlight the changes to the U.S. Dept. of Labor's Fair Labor Standards Act (FLSA) regulations that will become effective on August 23, 2004. Topics to be covered include the new salary-threshold test, the ways in which the new full-day suspension and safe-harbor rules affect the salary basis test, and the changes made to the executive, administrative, professional and computer employees duties tests. The presentation will include analysis of selected state and local government positions under both the current and the new regulations. The program assumes that participants have a good working knowledge of the current regulations. It is not an introduction to the FLSA. The instructor is Diane Juffras of the Institute of Government.

<http://ncinfo.iog.unc.edu/programs/hresources/pdfs/04.pdf>

4. CENTER FOR RECRUITMENT SEEKS TEACHER ON LOAN:

The Center for Recruitment and Retention within the Division of Human Resource Management is seeking a teacher on loan to provide assistance and leadership in working with initiatives that promote teacher recruitment, teacher retention and teacher advancement. The position currently available is Coordinator of Enhancement Activities. Candidates for this position must have National Board Certification. For more information about this position, please visit <http://www.ncpublicschools.org/recruit/teachersonloan/> or contact Dan Holloman at dholloma@dpi.state.nc.us

5. SBE AD HOC COMMITTEE ON ACADEMIC RIGOR MEETING RESCHEDULED:

The State Board of Education's Ad Hoc Committee on Academic Rigor meeting, which was originally scheduled for Wednesday, June 16, has been rescheduled for Tuesday, June 29, from 2-4 p.m., in the 7th Floor State Board Lounge, Education Building, 301 N. Wilmington Street, Raleigh. The committee will be working on defining academic rigor. Questions regarding this meeting should be directed to the State Board of Education at 919/807-3304.

6. AYP AND ABCs RELEASE DATES:

The release dates for 2003-04 local school Adequate Yearly Progress (AYP) results and ABCs results have been set for July 19 and Aug. 5 respectively. The AYP results will be released locally, as required under federal law, and DPI will assist by providing a format for the release and a single Web site that provides links to each district's release Web site. The ABCs results for individual schools and the state overall will be released in conjunction with the State Board of Education's August 5 meeting where Board members are expected to officially act on the ABCs and AYP results.

ARTICLES OF INTEREST:

7. BUDGET ISSUES REMAIN IN OTHER STATES:

Many states' lawmakers have wrapped up their work and gone home, but legislatures in 11 states are struggling on deadline to pass fiscal 2005 budgets to keep their governments running this year, and as many as 12 states may throw up their hands and call special sessions to finish business. For the 20th year in a row, New York failed to pass a budget for the fiscal year that began April 1 and is limping along with last year's budget levels, reports Pamela Prah. Nine states are expected to work down to the wire to hammer out budget accords for new fiscal years that begin July 1: California, Delaware, Illinois, Kentucky, Louisiana, Massachusetts, New Jersey, Pennsylvania and Rhode Island. Michigan has until Oct. 1, the start of its new fiscal year, to write its budget. But Gov. Jennifer Granholm (D) wants lawmakers to act by June 15 on proposals including higher tobacco and liquor taxes. All but four states begin their fiscal years July 1.

<http://www.stateline.org/stateline/?pa=story&sa=showStoryInfo&id=378221>

8. THE EFFECTS OF TEACH FOR AMERICA ON STUDENTS:

Mathematica Policy Research, Inc. released an independent study that illustrates Teach For America's effectiveness in the classroom. The study compared the academic gains of students taught by Teach For America corps members with the gains of similar students taught by other teachers, both new and veteran, in the same schools and grades. The report was funded by the Carnegie Corporation, Hewlett Foundation, and Smith Richardson Foundation. According to the Teach For America website, the study finds that Teach For America corps members make 10% more progress in a year in math than is typically expected, while slightly exceeding the normal expectation for progress in reading. Corps members also attain greater gains in math and the same gains in reading compared to the other teachers in the study, even as compared only to certified teachers and to veteran teachers. According to the report, "Even though Teach For America teachers generally lack any formal teacher training beyond that provided by Teach For America, they produce higher test scores than the other teachers in their schools -- not just other novice teachers or uncertified teachers, but also veterans and certified teachers."

<http://www.teachforamerica.org/studies.html>

9. SECTO RESPONDS TO NEW TEACH FOR AMERICA STUDY

A recently released study indicates that students of Teach for America (TFA) teachers matched students of a comparison group of novice and veteran colleagues from the same schools in reading and performed slightly better in math. While the study's authors viewed the results as evidence of TFA success and concluded that, "the success of TFA teachers is not dependent on their having extensive exposure to teacher practice or training," their findings illustrate the failed teaching policies that plague our nation's urban schools. The student achievement of both TFA teachers and the control group was abysmal, with students making extremely limited gains. The novice control group teachers actually had less teacher preparation than their TFA counterparts in the study. Other studies have also shown that more extensive teacher education can lead to substantial student achievement gains. More comprehensive teaching policies are needed to ensure that all students have caring, competent, and qualified teachers, in every classroom, every day. To read the complete review of the study, visit:

http://www.teachingquality.org/resources/html/TFA_Report.htm

QUOTE OF THE WEEK:

"The object of teaching a child is to enable him to get along without a teacher." --
Elbert Hubbard (1856-1915) American author, editor and printer.

Joe Parry-Hill, Personnel Analyst
NC DPI School Personnel Support Section
919-807-3368

Weekly Message for June 28- July 2, 2004

Colleagues,

As the General Assembly progresses toward revising the budget, I hope you're making progress in staffing for the new year and finding some time for personal renewal.

1. LEGISLATIVE UPDATE:

The Senate passed its budget for the 2004-2005 year with changes and sent it to the House. The House did not concur with the Senate changes and conferees have been appointed. (See the State Board of Education Legislative Updates at: http://149.168.35.203/legislative_report/).

2. ITEMS OF INTEREST IN THE SENATE BUDGET:

SALARY: The raises for school building administrators and individuals paid on the teacher salary schedule would be 2.75% (actual salary increases will vary based on years of experience). Raises for all other employees are the greater of \$1,000 or a 2.75% annual salary increase for full-time permanent employees (10, 11, and 12 months).

REEMPLOYMENT OF RETIRED TEACHERS: The Senate changes include extending until June 30, 2005 the option for retired teachers, who meet the requirements, to return to the classroom without loss of retirement benefits. (See Section 31.18A of House Bill 1414 online: <http://www.ncga.state.nc.us/html2003/bills/AllVersions/House/H1414v6.html>).

The Senate provisions would require the Retirement System to conduct an analysis of post retirement reemployment issues and report findings and recommendations to the General Assembly by February 2005.

3. EMPLOYER MATCHING RETIREMENT RATE REMINDER:

The House (5.77%) and Senate (5.98%) budget recommendations for matching retirement being different, DPI is recommending that the LEAs use the Senate's higher rate of 5.98% as the matching retirement rate for the 11th and 12th Installment accruals. We are making this recommendation to help prevent over expended allotments from occurring after June 30th when installments are posted and the accruals are reversed. This is an option that the LEAs may choose to use to avoid possible refunds if the higher Senate rate is adopted in the conference committee. We will notify you of the final rate once it is negotiated. If you have questions, contact Paul LeSieur at 919.807.3700, plesieur@dpi.state.nc.us or Nancy Harris at 919.807.3725, nharris@dpi.state.nc.us

4. FBS SUMMER CONFERENCE:

The Financial and Business Services Summer Conference is scheduled for July 29-30, 2004, Sheraton Imperial Hotel and Convention Center, Research Triangle Park. There is a Grid indicating the time and location of the sessions. Conference, registration, and hotel information is available on our web site at <http://www.ncpublicschools.org/fbs/>. If

you have questions regarding the conference, please contact Paul LeSieur or Doris McCain at 919-807-3700.

5. ANNUAL CHARTER SCHOOLS' CONFERENCE July 6-8, 2004:

The Seventh Annual NC Charter Schools Conference, "Spotlighting Excellence Every Day," will take place July 6-8 at the Riverfront Convention Center, New Bern. Conference presentations will address the six purposes for which charter schools are established, the ABCs accountability model and No Child Left Behind. For more information, please contact Gail Scott Taylor, Office of Charter Schools, 919/807-3492, or by email, gtaylor@dpi.state.nc.us.

6. REMINDER: 2003-04 TEACHER TURNOVER INFORMATION TO BE COMPLETED JUNE 30, 2004:

The Teacher Turnover Information request and forms have been e-mailed to personnel administrators.

(The forms were previously mailed to superintendents and personnel administrators.)

The turnover information is requested in compliance with GS 115C-12(22). The Teacher Turnover information is due to be returned to DPI on or before July 15, 2004.

Reminders:

* Please submit the report as soon as possible after June 30, 2004 but no later than July 15, 2004.

* Only classroom teachers who left between July 1, 2003 and June 30, 2004 are to be reported.

* If you use HRMS, the turnover report must be run before you update your positions for the next contract year.

* In item (3) on the Annual Teacher Turnover Summary, please indicate the licensure code with the position.

If you have questions, please contact Dan Holloman at (919) 807-3375 or dholloma@dpi.state.nc.us.

7. UPDATE OF EDUCATION DIRECTORY LISTINGS:

Work is underway on the 2004-05 Education Directory, which includes listings of each Local Education Agency's school board members, key staff and contact information, as well as listings of all schools within each LEA. If there are changes in your personnel/human resources office, please have your authorized user of the School Name and Address File update the information for the upcoming school year by July 31. Information on file as of July 31 will be published in the new Education Directory. If you have questions about the person designated as your authorized user, please contact Brittany Balding at 919/807-3753, or by email, bbalding@dpi.state.nc.us.

8. WHO DOES WHAT?:

The Division of School Business "Who Does What?" page has been updated on our website: <http://www.ncpublicschools.org/fbs/schlbus/whowhat.htm> and there is a link to a pdf file on that page so you can print out a copy if you need one.

ARTICLES OF INTEREST:

BILL WOULD MAKE NCLB FLEXIBILITY RETROACTIVE

Two Democratic architects of the No Child Left Behind Act introduced a bill last week that they say could bring relief to potentially thousands of schools that might be graded unfairly under the federal law. The proposal, which seeks to override a decision by the Department of Education, would allow states to retroactively apply recent regulatory changes that are expected to make it easier for some schools to make "adequate yearly progress" under the law, reports Erik Robelen. "This common-sense bill would allow schools to apply the same set of rules developed by the Department of Education to both this year's test results and to last year's test results," Sen. Edward M. Kennedy of Massachusetts and Rep. George Miller of California said in a joint statement on June 17. "It is a fair, consistent objective that will increase support for the goals of No Child Left Behind and ultimately strengthen this historic education reform." Rep. Miller and Sen. Kennedy are the senior Democrats, respectively, on the House and Senate education committees. The Education Department has said its revised rules will apply only to future determinations of whether schools had made adequate progress.

<http://www.edweek.com/ew/ewstory.cfm?slug=41NCLB.h23>

SUMMIT OFFERS LESSON PLAN FOR IMPROVING TEACHER QUALITY

Now, more than ever, a child's educational experience shapes his or her economic and social future, writes Duane Elling. And among the factors influencing that experience, the research is clear: Good teaching weighs in more than most factors. Yet many large urban and small rural districts -- which are often home to the most hard-to-staff schools -- struggle to recruit teachers who are capable of creating inspiring and effective learning environments, and who will make long-term commitments to those underserved communities. Traditional approaches to recruitment often have been costly and, even more disheartening, unsuccessful. Now, many residents from these communities are looking to themselves and their neighbors to bring high-quality teachers to their classrooms. Their grassroots-driven approach demonstrates the power of low-income people to address the concerns affecting their families and neighborhoods. Understanding the role of education organizing in achieving meaningful school change is a fundamental. <http://www.mott.org/publications/pdf/Memov3n1.pdf>

QUOTE OF THE WEEK:

Education: Being able to differentiate between what you do know and what you don't. It's knowing where to go to find out what you need to know; and it's knowing how to use the information once you get it. --William Feather

Joe Parry-Hill, Personnel Analyst
NC DPI School Personnel Support Section
919-807-3368

Weekly Message for July 5-9, 2004

Colleagues,

I hope that your observance of Independence Day included time to reflect on the sacrifices being made by our military personnel and that you included some time for your personal renewal.

The General Assembly is continuing to work on the 2005 budget and on other legislation. If you have not, please review the Snippet for 7/2/2004 regarding the proposed legislation regarding school calendars which Linda Suggs shared.

1. WORKERS' COMPENSATION CONTRACT AWARDED TO KEY RISK MANAGEMENT INC:
Effective July 1, 2004, DPI has awarded Key Risk Management Inc. the contract of providing third party administrative services for workers' compensation claims. Key Risk has provided workers' compensation services to LEAs and DPI since January 1, 2001, and the Department of Public Instruction looks forward to continuing this collaborative effort in order to assist schools in managing their claims and returning employees to the workplace. Please contact Eileen Townsend, Section Chief of Insurance at 919-807-3522 if you need additional information.

2. IN-DEPTH STATE DISABILITY INCOME PLAN TRAINING:

The Retirement System's Employer Education Services Unit (EESU) will hold in-depth training on disability processes for human resources and benefits professionals.

The sessions focus on three employee case studies covering the following scenarios:

- short-term and extended short-term disability
- short-term and preliminary disability long-term to long term disability
- disability benefits for a Faulkenbury-eligible employee.

Each case study will review the necessary forms and the determination of eligibility and reimbursements. The EESU also will incorporate special agenda items such as offsetting for social security, workers' compensation, and veterans benefits. Additionally, the team will discuss a case scenario that addresses what happens when a member dies while in receipt of a disability benefit.

The EESU is flexible in scheduling sessions to respond to demand. To date workshops are scheduled:

July 14 in Murphy at Tri-County CC

July 15 in Brevard at Transylvania County Schools

July 16th in Shelby at Cleveland CC

July 20th in Morganton at Western Piedmont CC, and Tarboro at Edgecombe CC

July 21 in Asheville at AB Tech, and Greenville at ECU

July 22 in Sylva at Southwestern CC, and Kinston at Lenoir CC

July 27 at UNC, and in Lexington

July 28 in Gastonia at Gaston CC and

July 28 & 29 in Raleigh in the Retirement System's conference room.

Each session will have 5-12 participants.

Human resources and benefits professionals interested in this training should email the EESU at EESU@treasurer.state.nc.us. When responding please include the names of all persons within your system that will be attending, along with contact information, such as both physical and email addresses and phone numbers. EESU will also hold trainings in August and September on an as requested basis. Please contact Rick Johnson at Rick.Johnson@treasurer.state.nc.us if you have questions.

3. PEP'S UPDATE OF PROGRAMS: SYMPOSIUM FOR NEW SCHOOL ADMINISTRATORS: PEP's seventh annual Leadership Symposium for New Administrators, a one-and-one-half-day event focused on tactics and strategies to help new principals and assistant principals perform their jobs effectively, will convene in Chapel Hill November 16. Instructional sessions will include "Using Data to Make Decisions," "Supporting New Teachers," and "How to Conduct a Three-minute Classroom Observation." Three nationally known authors will speak, including Pam Robbins who wrote, among other books, "The New Principal's Fieldbook," along with Laura Schmidt, author of "Gardening in the Minefield, A Survival Guide for School Administrators." The cost of the conference will be \$150. Watch for a registration link in the next PEP Listserv on July 2. <http://www.ga.unc.edu/pep/nlregistration.htm>

SPECIAL ADDED ATTRACTION: PEP's Fall Law Update will be offered immediately following the conclusion of the Leadership Symposium on the afternoon of November 17. Symposium registrants may attend for an additional fee of \$50 (includes lunch for symposium participants). Information about the Law Update will be forthcoming.

ARTICLES OF INTEREST:

4. JUDGE PRAISES SPENDING PLAN DESIGNED TO BENEFIT POOR SCHOOLS: RALEIGH, N.C. -- A North Carolina judge who has ordered state education officials to improve schools in poor counties has praised a plan by state education leaders to spend \$22 million next year as a first step in complying with his ruling. Wake Superior Court Judge Howard Manning Jr. said in a letter Thursday to the state's top school leaders that the plan is "right on the mark" for North Carolina to begin insuring that all children have the opportunity for a fundamental education. <http://www.herald-sun.com/state/6-494892.html>

5. \$20 MILLION PAYBACK TO RETIREMENT SYSTEM POISED FOR GOVERNOR'S APPROVAL: RALEIGH - State House and Senate leaders this week approved a \$20 million repayment to North Carolina's Teachers' and State Employees' Retirement System. The repayment, included in HB 1352/SB 1169, is the second toward \$127 million diverted from the retirement system to address the significant state budget shortfall and balance the budget in 2001. State legislators adopted, a provision to repay the money in full with interest over five years beginning in 2003. A first repayment of \$10 million was made to the system in 2003.

The Teachers' and State Employees' Retirement System is the largest of seven pension plans managed by the Department of State Treasurer on behalf of North Carolina's public employees. The system provides retirement savings and pension payments to nearly 500,000 public school teachers, state employees, and state law enforcement officers. One in eight working North Carolinians depends on the systems for retirement savings and income.

North Carolina's Teachers' and State Employees' Retirement System continues to be ranked at the top of public pension funds nationally for fiscal health. State Treasurer Richard Moore has made it clear that consistent contributions from the General Assembly are absolutely necessary to maintain the system's exceptional fiscal health. NCRetire ENews 07/02/04.

REMINDER: FBS Summer Conference: The Financial and Business Services Summer Conference is scheduled for July 29-30, 2004, Sheraton Imperial Hotel and Convention Center, Research Triangle Park. Conference registration, sessions, and hotel information is available on-line at: <http://www.ncpublicschools.org/fbs/> If you have questions regarding the conference, please contact Paul LeSieur or Doris McCain at 919-807-3700.

QUOTE OF THE WEEK: "Perhaps the most valuable result of all education is the ability to make yourself do the thing you have to do, when it ought to be done, whether you like it or not." --Walter Bagehot English economist, political journalist, and critic.

Joe Parry-Hill, Personnel Analyst
NC DPI School Personnel Support Section
919-807-3368

Weekly Message for July 12-16, 2004

Colleagues,

I hope you are having a productive week in preparing for the 2004-2005 school year.

1. STATE BOARD OF EDUCATION MEETING HIGHLIGHTS: The State Board of Education approved an anti-harassment, anti-bullying and anti-discrimination policy this month that notes that "it is the policy of the State Board of Education to maintain a safe, orderly and caring learning environment in the public schools and public charter schools of North Carolina that is free from harassment, bullying, and discrimination and is inclusive of all students." This policy states that local boards shall develop and maintain policies and procedures to prevent, intervene, investigate, document and report all acts of harassment or bullying no later than January 2005. In other business, Board members approved amendments to the N.C. Accountability Workbook under No Child Left Behind and granted preliminary approval to two new charter schools. Complete SBE meeting highlights can be accessed online at <http://www.ncpublicschools.org/sbehighlights/> by clicking on the appropriate link.

2. AYP and ABCs RELEASE DATES: On July 19, local school districts will release the preliminary Adequate Yearly Progress (AYP) results for their individual schools for 2003-2004. AYP results indicate how North Carolina schools are doing in terms of meeting the requirements of No Child Left Behind. Schools must meet every AYP target in order to be considered successful under the federal model. No credit is given for progress or for meeting a high percentage of targets. The AYP results will be released locally, as required under federal law, and DPI will assist by providing a format for the release and a single web site that provides links to each district's release web site. All district results will be available through links at www.ncpublicschools.org (look under In the News).

The release dates for ABCs results for 2003-2004 has been set for August 5th. The ABCs results for individual schools and the state overall will be released in conjunction with the State Board of Education's Aug. 5 meeting where Board members are expected to officially act on the ABCs and AYP results.

3. LEGISLATIVE ACTIONS: For a summary of legislative activities affecting public schools, visit DPI's web site at <http://www.ncpublicschools.org> and click on "Legislative Report" under "What's New?"

The following are of particular significance:

HOUSE BILL 1464, SCHOOL CALANDER CHANGES: The bill is on the House agenda today when it convenes at 1pm.

BUDGET FOR 2005: The House and Senate conferees continue to work to resolve differences in the budgets proposed by the House and Senate. Two news articles that relate to the budget are noted below under ARTICLES OF INTEREST.

4. STATE BOARD OF EDUCATION AD HOC COMMITTEE ON ACADEMIC RIGOR: The SBE Ad Hoc Committee on Academic Rigor met Tuesday, June 29, 2004. SBE Chairman Emeritus Howard Haworth addressed the committee and noted that we must constantly assess the need for changes to the curriculum and the rigor in the curriculum to ensure that they are relevant and prepare high school graduates for the real world and the skills needed for tomorrow's jobs. He discussed the issue of remediation need to focus on grades 3-8 to ensure that students do not fail in high school. Committee Chair Kathy Taft reminded the committee that most of the practitioners who have spoken to the committee have indicated by their words and actions that the time for substantive and major changes has come. The committee will meet again on Tuesday, Aug. 3, from 2-4 p.m., in the Seventh Floor State Board Lounge, Education Building, Raleigh, NC.

ARTICLES OF INTEREST:

LEGISLATORS STILL UNDECIDED ON BUDGET:

Legislators still undecided on budget, research projects 'Short' session continues as they try to iron out differences. Although they had hoped to adjourn their "short" session by July 2 and leave time to campaign before the July 20 primary, legislators are still in Raleigh trying to unravel differences over a \$15.8 billion budget and several university research projects.

http://www.journalnow.com/servlet/Satellite?pagename=WSJ%2FMGArticle%2FWSJ_BasicArticle&c=MGArticle&cid=1031776600568&path=!localnews!stategov&s=1037645509153

JUDGE MANNING QUESTIONS SIDE-STEPPING \$22 MILLION FOR POOR SCHOOL DISTRICTS:

RALEIGH -- A judge who two weeks ago signaled a breakthrough in the state's decade-long court battle over funding for poor school districts now wants to know why the legislature is ignoring the issue.

<http://www.newsobserver.com/news/story/1419787p-7543732c.html>

HR REMINDERS:

2003-04 TEACHER TURNOVER INFORMATION DUE BY JULY 15TH:

Dan Holloman reported that slightly over one-third of school systems have returned the Teacher Turnover information for 2003-04. The information from school systems is due to be returned to DPI on or before July 15, 2004. The information can be submitted on the forms previously mailed to superintendents and personnel administrators, by e-mail, or through HRMS.

- Only classroom teachers who left between July 1, 2003 and June 30, 2004 are to be reported.
- If you use HRMS, the turnover report must be run before you update your positions for the next contract year.
- In item (3) on the Annual Teacher Turnover Summary, please indicate the licensure code with the position.

If you have questions, please contact Dan Holloman at (919) 807-3375 or dholloma@dpi.state.nc.us.

FBS SUMMER CONFERENCE:

The Financial and Business Services Summer Conference is scheduled for July 29-30, 2004, Sheraton Imperial Hotel and Convention Center, Research Triangle Park. Conference registration, sessions, and hotel information is available on-line at: <http://www.ncpublicschools.org/fbs/>. If you have questions regarding the conference, please contact Paul LeSieur or Doris McCain at 919-807-3700.

RE-EMPLOYED RETIRED TEACHERS:

The 2005 budget is still in conference. At this time it is not known whether it will have a provision (which is in the Senate version) to continue employment of teachers after a waiting period exempt from the earnings cap. Currently the provision for employment of classroom teachers exempt from the earnings cap ended June 30, 2004 and all retirees are employed subject to the earnings cap. (See Section 16.2 in the Benefits Manual on-line at: <http://www.ncpublicschools.org/benemanual>).

QUOTE OF THE WEEK:

"Education is not filling a bucket but lighting a fire"
--William B. Yeats, poet.

Joe Parry-Hill, Personnel Analyst
NC DPI School Personnel Support Section
919-807-3368

Weekly Message for July 19-23, 2004

Colleagues,

The short session of the General Assembly ended early Sunday. During the coming week we will study the changes and examine the impact the legislation will have on the public schools. HB 1464, School Calendar Changes was changed in the Senate to remove 5 workdays rather than 10 beginning with the 2005-06 school year. The legislation and the debate focused attention on the school year and the use of teacher workdays. I hope every effort is made to use the remaining days to impact student instruction and achievement AND to communicate to our various constituencies how the days are being used.

Remember that this bill and other legislation that was passed during the last several days does not become law until signed by the Governor.

Linda Suggs reported that Rep. Wayne Goodwin informed the House that the Reverend Hope Morgan Ward has been elected a bishop and offered his congratulations to Reverend Ward and to State Superintendent Mike Ward. Rep. Goodwin noted that Bishop Ward is the first woman to be elected from North Carolina and expressed his pride and admiration for Reverend Ward. We at the SBE/DPI join Rep. Goodwin and the House in congratulations and good wishes for the Wards.

1. LEGISLATIVE ACTION REEMPLOYED CLASSROOM TEACHERS: HB 1414, An Act to Modify the Budget in Section 31.18A continues the provision for reemploying retired classroom teachers exempt from the Retirement System's earnings cap until June 30, 2005. A section is added (31.18A.(g)) which requires, effective July 1, 2004 that each local school administrative unit shall pay the Teachers' and State Employees' Retirement System a Reemployed Teacher Contribution rate of 11.70% as a percentage of covered salaries that the retired teachers, who are exempt from the earnings cap, are being paid. Any portion of the payment made by a local administrative unit of salary plus the Reemployed Teacher Contribution rate that exceeds the State supported salary level for that position shall be paid from local funds. You can find the ratified Budget on-line at: <http://www.ncga.state.nc.us/html2003/bills/budget/2004/H1414vr.pdf>.

For a summary of legislative activities affecting public schools including salary and other items, visit DPI's web site at <http://www.ncpublicschools.org> and click on "Legislative Report" under "What's New?"

2. FBS SUMMER CONFERENCE: The Financial and Business Services Summer Conference is scheduled for July 29-30, 2004, Sheraton Imperial Hotel and Convention Center, Research Triangle Park. Conference registration, sessions, and hotel information is available on-line at: <http://www.ncpublicschools.org/fbs/>.

3. NEW PERSONNEL ADMINISTRATORS' ORIENTATION: The New Personnel Administrators' Orientation will be held September 8-10, 2004 at the Education Building in Raleigh, NC. The Orientation will address a variety of personnel issues including, Budgets and Allotments, Licensure, Tenure and Employment at Will, Unemployment

Insurance & Workers' Compensation, Interviewing and Reference Checks, Personnel Evaluations and information on Federal Legislation. The registration fee is \$35.00. The registration fee will cover conference materials, breaks, and lunch on Thursday for participants. Registration is limited to 50 with priority given to new administrators. Registration information is entered on-line at: <http://www.ncpublicschools.org/panc/orientation/>. If you have questions, please contact Sonya James at (919) 807-3365.

4. ONLINE RECRUITMENT SERVICES ANNOUNCEMENT: An announcement of the availability of a web-based recruitment service Teachers-Teachers.com was sent to superintendents and personnel administrators this week. The online service is designed to help school district recruiters meet the challenges of placing the most qualified education professionals in schools. School systems will register on August 1, 2004, by going to <http://www.teachers-teachers.com/northcarolina>. The North Carolina Department of Public Instruction, Exceptional Children Division, will provide memberships in the Teachers-Teachers.com service. If you need additional information concerning this service, contact Nikki Bowman at nbowman@teachers-teachers.com or (877) 812-4071 ext. 61. Questions concerning the availability of membership through the North Carolina Department of Public Instruction should be directed to Fred Baars at fbaars@dpi.state.nc.us or (919) 807-3993.

ARTICLES OF INTEREST:

STATE IMPLEMENTATION OF THE NO CHILD LEFT BEHIND ACT: States are making substantial progress implementing the controversial No Child Left Behind Act (NCLB), although they still have far to go in some areas, says a new report by the Education Commission of the States (ECS). Through its research, ECS found that as of March 2004:

- (1) All 50 states had met or were partially on track to meeting half of the 40 key requirements of NCLB (an 11% increase over March 2003);
- (2) All but two states and the District of Columbia had met or were partially on track to meeting 75% of the requirements (an impressive 109% increase over March 2003);
- (3) Five states (Connecticut, Kentucky, New York, Oklahoma and Pennsylvania) had met or were partially on track to meeting all 40 NCLB requirements.

Challenges however, remain. The findings show the following:

- (1) Few states are on track to implementing high quality professional development for all teachers;
- (2) Only 10 states appear fully on track to ensuring that both new and veteran teachers are qualified to teach in their subject areas;
- (3) Fewer than half the states are on track to making sure that scientifically based technical assistance is provided to low-performing schools; and,
- (4) Many states do not have in place the technical infrastructure needed to collect, disaggregate and report data at the school, district and state levels.

ECS outlined several detailed recommendations that address specific components of NCLB.

<http://www.ecs.org/ecsmain.asp?page=/html/special/nclb/reporttothenation/reporttothenation.htm>

EDUCATION AS AN ECONOMIC DEVELOPMENT TOOL: As state and local governments face tight budgets, a new Economic Policy Institute report shows adequate and effective funding of education is the best way to achieve faster growth, more jobs, greater productivity, and more widely shared prosperity. "Smart Money: Education and Economic Development," released today and written by economic development expert William Schweke, shows how more investment in education, from preschool to college, spurs economic development through increases in productivity, learned skills, technology and workers' average earnings. The book looks at more than 180 studies to display tangible links from targeted education funding to economic benefits.

http://www.epinet.org/content.cfm/book_smart_money

REPORT SHOWS BIG DROP IN READING: The reading of books is on the decline in America, despite Harry Potter and the best efforts of Oprah Winfrey. A report from the National Endowment for the Arts says the number of non-reading adults increased by more than 17 million between 1992 and 2002. Only 47 percent of American adults read "literature" (poems, plays, narrative fiction) in 2002, a drop of 7 points from a decade earlier. Those reading any book at all in 2002 fell to 57 percent, down from 61 percent. NEA chairman Dana Gioia, himself a poet, called the findings shocking and a reason for grave concern. "We have a lot of functionally literate people who are no longer engaged readers," Gioia said in an interview with The Associated Press. "This isn't a case of 'Johnny Can't Read,' but 'Johnny Won't Read.'" The likely culprits, according to the report: television, movies and the Internet. "I think what we're seeing is an enormous cultural shift from print media to electronic media, and the unintended consequences of that shift," Gioia said. <http://msnbc.msn.com/id/5389382/>

TEACHERS' KEY TO SURVIVAL: EACH OTHER: When teachers collaborate, they learn. Research supports this assertion, as does the experiences of a group of young teachers in the Liverpool (N.Y.) Central School District. In the fall of 2000, writes Hetty Gingold, four first-year teachers created a collaborative teacher network that sustained them through those critical first years in the classroom.

http://www.ascd.org/publications/class_lead/200406/gingold.html

QUOTE OF THE WEEK: "Education seems to be in America the only commodity of which the customer tries to get as little (as) he can for his money."

--Max Forman

Joe Parry-Hill, Personnel Analyst
NC DPI School Personnel Support Section
919-807-3368

Weekly Message for July 26-30, 2004

Colleagues,

I'm very pleased to let you know that Larry Simmons has accepted the position of School Personnel Support Section Chief. In the midst of the start of school, studying legislation, calls from retirees, and other issues, we are excited by the prospect of working with Larry. Sonya James and I and the Division of School Business Services welcome Larry to DPI.

We are continuing to receive clarification on the implications of the legislation passed during the short session of the General Assembly. Note, that as of this date a number of bills, including HB 1464, School Calendar Changes, as yet have not been signed by the Governor. You can expect the FBS Summer Conference to be informative and an opportunity to identify issues that will need further attention.

1. LEGISLATIVE INFORMATION: In the coming weeks you may have questions about legislation that was enacted. Summaries of legislation affecting public schools are available and links to the General Assembly's site are on the DPI's web site at <http://www.ncpublicschools.org> and click on "Legislative Report" under "What's New?"

2. FBS SUMMER CONFERENCE: The Financial and Business Services Summer Conference is scheduled July 29-30, 2004 at the Sheraton Imperial Hotel and Convention Center, Research Triangle Park. Sessions address a number of topics including personnel, salary, and licensure issues. Conference registration, sessions, and hotel information is available on-line at: <http://www.ncpublicschools.org/fbs/>.

3. SCHOOL PERSONNEL SUPPORT SECTION CHIEF: Larry Simmons has been hired as the School Personnel Support Section Chief. Larry has over 9 years of experience with the Cumberland County Schools and served as their Personnel Supervisor. In addition to his work he holds degrees in Middle Grades Education and Human Resources Management. He has served in several leadership positions with the Personnel Administrators of NC, most recently as PANC president. His employment with the Department is effective August 1, 2004.

4. NEW PERSONNEL ADMINISTRATORS' ORIENTATION: The New Personnel Administrators' Orientation will be held September 8-10, 2004 at the Education Building in Raleigh, NC. Registration is limited to 50 with priority given to new administrators. Registration information is entered on-line at: <http://www.ncpublicschools.org/panc/orientation/>. If you have questions, please contact Sonya James at (919) 807-3365.

5. 2004-2005 NC PUBLIC SCHOOL SALARY SCHEDULES: The new Public School salary information is available online including certified employee salary schedules, and the new Minimum and Maximum pay for each salary grades. They can be found by going to the Financial and Business Services page at:

<http://www.ncpublicschools.org/fbs/> and clicking on Salary Schedules - 2004/2005 under the heading "What's New." Additional information on implementing salary increases for non-certified personnel will be placed online following the Financial and Business Services Summer Conference.

6. NEW SITE FOR DISMISSED TEACHER LIST: Schools are required to check teacher applicants against a list of dismissed teachers. A new Dismissed Teacher system has been implemented as part of the HRMS Applicant system. If your system uses the HRMS Applicant System then check HRMS Web Project Communications Site (<http://hrmscomm.dpi.state.nc.us/hrmscomm.nsf/>) and access Knowledge Base article #10028 explaining the new system. If your system does not use the HRMS Applicant System and you need access to the dismissed teacher information, contact the DPI Customer Response Center at help@dpi.state.nc.us and request access to the Dismissed Teacher data through the HRMS Applicant Website. The old site that began in late 1997 is now put to rest. For additional information about the requirement, please contact Harry E. Wilson, Staff Attorney to the State Board of Education hwilson@dpi.state.nc.us.

7. DIRECTOR OF THE OFFICE OF CHARTER SCHOOLS: John "Jack" Moyer has been hired as the new director of the Office of Charter Schools. Jack comes to this position with more than 15 years experience as a teacher, coach, and principal both in traditional and charter public schools. Additionally, he served as a financial manager with Franklin Life Insurance Company for 20 years. Most recently, Jack was the principal of The Academy of Moore County in Southern Pines. Jack's first day with the Department was Monday, July 26, 2004.

8. STATE BOARD NEWS:

CONFERENCE CALL REGARDING BOARD PROPOSAL: On Thursday, July 29, the State Board of Education will meet by conference call beginning at 9 a.m., to discuss the Board's proposal to Gov. Easley requesting funds to serve disadvantaged students and to discuss the Board's policy on NC Wise. For more information, please contact Betsy West, State Board of Education, 919/807-3405, or by email, bwest@dpi.state.nc.us.

Superintendent Ward noted that although the General Assembly did not fund the request for \$22 million to begin meeting the additional needs of poor school districts, he is encouraged by Gov. Mike Easley's commitment to try to find funds to help address these needs. The Governor's pledge came in the same week that Judge Howard Manning held a hearing to discuss his disappointment with the legislature for adjourning without addressing his order concerning poor schools and funding. The \$22 million request which the State Board of Education and Department of Public Instruction put forward this year would have been the first installment of an additional \$220 million that was estimated would be needed to address the needs of districts with high teacher turnover, high rates of student poverty and large numbers of students below grade level. (See news article below on meeting with Judge Howard Manning).

MONTHLY MEETING: The State Board of Education will meet next Wednesday and Thursday, Aug. 4-5, in the 7th Floor Board Room, Education Building in Raleigh. In Wednesday's Issues Sessions, Board members will hear presentations on high school exit measures and reorganization recommendations for the Department of Public Instruction. Board action items include approval of supplemental education services providers for 2004-05, State Board policy for NC WISE, various federal grants. On the Board's discussion agenda are North Carolina early learning standards, proposed changes to the mathematics tests implementation schedule and ABCs, and the 2005-07 biennial budget process.

Following the Board's Thursday morning meeting in which members will receive and act on the 2003-04 ABCs/AYP report, the Board members will convene in the Education Building's auditorium where they will hold a news conference to discuss the results of the state's ABCs of Public Education accountability model and results for 2003-04. The ABCs report provides school-based performance information, including school designations and final Adequate Yearly Progress (AYP) standings. Background on the ABCs accountability model is available online at <http://www.ncpublicschools.org/> under What's New. ABCs results will be available at the same online location at 10 a.m. on Aug. 5.

To view the full agenda, please go to http://www.ncpublicschools.org/SBE_Meetings/index.html and click on the appropriate link. The monthly State Board of Education meetings are now audio streamed for those who can't attend. To listen to the sessions, please go online to http://www.ncpublicschools.org/SBE_meetings/ and scroll to the Live Audio Stream links.

AD HOC COMMITTEE ON ACADEMIC RIGOR: On Tuesday, Aug. 3, the State Board of Education's Ad Hoc Committee on Academic Rigor will meet from 2-4 p.m., in the 7th Floor State Board Lounge, Education Building, 301 N. Wilmington Street, Raleigh. For additional information contact the State Board of Education staff at 919/807-3304.

9. LICENSURE INFORMATION:

EXTENSION OF TEMPORARY RECIPROCITY RULE: The Department of Public Instruction is authorized to extend through July 31, 2004 the rule allowing "fully" licensed and "highly qualified" teachers from other states to be licensed in NC without having to meet our test requirements under a temporary rule by legislation for 2003-2004. Licensure stopped issuing licenses based on this rule when it expired June 30, 2004. Teachers processed during July were required to pass the testing requirement. If they qualify to be exempt from testing based on last year's temporary rule, school systems should send Licensure a "special request" (Form R) indicating that they contracted with the teacher during that time (July 1-31, 2004) so that DPI can re-issue their license.

NCLB WEBPAGE REPORTS TO BE DONE IN SEPTEMBER: School systems have been asked to complete a form listing individuals in the LEA who should have access to the NCLB Web page reports that will be available in September for reporting "highly qualified" teachers, etc. If you have not already submitted the names of appropriate individuals in your personnel office to the Licensure Section, please do so as soon as possible.

10. LEA ASSISTANCE PROGRAM PERSONNEL NEEDED: DPI needs additional names of retired central office personnel who may be interested in working a flexible schedule to assist with the state's LEA Assistance Program (LEAAP). Please let any recently retired superintendents, associate superintendents or assistant superintendents with strengths in curriculum, finance, technology or human resources and who may be interested in some contracted work know about this opportunity. For more information, please contact Elsie Leak, Associate Superintendent, Curriculum and School Reform Services, DPI, 919/807-3761, or by email, eleak@dpi.state.nc.us.

11. NC WISE DVD RELEASED IN SIX PILOT SITES: To learn more about the largest technology project in North Carolina see the current edition of the NC WISE newsletter "Word to the Wise" by going to http://www.ncwise.org/library_NCWISE.html and click on the pdf file for July 16, 2004. This issue provides information on the Wave 1 deployment the six pilot sites, new enhancements and how NC WISE is improving the way they do their jobs. NC WISE is offering LEAs new opportunities to make better instructional and business decisions in their schools. To learn more about NC WISE visit the web site at www.ncwise.org.

ARTICLES OF INTEREST:

GOVERNOR EASLEY PRAISES BUDGET AND SIGNS IT:

Gov. Mike Easley signed into law Tuesday the \$15.9 billion budget approved over the weekend by the General Assembly, calling the plan a disciplined spending bill that improves education and promotes job creation. The governor said his staff is still reviewing several bills passed late in the session that concluded Sunday but said he wanted the budget -- an adjustment to the second year of the two-year plan passed in 2003 -- enacted as quickly as possible. "There are schools waiting to hire teachers. There are class sizes waiting to be reduced. There are 4-year-olds waiting to get in More at Four ... and we're getting late in the summer," he said. "So I wanted to deal with this one first."

<http://www.newsobserver.com/news/nc/story/1450289p-7584880c.html>

JUDGE ASKES STATE TO JUSTIFY ACTIONS ON SCHOOL MONEY:

A judge who told the state to improve its poor schools has called attorneys to his court to explain why North Carolina's new government-spending plan failed to provide money to fulfill his order. The State Board of Education had proposed spending \$22 million to comply with the order by Judge Howard Manning Jr. of Wake Superior Court. Manning

scheduled a meeting Thursday, July 22nd, with attorneys involved in a complaint filed by poor school districts to discuss how the state has responded to his order.

http://www.journalnow.com/servlet/Satellite?pagename=WSJ%2FMGArticle%2FWSJ_BasicArticle&c=MGArticle&cid=1031776803769&path=%21localnews&s=1037645509099

EXPERIENCE AFTER SCHOOL:

Experience Corps has released a resource guide designed to help community organizations develop and enhance meaningful roles for older adults in after-school programs. "We've seen how effective the match between older adults and after-school programs can be," notes Experience Corps CEO John S. Gomperts. Experience Corps projects in four cities -- Boston, Kansas City, San Francisco, and Washington DC -- currently place Corps members in after-school programs as tutors, mentors, homework helpers, and activity leaders. With the publication of a tool kit, they hope to encourage more organizations across the country to tap the resource of older adults to meet the unmet needs of children after school, Gomperts adds. The guide, "Experience After School: Engaging Older Adults in After-School Programs," is designed to provide practical, hands-on information to existing after-school program staff and senior service organizations interested in partnering with after-school programs. It was funded by a grant from the Charles Stewart Mott Foundation. Contents include information on effective ways to design programs; recruit, support, and retain older adults; estimate the costs involved, and evaluate the program's effectiveness. In addition, the guide includes sample materials from Experience Corps sites, including recruitment fliers, volunteer applications, and training agendas.

<http://www.experiencecorps.org/news/afterschoolreport/index.html>

QUOTE OF THE WEEK: "Teachers are people who start things they never see finished, and for which they never get thanks until it is too late."

--Max Forman

Joe Parry-Hill, Personnel Analyst
NC DPI School Personnel Support Section
919-807-3368

Weekly Message for August 2-6, 2004

Colleagues,

The Summer Financial and Business Services Conference this past Thursday and Friday was a great opportunity to get personnel and finance information for the coming year. My only problem was that there were more informative sessions than my schedule allowed me to attend. I hope you were able to attend. If not, ask for an update from the people in your school system who attended and expect to see further information on the Financial and Business Information site over the next several weeks.

Larry Simmons has started work as the Section Chief for School Personnel Support. I believe you know that Sonya James and I are extremely pleased that Larry accepted this responsibility. You can correspond with or call Larry at: Larry Simmons, 919-807-3364, LSimmons@dpi.state.nc.us.

1. REMINDER, NEW PERSONNEL ADMINISTRATORS' ORIENTATION: The New Personnel Administrators' Orientation will be held September 8-10, 2004 at the Education Building in Raleigh, NC. Registration is limited to 50 with priority given to new administrators. Registration information is entered on-line at:

<http://www.ncpublicschools.org/panc/orientation/>.

Contact Sonya James at (919) 807-3365 if you have questions. Please register if you are new to your position and wish to be included in this training.

2. REMINDER, ALIEN/FOREIGN NATIONAL SURVEY: All LEAs and Charter Schools were required to complete the State Controllers on-line survey on foreign nationals. This survey can be found at <http://www.ncpublicschools.org/fbs/> under "What's New". The deadline for this survey was July 30th. (VIF teachers were not included unless they were reemployed by the school system after their VIF obligation was completed.) If your school system has not responded, please submit a report even if you do not employ any foreign nationals. Enter "na" for any categories that do not apply. Thank you for your help. As of this morning, 34 LEAs have responded.

3. NATIONAL BOARD CERTIFICATION: North Carolina will pay the \$2300 assessment fee for all teachers who meet the eligibility criteria shown at www.ncpublicschools.org/nbpts. The State also pays a 12% salary differential for State funded teachers who've successfully completed the process. (Charter School teachers should check with their directors as the pay differential may vary.) The application period ends November 15, 2004. Teachers who are considering this opportunity should:

- a. Visit the web site, www.nbpts.org, to review information about National Board Certification, standards, research, etc.
- b. Visit the web site, www.ncpublicschools.org/nbpts, to review information as it relates to guidelines for funding in NC, pay differentials, frequently asked questions, etc.

- c. When applying for National Board Certification, you MUST also apply at the North Carolina site if you are requesting funding from the state. (All applicants must meet NC guidelines when seeking payment of the \$2300 assessment fee.)
- d. The application window for this cycle will close on November 15, 2004, with all portfolios due to NBPTS by March 31, 2005.

If you have further questions, please contact the NC National Board Certification Coordinator at 919-807-3358, Jeanne Washburn at 919-807-3373 or jwashbur@dpi.state.nc.us, or Dan Holloman at 919-807-3375 or dholloma@dpi.state.nc.us.

4. 2004-05 TEACHER OF THE YEAR PROGRAM: The Department of Public Instruction administers the North Carolina Teacher of the Year Program with financial support and awards for 2004-2005 being provided by the North Carolina Automobile Dealers Association and the Public Schools of North Carolina. The Teacher of the Year program provides an opportunity to honor and recognize exemplary teachers in North Carolina and to call attention to the importance of the teaching profession. In January information about the 2004-2005 program was sent to LEAs and charter schools.

More information about the Teacher of the Year program can be found by visiting, www.ncpublicschools.org/toy. Only one teacher can be nominated by each LEA or charter school for inclusion in the state process. The LEA Teacher of the Year Portfolio including the Teacher of the Year Information Form, a copy of the teacher's current teaching license and a publicity photo of the Teacher of the Year must be received at the Department of Public Instruction by September 20, 2004. If you have further questions, please contact Dan Holloman at 919-807-3375 or dholloma@dpi.state.nc.us.

5. 2004 INTERIM REQUIREMENT REVIEW AND ILT DATA: Gayenell Gull, Consultant for Beginning Teacher Induction, will be visiting each of the 8 regions around the state from August 2 to 12 to discuss the 2004 Interim Requirement Reviews and data. Also, packets will be returned to ILT Coordinators at these meetings. This data must be ready for the State Board of Education by early September, so, LEAs are asked to review the draft results for any adjustments. The ILT Coordinator meetings are scheduled for:

- August 2 - Northwest 2:00 pm (NWRESA Wilkesboro)
- August 3 - South Central 10:00 am (Bladen County Central Office)
- August 4 - Northeast 10:00 am (Martin CC - Bertie Campus)
- August 6 - Central/Piedmont 10:00 am (Alamance/B Central Office)
- August 9 - West 10:00 am (WRESA Enka)
- August 10 - North Central (10:00 Raleigh at DPI)
- August 11- Southeast (Onslow County Schools) 10:00 am
- August 12 - Southwest 9:30 am (Cabarrus Co. Fire Station # 7)

If you have questions, contact your regional Teacher on Loan at:

<http://www.ncpublicschools.org/recruit/regionalcontact/> and click on the region on the map.

6. REQUEST FOR PRESENTATIONS FOR MENTOR CONFERENCE: Presentations are being solicited by the Teacher On Loan team for the 2004 Mentor Conference to be held November 8-10 in Charlotte. Proposal abstract forms are due by September 10 to Gayenell Gull ggull@dpi.state.nc.us. The forms can be obtained from Gayenell.

7. STATE BOARD MEETS: The State Board of Education meets in Raleigh on August 4th and 5th. The agenda is online at:
http://www.ncpublicschools.org/SBE_Meetings/index.html

8. ABCs REPORT RELEASE ON AUGUST 5TH: The annual news conference to release the ABCs results will be held on Thursday, Aug. 5, at 11:15 a.m. in the Education Building, First Floor Auditorium, 301 N. Wilmington Street, Raleigh. The ABCs report for 2003-04 provides school-based performance information, including school designations and final Adequate Yearly Progress (AYP) standings. Background on the ABCs accountability model is available online at <http://www.ncpublicschools.org/> under What's New. ABCs results will be available at the same address on Aug. 5 at 10 a.m.

9. RECENT FINANCIAL INFORMATION ONLINE:

SALARY SCHEDULES: Salary Schedules have been updated on the FBS website at <http://www.ncpublicschools.org/fbs/> and in the salary system.

Q & A - CERTIFIED AT THE TOP OF THE SALARY SCHEDULE: A one time bonus was authorized for certified personnel who were at the top of their salary schedule: Questions and Answers to HB 1414 - Bonus to Certified Personnel at the Top of their Salary Schedule can be found online at <http://www.ncpublicschools.org/fbs>

STATE SUPERINTENDENT'S THOUGHTS ON LEANDRO: State Superintendent of Public Instruction Mike Ward wrote, "On Friday, the NC Supreme Court issued its decision in the Leandro case, and what was a legal loss for the state was a win for vulnerable children in challenged school districts. In upholding the earlier rulings of Judge Howard Manning, the court gave us some clear direction regarding how we need to assist school districts with high teacher turnover, large numbers of students in poverty and large numbers of students below grade level. The State Board of Education and Department of Public Instruction have been working since 2002 on the LEA Assistance Program, designed to help districts address the needs that triggered the initial Leandro case, and we will continue to move forward. Gov. Easley's Executive Order providing \$12 million for this effort is a welcome vote of confidence in our work. We will keep you informed as more information about the dispersal of these funds is available."

ARTICLES OF INTEREST:

Leandro case, State's duty to students affirmed:

In a decision hailed as a key victory for schoolchildren across the state, the N.C.

Supreme Court on Friday upheld much of a lower court's ruling that the state must do

more to improve the quality of education in one of North Carolina's poorest counties. The unanimous opinion has far-reaching implications for school districts statewide. News and Observer, July 31, 2004

http://www.newsobserver.com/news/health_science/story/1485809p-7636758c.html

See also <http://www.charlotte.com/mld/charlotte/9284588.htm>

Needy schools to get millions:

For the second time in two years, Gov. Mike Easley has ordered that additional money be spent on schools to comply with a judge's demand that the state boost educational opportunities for its neediest students. Easley announced Thursday that he had signed an executive order providing \$12 million to pay for about half of a \$22 million proposal from state education leaders. News and Observer, July 30, 2004

http://www.newsobserver.com/print/friday/city_state/story/1481822p-7630951c.html

QUOTE OF THE WEEK: "The great aim of education is not knowledge, but action." -- Herbert Spencer

Joe Parry-Hill, Personnel Analyst
NC DPI School Personnel Support Section
919-807-3368

Weekly Message for August 9-13, 2004

Colleagues,

I trust that your school openings are going well. My first week and a day on the job has been exciting. Joe and Sonya have been superb in helping me adjust in my new role. Thanks for the emails and calls of encouragement and congratulations...it means a lot. I look forward to working with you and providing the quality services you have come to expect.

Here's the latest...

1. MONTHLY MEETING OF THE STATE BOARD OF EDUCATION:

The State Board of Education met in Raleigh this past Wednesday and Thursday. The Board received the state's 2003-04 ABCs accountability results which found that 70.5 percent of the schools met federal Adequate Yearly Progress (AYP) goals. The release is online at:

<http://www.ncpublicschools.org/abcs/03-04/pressrelease.html>

The Board's action items included approval of supplemental education services providers for 2004-05 and the State Board policy for NC WISE. On the Board's discussion agenda included North Carolina early learning standards, proposed changes to the mathematics tests implementation schedule and ABCs, and the 2005-07 biennial budget process. For information on the items addressed by the State Board, see the agenda at: http://www.ncpublicschools.org/sbe_meetings/0408_sbagenda.html

2. ABC REPORTS ONLINE:

More students than ever before have scored at the proficient level or better under the state's ABCs accountability program, according to results released Thursday by the State Board of Education. Results show that 75.1 percent of schools met or exceeded academic growth expectations. In addition, 70.5 percent of the state's public schools met federal Adequate Yearly Progress goals. To read more, please go to DPI's Web site at <http://www.ncpublicschools.org> and look under "In the News."

3. REEMPLOYED EXEMPT TEACHERS REQUIRES 11.7% CONTRIBUTION TO RETIREMENT:

Questions and Answers on the reemployment of teachers exempt from the Retirement system's earnings cap and the 11.7% contribution to retirement by the employer has been posted online. There are links to it from the FBS home page (under "What's New") and from the Legislative Issues page.

<http://www.ncpublicschools.org/fbs/reempretiredteacherqa.html>

The requirements that LEAs and charter schools contribute to the Retirement system for teachers employed exempt from the earnings cap was effective July 1, 2004. Payment of the 11.07% of salary and reports are made monthly to the Retirement Systems Division. Initially the reporting will use the following forms.

- A. Pull forms RET111 and RET111S from Retirement's website for use until a new reporting form is designed.
- B. Record the SSN, Name, and salary on the Form RET111.
- C. On the Form RET111S show the total salaries reported and multiply by 11.70%. Send a separate check for the 11.70%, (do not commingle with the "regular" contributions report).
- D. On the RET111 and RET111S show the employer code, such as: Wake County Schools - 39200.

The 11.70% payments must be made and reported separately from other payments to the Retirement system.

4. LEGISLATIVE RAISE - \$1,000 or 2.5% QUESTIONS & ANSWERS:

Question and Answers for the Legislative raise are provided on the FBS website at <http://www.ncpublicschools.org/fbs> under "What's New".

5. WORK BASED LEARNING PROGRAMS:

Effective August 15, 2004, the NCDPI Work Based Learning Programs insurance option has been renewed with Utica National Insurance Group. Coverage provided for the Work Based Learning Programs includes:

General Liability

- Each Occurrence \$ 1,000,000
- Damage to Rented Premises \$ 50,000
- Medical Expense (any one student) \$ 10,000
- Personal and Advertising Injury \$ 1,000,000
- General Aggregate \$ 3,000,000
- Products and Completed Operations Aggregate \$ 3,000,000

Renewal rate for job shadowing has been reduced from \$1.00 to \$.50 for students participating in programs for 1-10 days. All other rates remain the same. Surry Insurance requires a \$ 50.00 Administrative Fee. There is an additional form that requires completion regarding the task or job students are expected to perform within their Work Based Learning Programs. This form along with your registration /invoice (attached) and check made payable to Surry Insurance must be completed in order to participate in the school year program for August 15, 2004 - August 15, 2005.

If you have any questions, please contact Eileen Townsend, NCDPI (919) 807-3522. You can also contact Nancy Wright, Surry Insurance (336) 386-8228. All information and payments must be sent to Surry Insurance by August 29, 2004.

6. CHANGES IN CLASS SIZE REQUIREMENTS:

Class size requirements for third grade have changed for the 2004-05 school year. For a detailed summary of these new requirements visit <http://www.ncpublicschools.org/fbs/newsletters.html> and click on the class size memo.

7. NEW PERSONNEL ADMINISTRATORS' ORIENTATION: The New Personnel Administrators' Orientation will be held September 8-10, 2004 at the Education Building in Raleigh, NC. Registration is limited to 50 participants with priority given to new administrators. Registration information is entered on-line at <http://www.ncpublicschools.org/panc/orientation/>. If you have questions, please contact Sonya James at (919) 807-3365.

8. EXTENSION OF DEADLINE FOR LEE COUNTY SUPERINTENDENT SEARCH: The Lee County Board of Education has extended its deadline for applications for Superintendent. The new deadline is August 30, 2004. The board indicated that because five of the seven members of the board are newly elected and just sworn in, it would be appropriate to extend the deadline. The application may be downloaded from the Lee County Schools website. Completed applications or inquiries should be directed to Mr. Jimmy Love, Board Attorney, Lee County Board of Education, P.O. Box 309, Sanford, NC 27331. Phone: (919) 775-7119, Fax: (919) 776-5311, Email: loveattorneys@mindspring.com.

ARTICLES OF INTEREST:

UNFULFILLED PROMISE: ENSURING HIGH QUALITY TEACHERS FOR OUR NATION'S STUDENTS: A study from the Southeast Center for Teaching Quality (SECTQ) reveals that high-need schools in Alabama, Georgia, North Carolina and Tennessee are struggling to implement the teaching quality requirements of No Child Left Behind (NCLB). With support from the Ford, Rockefeller and Z. Smith Reynolds Foundations, SECTQ conducted case studies in four states, 12 districts and 24 high-need schools to examine whether the call for "highly qualified" teachers is being realized. The report captures the stories of how states, schools and districts are responding to NCLB's teaching quality mandates and brings the perspectives of district administrators, principals and teachers to this important discussion. It also includes recommendations for the federal government, states and districts to improve the application of NCLB so that students will have not only a highly qualified teacher but also high quality teaching in every classroom, every day. To read a more comprehensive description of the findings, including additional district examples and statistical data, visit: http://www.teachingquality.org/Unfulfilled_Promise.htm

ECS SAYS NO STATE IS ON TRACK TO ENSURE A HIGHLY-QUALIFIED TEACHER IN EVERY CLASSROOM BY 2005-06: ECS Report to the Nation: State Implementation of the No Child Left Behind Act
<http://www.ecs.org/ecsmain.asp?page=/html/special/nclb/reporttothenation/reporttothenation.htm>

Education Commission of the States, July 2004

CHILDREN OF IMMIGRANTS: NATION'S BRAINY SUPERSTARS: Give us your tired, your poor . . . your scientists and your mathematicians. The children of immigrants are becoming the top math and science students in the United States, dominating academic competitions and representing the strongest hope the nation has of keeping an edge in high-tech and biomedical fields, according to a new study. The National Foundation for American Policy, reports Scott Stephens, found that foreign-born professionals and students are contributing more to American society than first thought, and that their children are the nation's rising intellectual superstars.

<http://www.cleveland.com/news/plaindealer/index.ssf?/base/news/109031594456640.xml>

HOME-SCHOOLING UP 29 PERCENT SINCE 1999: Almost 1.1 million students were home-schooled last year. Their numbers pushed higher by parents frustrated over school conditions and wanting to include morality and religion with English and math. The estimated number of students taught at home has grown 29 percent since 1999, according to the National Center for Education Statistics, part of the Education Department. In surveys, parents offered two main reasons for choosing home-schooling: 31 percent cited concerns about the environment of regular schools, and 30 percent wanted the flexibility to teach religious or moral lessons. A distant third, at 16 percent, was dissatisfaction with academic instruction at schools, reports Ben Feller. The 1.1 million home-schooled students account for 2.2 percent of the school-age population in the United States, young people ages 5 through 17.

http://seattletimes.nwsourc.com/cgibin/PrintStory.pl?document_id=2001996169&zsection_id=268448413&slug=homeschool04&date=20040804

GAO: USDE must improve coordination to help states identify implementation strategies to ensure highly-qualified special education teachers. Additional Assistance and Better Coordination Needed Among Education Offices to Help States Meet the NCLBA Teacher Requirements United States Government Accountability Office, July 2004.

--Highlights, 1 page <http://www.gao.gov/highlights/d04659high.pdf>

--Full report, 38 pp. <http://www.gao.gov/new.items/d04659.pdf>

North Carolina Associated Press. "North Carolina preps for Latino boom," <http://www.cnn.com/2004/EDUCATION/07/09/hispanic.enrollment.ap/index.html>
CNN.com, July 9, 2004.

QUOTE OF THE WEEK: "Education today, more than ever before, must see clearly the dual objectives: education for living and education for making a living."

--- James Mason Wood

Larry Simmons
919-807-3364

Weekly Message for August 18-22, 2004

Colleagues,

August 31 will be Mike Ward's last day as State Superintendent of Public Instruction. His wife, the Rev. Hope Morgan Ward, was named a Bishop in the United Methodist Church and will be based in Jackson, Miss. Mike Ward has been an outstanding advocate for the North Carolina public schools and will be very much missed. We wish him much success in the future and look forward to learning of his continuing contributions to public education in Mississippi.

Let me take this opportunity to remind you that Tuesday is the state-wide runoff election of the Democratic candidates for State Superintendent of Public Instruction, June Atkinson and Marshall Stewart.

1. AUGUST STATE BOARD MEETING HIGHLIGHTS: The State Board of Education approved a plan for using the \$12 million provided by Gov. Mike Easley to help address the needs of disadvantaged students, approved the final ABCs/AYP results (available online at <http://abcs.ncpublicschools.org/abcs/>), and continued its discussion of potential new high school exit measures. Complete highlights of the State Board's meeting are online at <http://www.ncpublicschools.org/sbehighlights/> by clicking on the appropriate link.

2. ABCs/AYP REPORT RELEASED: The eighth annual ABCs report was released, indicating that the percentage of students at grade level or better continued to climb while achievement gaps also narrowed across our state. While the number of schools that made high growth or expected growth dipped from last year's record 94 percent, there is a great deal of positive news. First, more than 70 percent of schools met the very tough Adequate Yearly Progress standards, up from 46.9 percent last year. For those who say this was due to the application of confidence intervals, there is good news there too. Even without the confidence interval, 56 percent of our schools would have made AYP. This indicates strong improvements. To view more information on statewide trends regarding the ABCs and AYP, please go to <http://www.ncpublicschools.org> and look under "In the News."

3. NEW ED FLEX WAIVER REQUEST DEADLINE AUGUST 31: The Ed Flex Waiver Request Deadline has been extended. Any LEA or Charter School still intending to submit an Ed Flex waiver request for highly qualified teachers for the 2005-2006 school year must do so no later than Tuesday, August 31, 2004. This deadline has been extended from the original deadline of July 16 and applies only to new requests. If you have previously submitted a request and must now amend that information, the amended information is due immediately. Questions may be directed to Bill McGrady, Coordinator of Federal Programs at 919-807-3443 or bmcgrady@dpi.state.nc.us.

4. NEW PERSONNEL ADMINISTRATORS' ORIENTATION CUT-OFF: The New Personnel Administrators' Orientation will be held September 8-10, 2004 at the Education Building in Raleigh, NC. The Registration limit has been reached. New personnel administrators are given priority and efforts will be made to include them. IF you are a new personnel administrator in the public schools, who has not registered for the Orientation and wish to be included, you need to register this week. Registration information is entered on-line at: <http://www.ncpublicschools.org/panc/orientation/>. If you have questions, please contact Sonya James at (919) 807-3365.

5. SERVE EVALUATION FOR BEGINNING TEACHERS: The results of the pilots of SERVE evaluation model for Beginning Teachers have been compiled. These results and other studies support the validity of the model for Beginning Teachers. The evaluation is available for use with beginning teachers. School systems, especially those using the SERVE model for experienced teachers, may wish to consider using this model with beginning teachers. For additional information, you can contact Barbara Howard at: HOWARDB@serve.org.

6. PEP FALL LAW UPDATE: Keep abreast of recent developments in school law. Attend PEP's Fall Law Update in Chapel Hill, which will address court cases and state legislation issued during the past year. PEP school law attorneys will present new information (i.e., new legislation, cases, regulations) relating to student, personnel, and other topics of special interest. This year, the Update will be held on the afternoon of November 17 in Chapel Hill following PEP's Leadership Conference for New Administrators (http://www.ncpep.org/nlleadership_symposium.htm). The cost of the Update is \$50 per person. For more detailed information contact Sheila Brooks at hiker@northcarolina.edu or 919-966-4483

7. EXCEPTIONAL CHILDREN CONFERENCE: "Making the Promise a Reality" is the theme of the 54th Conference on Exceptional Children scheduled for November 1-3 at the Koury Convention Center/Sheraton Hotel in Greensboro. Sessions related to IEP development, state alternate assessments, AYP for students with disabilities, behavior, literacy, math, writing, and many other pertinent topics will be featured. Detailed information regarding all conference events, including registration, will be accessible on the Exceptional Children's site at: www.ncpublicschools.org/ec. For more information, contact Tony Mitchell, the registration chair or David Mills, Exceptional Children Division, via email at dmills@dpi.state.nc.us.

8. HISPANIC ACHIEVEMENT CONFERENCE SCHEDULED IN OCTOBER: The Hispanic Achievement Conference 2004, "Crossing The Bridge Together" will be held Oct. 8, from 7:30 a.m. - 4 p.m., at the McKimmon Center, Raleigh. This educational conference is presented by the NC Society of Hispanic Professionals (NCSHP), in partnership with the NC Department of Public Instruction, to provide education leaders, teachers, and community leaders with a better knowledge of the Hispanic students and the factors that support or interfere with educational performance. The registration fee

is \$50 if received by Sep 3 or \$60 if received after Sep 3. For detailed information about the conference, including speakers and registration, please visit <http://www.thencshp.org/conference2004>.

9. ACCOUNTABILITY COMMISSION MEETING: The Compliance Commission for Accountability met on Friday, Aug. 13 at the Department of Public Instruction. Agenda items included an Issues Session on High School Exit Standards and the review process for ABCs appeals. Questions may be directed to Lou Fabrizio, Accountability Services Director, DPI, 919/807-3770, or by email, lfabrizi@dpi.state.nc.us.

10. GOVERNOR'S TEACHER WORKING CONDITIONS SURVEY: Preliminary results from the 2004 Governor's Teacher Working Conditions Survey are now available on the LEARN NC website. Go to <http://twc.learnnc.org> for details.

11. EDUCATION GLOSSARY:

Is your head spinning in literature circles? Are LEP, ELL, ELD, ESL, EFL, NFL, and all those other abbreviations making you crazy? LEARN NC's new Education Glossary is for you! They have compiled concise definitions of nearly 200 education terms, from instructional strategies to pedagogical theories to political debates. For most of those terms, they've provided additional detailed information as well as examples and resources you can use to make use of the ideas behind the terms. The Education Glossary is available at <http://www.learnnc.org/glossary/>.

ARTICLES OF INTEREST:

SCHOOL-BASED COACHING: REVOLUTION OR FAD?

After years of disappointing results from conventional professional development efforts and under ever-increasing accountability pressures, many districts are now hiring coaches to improve their schools. These coaches strive to improve morale and achievement -- and raise scores - by showing teachers how and why certain strategies will make a difference for their students, writes Alexander Russo in the July/August 2004 issue of Harvard Education Letter. The professional development strategy known as school-based coaching generally involves experts in a particular subject area or set of teaching strategies working closely with small groups of teachers to improve classroom practice and, ultimately, student achievement.. In some cases coaches work full-time at an individual school or district; in others they work with a variety of schools throughout the year. Most are former classroom teachers, and some keep part-time classroom duties while they coach. One of the most compelling rationales for school-based coaching is that many of the more conventional forms of professional development are unpopular with educators because they are often led by outside experts who tell teachers what to do, then are never heard from again. When compared with many other approaches, school-based coaching seems to meet many of the criteria of teachers. <http://www.edletter.org/past/issues/2004-ja/coaching.shtml>

WHY ADEQUACY LAWSUITS MATTER

Michael A. Rebell, executive director and counsel of the Campaign for Fiscal Equity, argues that adequacy lawsuits are necessary to carry on the legacy of *Brown v. Board of Education* in challenging unfairness and inequality in schools. As the federal courts have virtually ceased to enforce desegregation orders, state courts throughout the country are increasingly mandating the overhaul of antiquated school funding schemes in order to provide educational opportunities for poor and minority students. Since 1989, there have been 29 such lawsuits, and plaintiffs have won 24 of them, with five of those victories occurring in the last two years alone. In the more recent cases, there has been an increasing emphasis on the critical question of how to link funding to educational achievement. <http://www.edweek.org/ew/ewstory.cfm?slug=44rebell.h23>

THE IMPORTANCE OF HEALTHY LEARNING ENVIRONMENTS

Healthy, properly nourished students who feel safe are better able to concentrate on their work, attend school on a regular basis, and perform well in class and on tests. Despite such research findings, however, discussions about improving student achievement often occur separately from discussions about schools' roles in addressing health and safety concerns, writes Theresa C. Lewallan. Federal, state, and local policies are being formulated to address each concern. Although academic achievement is a key mission for schools, it is not the only goal. Public schools also prepare students to be healthy, productive, moral citizens with an appreciation for a range of knowledge and dispositions, including culture and the arts. By including such knowledge and skills as well as a supportive environment, schools help students develop physically, socially, emotionally, and cognitively. Those that satisfy these basic needs find it easier to help students improve their behavior, attitudes, and achievement.

<http://www.ascd.org/publications/infobrief/index.html?reid=sb>

* Silberman, T. "Law limits school year, training days," <<http://www.newsobserver.com/news/story/1514771p-7682988c.html>> The (Raleigh, N.C.) News & Observer, August 10, 2004.

* Keung Hui, T. "Breaching culture barriers: Program shows teachers how to reach students with limited English ability," <<http://www.newsobserver.com/news/story/1481843p-7630926c.html>> The (Raleigh, N.C.) News & Observer, July 30, 2004.

* Associated Press. "About half of teachers say classes are too big," <<http://www.charlotte.com/mld/observer/news/local/9268373.htm>> The Charlotte (N.C.) Observer, July 29, 2004.

* Richard, A. "Southern states see progress toward goals," <<http://www.edweek.com/ew/ewstory.cfm?slug=44SREB.h23>> Education Week, August 11, 2004.

* Unfulfilled Promise: Ensuring High Quality Teachers for Our Nation's Students
Southeast Center for Teaching Quality, August 2004

--Full report

<http://www.teachingquality.org/resources/pdfs/NCLB_PublishedReport.pdf> 22 pp.

--Press release

<http://www.teachingquality.org/resources/pdfs/NCLB_PressRelease.pdf> 2 pp.

QUOTES ON EDUCATION: "Every man who rises above the common level has received two educations: the first from his teachers; the second, more personal and more important, from himself." -Edward Gibbon, Memoirs

Larry M. Simmons, Section Chief
NC DPI School Personnel Support
Division of School Business
919.807.3364

Weekly Message for August 23-27, 2004

Colleagues,

We've been experiencing problems with our server. We apologize if you are receiving this memo a second time, but we felt it was necessary to resend. Thanks

Here's the latest...

1. FLSA SALARY REQUIREMENTS DO NOT APPLY TO EXEMPT TEACHERS:

New Fair Labor Standards Act (FLSA) requirements go into effect today. In most cases, the regulations make employees who earn less than \$455 per week non-exempt (subject to the Wage and Hour requirements).

Fact Sheet #17: Exemption for Executive, Administrative, Professional, & Outside Sales Employees under the Fair Labor Standards Act (FLSA)

http://www.dol.gov/esa/regs/compliance/whd/fairpay/fs17a_overview.htm

Exempt teachers (not subject to the Wage and Hour requirements) include, but are not limited to, regular academic teachers; kindergarten or nursery school teachers; teachers of gifted or disabled children; teachers of skilled and semi-skilled trades and occupations; teachers engaged in automobile driving instruction; aircraft flight instructors; home economics teachers; and vocal or instrument music teachers. The salary and salary basis requirements do not apply to bona fide teachers. In other words, teachers, regardless of the percentage employed (i.e., 30%, 50%, etc.) are not subject to wage and hour requirements and are not entitled to overtime pay or compensatory time off. Fact Sheet #17D: Exemption for Professional Employees under the Fair Labor Standards Act (FLSA).

http://www.dol.gov/esa/regs/compliance/whd/fairpay/fs17d_professional.htm

2. ADVISORY COMMISSION ON RAISING ACHIEVEMENT AND CLOSING GAPS TO MEET

The Advisory Commission on Raising Achievement and Closing Gaps will meet Wednesday, Aug. 25, from 9 a.m.-3 p.m., at the NCAE Center, 700 South Salisbury Street, Raleigh. The agenda is highlighted by a discussion on alignment of the 30+ issues of the Town Meeting report and the original 11 Commission recommendations to the State Board of Education. For more information, please contact Mary Anne Tharin at 919/807-3658, or by email, mtharin@dpi.state.nc.us.

3. REEMPLOYED RETIRED TEACHERS - QUESTIONS & ANSWERS

House Bill 1414, Modifications to the Appropriations Act of 2003, extends the provisions for reemploying retired teachers to June 30, 2005. HB 1414, Section 31.18, states that LEAs which employ retirees exempt from the cap are required to pay the State Retirement system 11.70% of the covered salaries. Remember, the employer is required pay the 11.7%. We continue to receive calls concerning this issue. Please take a moment to review the questions and answers clarifying HB 1414 visit at

<http://www.ncpublicschools.org/fbs/reempretiredteacherqa.html>.

Additional questions concerning retirement should be addressed by your local Human Resource office or by the State Treasurer's Office, on the Web at <http://www.nctreasurer.com/dsthome/RetirementSystems>.

4. FBS SUMMER CONFERENCE PRESENTATIONS

Presentations and handouts from the July 2004 Financial and Business Services Conference are now online. Visit <http://www.ncpublicschools.org/fbs/sumconf04present.html> to learn more.

5. SCHOOL CALENDAR - 10 YEAR CLOSING HISTORY

G.S. 115C-84.2(d), Opening and Closing Dates. This provision in the statute spells out when schools will open and close for students. In the provision, "on a showing of good cause, the State board of Education may waive this requirement to the extent that school calendars are able to provide sufficient days to accommodate anticipated makeup days due to school closings. A local board may revise the scheduled closing date if necessary in order to comply with the minimum requirements for instructional days or instructional time. For purposes of this subsection, the term 'good cause' means that schools in any local school administrative unit in a county have been closed eight days per year during any four of the last 10 years because of severe weather conditions, energy shortages, power failures, or other emergency situations." To assist you in determining if an LEA is eligible for a waiver, the attached "Number of Days for LEA School Closings for School Years" resource shows the number of LEA closing days beginning with the 1994-95 school year to the 2003-04 school year. <http://www.ncpublicschools.org/fbs/closingdays94-04.html>

6. HIGHLY QUALIFIED DATA COLLECTION - On Sept. 8, DPI's Licensure Section and School Business Services will release the new Licensure-Salary Web site to allow for the collection and reporting of highly qualified data as it pertains to teachers, professional development, paraprofessionals and lateral entry for 2003-04. This data will be used to prepare for the 2003-04 NC School Report Cards, which will be released on Oct. 28. While the NC School Report Cards do not utilize all of the data collected by the Licensure-Salary Web site, they do rely on the data involving the percentage of classes taught by highly qualified teachers. In order to ensure that the highly qualified data is available in time for the report cards, data collection utilizing the new Licensure-Salary Web site will begin on Sept. 8 and close on Oct. 1. We understand that this gives your staff a short window in which to enter data. You may want to meet with your personnel administrator(s) to plan for how your system/charter school will submit this data in a timely fashion. If your school system/charter school has not submitted its application for User ID(s), please do so as quickly as possible. Without the User ID, your staff will be unable to access their data files. We appreciate you taking the time to ensure that your systems data is entered in a timely manner. If you have any questions, please contact Kathy Sullivan in Human Resource Management at 919/807-3355.

7. TITLE IX COORDINATORS ORIENTATION SCHEDULED - An orientation session for local Title IX coordinators to be conducted, in part, by the U.S. Department of Education will be held in September at the NCAE Building in Raleigh. It is very important for each LEA, including charter schools, to have its designated Title IX coordinator in attendance. We would like to have 100 percent participation. Title IX coordinators should report according to the following schedule:

- Wednesday, Sept. 15 - 9 a.m. - 3 p.m. - Granville, Wake, Durham Chatham, Lee, Moore, Hoke, Scotland and all counties east of the listed group.
- Thursday, Sept. 16 - 9 a.m. - 3 p.m. - Person, Orange, Randolph, Montgomery, Richmond and all counties west of the listed group.

If you have questions, please contact Elsie Leak, Curriculum and School Reform Services, 919/807-3761, or by email eleak@dpi.state.nc.us.

ARTICLES OF INTEREST:

CHARTER SCHOOLS LAGGING BEHIND, U.S. DATA REVEAL:

The first national comparison of test scores among children in charter schools and regular public schools shows a number of charter school students doing worse than comparable students in regular public schools. Because charter schools are concentrated in cities, often in poor neighborhoods, the researchers also compared urban charters to traditional schools in cities. The results are controversial. Backers of charter schools contended, however, that the findings should be considered as "baseline data," and could reflect the predominance of children in these schools who turned to charters after having had severe problems at their neighborhood schools. http://seattlepi.nwsourc.com/national/186593_charter17.html

15 STATES FIGHT FUNDING LAWSUITS; 10 MORE THREATENED:

As the bell rings in a new school year, U.S. public schools from rural Kansas to New York City are still suffering significant funding shortfalls despite the cutbacks. So while the kids gather up their backpacks, a wave of fed-up parents, teachers and administrators are turning to the courts to demand that states find new and better ways to pay. At least 15 states are fighting lawsuits over school funding problems and another 10 states are threatened with litigation, according to the American Association of School Administrators. "There is a problem with school funding across the country," said Education Commission of the States policy analyst Mike Griffith. "People are really upset. They're saying 'The only way we can get the money we need is to sue the state.'" Funding problems are nothing new for public schools, but an economic downturn coupled with costly new mandates tied to the federal "No Child Left Behind" legislation, which set new educational benchmarks, have stretched finances thin. Add to that the fact that estimated enrollment has hit a record 48 million students this fall and that a growing number of students don't speak English or have other educational challenges, and it's a formula for a funding nightmare.

<http://www.cnn.com/2004/EDUCATION/08/17/schools.funding.suits.reut/index.html>

USING DATA FOR PROFESSIONAL DEVELOPMENT:

Now more than ever, school districts and state education agencies are crunching test numbers to determine what students are learning, where they are failing, and how schools need to work differently. Much of this is being done for accountability purposes and to determine if schools are meeting federal requirements for "adequate yearly progress." This page at the NEA Foundation for the Improvement of Education includes a research brief "Using Data about Classroom Practice and Student Work to Improve Professional Development for Educators." You'll also find an extensive list of online resources that can help schools use data to raise achievement and improve teaching. <http://www.nfie.org/usingdata.htm>

QUOTE OF THE WEEK:

"There are several ways to measure the effectiveness of a democracy. One is to look at how much the public is included in community decision-making. Another is to evaluate access to justice. The most telling aspect of a government, however, is how it distributes the goods of the land. Does it safeguard the commonwealth -- the public trust assets-- on behalf of the public? Or does it allow the shared wealth of our communities to be stolen from the public by corporate power?"

-Robert F. Kennedy Jr.

Larry M. Simmons, Section Chief
NC DPI School Personnel Support
Division of School Business
919.807.3364

Weekly Message for August 30 - September 3, 2004

Colleagues,

Portions of our state have seen their share of inclement weather. I trust that all is well and that those school systems affected by the recent storms are getting back to normal. Our thoughts are with you. Let me also take this opportunity to announce that Gov. Easley has appointed State Board of Education member Patricia Willoughby as the Interim State Superintendent of Public Instruction. Ms. Willoughby has a wealth of knowledge about issues and needs of public education. She was appointed to the State Board of Education by Gov. Easley in May 2001 to serve an eight-year term. She will serve as Interim Superintendent until January 2005 when the newly elected State Superintendent will be sworn into office. State Superintendent Mike Ward resigned his post effective August 31 in order to move to Mississippi where his wife, the Rev. Hope Morgan Ward, is beginning service as a Bishop in the United Methodist Church.

Here's the latest...

1. STATE BOARD OF EDUCATION MEETING: The State Board of Education will meet next Wednesday and Thursday, Sept. 1-2, 2004, in the K.E. White Graduate Center, Elizabeth City State University, 1704 Weeksville Road, Elizabeth City, NC. Following Wednesday's Issue Session, which focuses on high school redesign and innovation, Board members will attend the Project R3 Conference until lunch. Following lunch, the Board will pick up its regular agenda, which includes action on the North Carolina Early Learning Standards, corrections to the 2003-04 ABCs/AYP results and the policy on teacher assignment in local school systems receiving disadvantaged student supplemental funding. Discussion items include high school exit standards, criteria for honors courses, and the annual Teacher Turnover report.

To view the full agenda, please go to http://www.ncpublicschools.org/sbe_meetings/index.html and click on the appropriate link. The monthly State Board of Education meetings are now audio streamed for those who can't attend. To listen to the sessions, please go online to http://www.ncpublicschools.org/sbe_meetings/ and scroll to the Live Audio Stream links.

2. REGIONAL WORKERS' COMP ADMINISTRATOR ORIENTATION: Orientation sessions for the administration of Workers' Compensation claims will be held at the following times and locations:

- * Lenoir Community College on Monday - September 20 @ 9:00-12:00
- * Guilford County Board of Education on Tuesday - September 21 @ 9:00-12:00
- * McDowell Community College on Thursday - September 23 @ 9:00-12:00

These sessions will be conducted for individuals involved in workers compensation claims. Key Risk and DPI invite you to attend. The sessions will follow the following agenda:

Workers' Compensation Administration Program
Orientation to Key Risk

- I. Welcome
- II. Lag time, Reporting Claims to Key Risk
 - * Overview of First Report Application
- III. Key Risk Claims
 - * Administration and Processes
 - * How to work effectively with your Key Risk claims professional
 - * Split funding
- IV. Additional upgrades to Online Services
- V. Loss Control
 - * Trends
 - * Resources available
- V. Questions

To register, please contact Tarsha Silver at (919) 807-3521 or lsilver@dpi.state.nc.us no later than Tuesday September 14, 2004 if you wish to attend one of the sessions.

3. EMPLOYER CONTRIBUTION FOR REEMPLOYED RETIRED TEACHERS: House Bill 1414, Section 31.18A.(g), requires LEAs and charter schools to remit to the Retirement Systems Division an employer contribution equal to 11.7% of the covered salaries for retirees who are reemployed to teach exempt from the earnings limitations. "Covered salaries" are the base or negotiated salary paid to the reemployed retiree. Public school finance and personnel administrators have been sent reporting instructions and Form 111S-RT (monthly summary report of wages and employer contributions), and Form 111-RT (monthly detail report of subject wages). The employer's 11.7% employer contributions should be remitted in a separate check with these forms. Note that reemployed retirees are reported separately from employees who are active contributors to the Teachers' and State Employees' Retirement System.

For questions about the monthly reporting of the 11.7% employer contribution, please contact Troy Scoggins at (919) 508-1019. Questions concerning salary related issues or funding of the 11.7% employer contribution should be referred to the School Business Division at (919) 807-3700. Questions concerning the determination of when a retiree is exempt from the earnings limitations should be referred the School Personnel Support Section at 807-3365.

4. SCHOOL ATTENDANCE & ACCOUNTING MANUAL: The annual revision of the School Attendance & Student Accounting Manual is available at <http://www.ncpublicschools.org/fbs/manuals.htm>. This manual outlines state laws and state board policies pertaining to student accounting and school attendance. It includes information on class size and school closing due to inclement weather. If you have questions or concerns the NCDPI contact person is Scott Douglass, sdouglas@dpi.state.nc.us or (919) 807-3737.

5. 2004-05 TEACHER OF THE YEAR PROGRAM: The Department of Public Instruction administers the North Carolina Teacher of the Year Program with financial support and awards for 2004-2005 being provided by the North Carolina Automobile Dealers Association and the Public Schools of North Carolina. The Teacher of the Year Program provides an opportunity to honor and recognize exemplary teachers in North Carolina and to call attention to the importance of the teaching profession. In January, information about the 2004-05 program was sent to LEAs and charter schools. More information about the Teacher of the Year Program can be found by visiting, www.ncpublicschools.org/toy. Only one teacher can be nominated by each LEA or charter school for inclusion in the state process. The LEA Teacher of the Year Portfolio including Teacher of the Year Information Form, a copy of the teacher's current teaching license and a publicity photo of the Teacher of the Year must be received at the Department of Public Instruction by September 20, 2004. If you have further questions, please contact Dan Holloman at 919-807-3375 or dholloma@dpi.state.nc.us.

6. MIGRANT EDUCATION CONFERENCE SCHEDULED FOR SEPTEMBER: The fourth annual Migrant Education Conference will be held Sept. 9-10 at the Durham Marriott at the Civic Center, Durham. Over 30 workshops on the provision of services to migrant and English language learners and their families will be held for all levels of staff. There is a \$35 registration fee. For more information, including registration, please contact Paula Langill, Compensatory Education, DPI, 919/807-3812, or by email, plangill@dpi.state.nc.us.

7. CONTRACT PROVIDES ELECTRONICS RECYCLING SERVICE: North Carolina prohibits the disposal by non-households of cathode ray tubes (CRTs) found in most televisions and computer monitors. This applies to all CRTs generated by school systems - more information about the rule can be found at: <http://www.p2pays.org/ref/26/25957.pdf>

School systems now have an alternative to electronics disposal through a statewide "convenience contract." State term contract 926A for Electronic Equipment Recycling Services lists prices for specific services offered by two vendors: Envirocycle and Computel. The two vendors were chosen through a competitive process. They offer processing and transportation services for a wide range of electronic products generated by school systems. See <http://www.doa.state.nc.us/PandC/926a.pdf>.

The contract supplements a number of other options that school systems can pursue, including establishing their own separate contract with electronics recyclers, and exploring take-back arrangements with current vendors (e.g., Dell, HP, and most major electronics vendors provide recycling services). For more information on other options, see: <http://www.p2pays.org/electronics/markets.asp>

The recycling vendors chosen under this contract are not obligated to destroy or wipe out any data on hard drives of computers. School systems should therefore work to ensure that they address any data issues prior to recycling. Note that physically

destroying or damaging hard drives may make data on them unusable, but may render computers unusable. Deleting or wiping data allows computers to still be reused, which yields the highest possible value in the recycling process. The State Office of Information Technology Services provides guidance on managing electronic data prior to recycling - please see: <http://www.p2pays.org/electronics/cleaning.pdf>

Questions about the state contract can be addressed to Scott Mouw, 919-715-6512, or Matt Todd, 919-715-6522, with the NC Division of Pollution Prevention and Environmental Assistance.

ARTICLES OF INTEREST:

THE PUBLIC'S ATTITUDES TOWARD PUBLIC SCHOOLS:

The public has mixed or even contradictory views about testing, vouchers and other education topics, a poll finds. At least two in three adults, for example, oppose the way test scores in reading and math are used to judge school performance under federal law. Yet almost as many people said schools give the right emphasis to tests or don't emphasize them enough, the poll found.

Conducted by the Gallup Organization and Phi Delta Kappa International, a professional society for educators, the annual poll on school attitudes focused on No Child Left Behind. The law, which took effect in 2002, has come to dominate the national debate on education by requiring progress among all groups of students and penalizing many schools that fall short. Overall, 68 percent of people said they knew nothing or very little about the 2.5-year-old education law, and 55 percent said they didn't know enough to form an opinion of it. Those numbers of uninformed people, although high, did drop since 2003.

<http://www.cnn.com/2004/EDUCATION/08/24/schools.attitudes.ap/index.html> or visit: <http://www.pdkintl.org/kappan/k0409pol.htm>

PAY GAP WIDENS FOR TEACHERS:

Pay for the nation's teachers are considerably lower than for other workers with similar education and skills. Despite growing national attention to the schools' need to recruit and retain highly skilled teachers, that wage gap grew larger over the last decade, according to a new book by the Economic Policy Institute. "How Does Teacher Pay Compare" reviews recent analyses of teacher pay and benefits and provides its own detailed analysis of trends in teacher pay and how it measures up in the labor market. Authors Sylvia Allegretto, Sean Corcoran and Lawrence Mishel found what amounts to a teaching penalty, a pay gap that has grown in recent years: since 1993 teacher wages have fallen 11.5 percent relative to workers with similar education and skills. Moreover, the authors also document that there was no improvement in benefits that offset this increased wage disadvantage. The book comes at a time when the No Child Left Behind Act mandates school systems to have highly qualified teachers, and scholars continuously affirm the importance of quality teaching. Yet, pay disparities will make it more difficult for school systems to keep effective professionals from being lured away

by higher-paying fields that increasingly pay more. Read other key findings and analysis at: http://www.epinet.org/content.cfm/books_teacher_pay

IMPROVING PUBLIC EDUCATION WOULD SPAWN ECONOMIC DEVELOPMENT:

How in the world can anyone talk about the economic well-being of South Carolina and not talk about public education and its improvement? The economic development strategy for this community and state is building a high-quality, reliable system of public education that makes every child a real economic asset. The strategy for bringing new business to South Carolina is to build a system of public education second to none; a system that reliably and dependably educates every one of South Carolina's children and the children that potential employers bring with them according to Jon Butzon, executive director of the Charleston Education Network, a local education fund.

http://www.charleston.net/stories/082004/com_20butzon.shtml

UPDATE ON NO CHILD LEFT BEHIND:

As educators prepare for the 2004-05 school year, states are releasing report cards, as required by the No Child Left Behind Act (NCLB), that list schools meeting (or failing to meet) Adequate Yearly Progress (AYP) requirements. The report cards -- which are causing celebration in some localities and consternation in others -- are bringing to the forefront some of the ongoing issues inherent in creating a nationwide high-stakes accountability system.

<http://www.ascd.org/cms/index.cfm?TheViewID=2599&reid=sb>

QUOTE OF THE WEEK:

The principal goal of education is to create men who are capable of doing new things, not simply of repeating what other generations have done.

---- Jean Piaget

Larry M. Simmons, Section Chief
NC DPI School Personnel Support
Division of School Business
919.807.3364

Weekly Message for September 7-10, 2004

Colleagues,

We trust that the Labor Day weekend was a chance for you to relax, unwind and enjoy some quality family time. Let's continue to keep our thoughts and prayers with those in Florida as they continue to cope with the aftermath of the hurricanes. This being a short week, the update will be brief as well. The New Personnel Administrators' Orientation begins Wednesday, September 8, 2004. Joe, Sonya and I will be involved in the orientation and for the most part away from the office. Please feel free to leave phone messages and/or emails and we'll respond as quickly as possible. Here's the latest...

1. FALL PANC CONFERENCE, OCTOBER 18-20, 2004: The PANC Steering Committee has planned an outstanding program for the fall conference. A draft agenda of the conference will be posted on-line shortly. On-line registration will be announced in a later Monday update. A block of rooms has been set aside at the Holiday Inn Sunspree, One Holiday Inn Drive, Asheville, NC, and you can begin making reservations. Call the hotel at (828) 254-3211. Be sure to mention PANC when making reservations.

2. 2005 WACHOVIA PRINCIPAL OF THE YEAR: The 2005 Wachovia Principal of the Year announcement packets have been mailed to all local superintendents and personnel administrators. Please review the materials thoroughly for the 2005 selection process. A Participation and Contact form has been added to the packet to enhance direct contact, if needed, from DPI or Wachovia to the local POY program contact person. This form should be returned to DPI by September 15, 2004. The local POY nominee information is due to DPI by October 15, 2004. The 2005 portfolio is due to DPI by December 17, 2004. For more information about the 2005 Wachovia Principal of the Year Program, please contact Janis Dellinger-Holton, Center for Recruitment and Retention, DPI, (919)807-3360, or by email, jdelling@dpi.state.nc.us.

3. PEP LEADERSHIP CONFERENCE FOR NEW SCHOOL ADMINISTRATORS SCHEDULED FOR NOVEMBER: PEP's seventh annual Leadership Conference for New Administrators (formerly called the New Principals' and Assistant Principals' Orientation Program), a one-and-one-half-day event focused on tactics and strategies to help new principals and assistant principals perform their jobs effectively, will convene in Chapel Hill November 16. Three Nationally known authors will speak, including Pam Robbins author of, among other books, "The Principals' Companion." The cost of the conference will be \$150. Special room rates will be available at local hotels. Review the program in its entirety online today at http://www.ncpep.org/nlleadership_symposium.htm.

4. PEP'S FALL LAW UPDATE - CHAPEL HILL: PEP's Fall Law Update will address recent court cases and state legislation that affect public school administration. The update will be conducted at the Friday Center, on the UNC Campus the afternoon of November 17, 2004 (following PEP's Leadership Conference for New School Administrators. The cost for the update is \$50. More information and registration is available at <http://www.ncpep.org/tplu.html>. For PEP's Legal Services web page, go to <http://www.ncpep.org/law>. For information about programs and services go to <http://www.ncpep.org/staff.html>.

5. REGIONAL WORKERS' COMP ADMINISTRATOR ORIENTATION: Orientation sessions for the administration of Workers' Compensation claims will be held at the following times and locations:

- * Lenoir Community College on Monday - September 20 @ 9:00-12:00
- * Guilford County Board of Education on Tuesday - September 21 @ 9:00-12:00
- * McDowell Community College on Thursday - September 23 @ 9:00-12:00

These sessions will be conducted for individuals involved in workers compensation claims. Key Risk and DPI invite you to attend. To register, please contact Tarsha Silver at (919) 807-3521 or lsilver@dpi.state.nc.us no later than Tuesday, September 14, 2004.

ARTICLES OF INTEREST:

* Silbeman, T. "State school chief leaves upbeat,"
<http://www.newsobserver.com/news/education/story/1589090p-7788043c.html>
The (Raleigh, N.C.) News & Observer, September 1, 2004.

* Keung Hui, T. "English studied family-style,"
<http://newsobserver.com/news/story/1473260p-7618483c.html>
The (Raleigh, N.C.) News & Observer, July 28, 2004.

* Keung Hui, T. "Breaching culture barriers: Program shows teachers how to reach students with limited English ability,"
<http://www.newsobserver.com/news/story/1481843p-7630926c.html>
The (Raleigh, N.C.) News & Observer, July 30, 2004.

* Hartsoe, S. "Teacher shortage near crisis, report says,"
<http://www.newsobserver.com/news/nc/story/1558880p-7749590c.html>
The (Raleigh, N.C.) News & Observer/Associated Press, August 24, 2004.

* Focus on Teacher Pay and Incentives: Recent Legislative Actions and Update on Salary Averages http://www.sreb.org/scripts/Focus/Reports/04S06-Focus_Teacher_Pay.pdf
Gaines, G., Southern Regional Education Board, July 2004, 6 pp.

* Progress Being Made in Getting a Quality Leader in Every School
http://www.sreb.org/main/Goals/Publications/04E12_Quality_Leader.pdf
Bottoms, G., Fry, B., & O'Neill, K., Southern Regional Education Board, July 2004, 32 pp.

* Resolve and Resources to Get a Qualified Teacher in Every Classroom
http://www.sreb.org/main/Goals/Publications/04E11-Reslove_Resources.pdf
Cornett, L., Southern Regional Education Board, July 2004, 31 pp.

HR TIP: Please see item 1 about making hotel reservations for the PANC conference.

QUOTE OF THE WEEK: "You cannot teach a man anything; you can only help him find it within himself."

--Galileo Galilei (1564-1642)

Larry M. Simmons, Section Chief
NC DPI School Personnel Support
Division of School Business
919.807.3364

Weekly Message for September 13-17, 2004

Colleagues,

Our New Personnel Administrators' Orientation was a wonderful opportunity to share and exchange information with colleagues new to the profession. The presenters provided valuable information to help the new administrators make the transition. The Fall PANC Conference is rapidly approaching and we look forward to another outstanding conference. This update contains registration and hotel information. Let's continue our thoughts and prayers with those in our state affected by the recent storms.

Here's the latest...

1. Fall PANC Conference
2. Ten Days Staff Development for Lateral Entry Teachers
3. National Guard Family Programs
4. New Document Answers NCLB-Related Questions
5. State Board Meeting Highlights
6. 2005 Wachovia Principal of the Year
7. PEP Leadership Conference for New School Administrators
8. PEPs Fall Law Update

1. FALL PANC CONFERENCE, OCTOBER 18-20, 2004: The conference registration is now available on-line at <http://www.ncpublicschools.org/calendar/events.html>. You can also make your hotel reservations by calling the Holiday Inn Sunspree, Asheville, NC, at (828)254-3211. Be sure to mention PANC when making reservations.

2. TEN (10) DAYS STAFF DEVELOPMENT FOR LATERAL ENTRY TEACHERS: We have received several calls about the payments and accounting for the NCLB required 10-days staff development for lateral entry teachers. Following are some guidelines:

- This staff development must be coded to object 186-workshop participant and funded from allowable dollar allotments (State, Federal or Local). The lateral entry teacher should be paid of minimum of a A00 daily rate (\$115.55 for 2004-05) for these 10 days.
- If the individual does not have any teaching experience and is eligible for new teacher orientation, the final three (3) days of this required staff development may be coded to object 125 - new teacher orientation and these three days will be paid at the certified rate.
- The teacher will not receive experience credit for these 10 days.

Contact Alexis Schauss at aschauss@dpi.state.nc.us with questions.

3. NATIONAL GUARD FAMILY PROGRAMS: We have recently learned from the National Guard Family Programs that over 5000 North Carolina students will be affected by the deployment of North Carolina National Guardsman over the next few years. The mission of the National Guard Family Program is to facilitate on-going communication, involvement and support of Guard families. As part of that role, the National Guard has contacted Mary Easley and the State Board of Education to alert education policy-makers of a particular problem concerning children of guardsmen who are being deployed. As the result of deployment, family members are encouraged to take part in deployment ceremonies and other activities related to deployment. The issue that has been brought to our attention is that students who attend these activities are being charged with unexcused absences. The SBE wants to clarify that SBE Policy EEO-L-002, Policy Defining Excused Absences, in section (b) states that "LEAs may excuse temporary or occasional absences for other reasons in accordance with local board policies, provided that the student has been in attendance for at least one-half of the school day." Therefore, local boards of education may establish policy to define reasons for excused absences, over and above the seven reasons explicitly stated in the State Board policy. We urge superintendents, principals and teachers to examine their local policies to insure that they are aligned with the intent of the SBE policy on excused absences and in order to give students of deployed parents the support they need and deserve during these stressful times. Deployment can be very challenging for families, and policy-makers, superintendents, principals, counselors, teachers and communities should all be working together to help our students and families through these difficult transitions. The National Guard Family Program also offers its assistance in working with schools systems who are interested in learning more about the role they can play in deployment. Please contact, Captain Sherrill Murray, State Family Program Coordinator at Sherrill.Murray@nc.ngb.army.mil for additional information. For additional information about the State Board policy, contact Jane Worsham at (919)807-3400 or jworsham@dpi.state.nc.us.

4. NEW DOCUMENT ANSWERS NO CHILD LEFT BEHIND (NCLB)-RELATED QUESTIONS: Questions related to NCLB are answered in a comprehensive new document posted on the NCLB Web site at <http://www.ncpublicschools.org/nclb/faqs/>. Answers address such issues as Title I, Adequate Yearly Progress, the ABCs, testing, NCLB student groups, reporting requirements, public school choice, supplemental educational services, "Highly Qualified" teachers, and requirements for Title I teacher assistants. Answers will be continually updated and new questions will be added as issues evolve.

5. STATE BOARD MEETING HIGHLIGHTS: The Board held its September meeting in Elizabeth City at Elizabeth City State University where Board members participated in the R3 Conference and held an issues session on high school redesign and innovation. The 2003-04 Teacher Turnover Report was one of the items presented for information this month. The report noted that resignations to teach elsewhere and retirement accounted for slightly more than one-third of all the turnovers. The statewide system level turnover rate was 12.37 percent, and ranged from 2.73 percent to 25.76 percent. The Board approved North Carolina Early Learning Standards and proposed changes to

the mathematics tests implementation schedule. High school exit standards continued as a discussion item. Complete Board highlights can be accessed on-line at <http://www.ncpublicschools.org/sbehighlights> by clicking on the appropriate link.

6. 2005 WACHOVIA PRINCIPAL OF THE YEAR: The 2005 Wachovia Principal of the Year announcement packets have been mailed to all local superintendents and personnel administrators. Please review the materials thoroughly for the 2005 selection process. A Participation and Contact form has been added to the packet to enhance direct contact, if needed, from DPI or Wachovia to the local POY program contact person. This form should be returned to DPI by September 15, 2004. The local POY nominee information is due to DPI by October 15, 2004. The 2005 portfolio is due to DPI by December 17, 2004. For more information about the 2005 Wachovia Principal of the Year Program, please contact Janis Dellinger-Holton, Center for Recruitment and Retention, DPI, (919)807-3360, or by email, jdelling@dpi.state.nc.us.

7. PEP LEADERSHIP CONFERENCE FOR NEW SCHOOL ADMINISTRATORS SCHEDULED FOR NOVEMBER: PEP's seventh annual Leadership Conference for New Administrators (Formally called the New Principals' and Assistant Principals' Orientation Program), a one-and-one-half-day event focused on tactics and strategies to help new principals and assistant principals perform their jobs effectively, will convene in Chapel Hill November 16. Three nationally known authors will speak, including Pam Robbins author of, among other books, "The Principals' Companion." The cost of the conference will be \$150. Special room rates will be available at local hotels. Review the program in its entirety online today at http://www.ncpep.org/nlleadership_symposium.htm

8. PEP'S FALL LAW UPDATE - CHAPEL HILL: PEP's Fall Law Update will address recent court cases and state legislation that affect public school administration. The update will be conducted at the Friday Center, on the UNC Campus the afternoon of November 17, 2004 (following PEP's Leadership Conference for New School Administrators). The cost for the update is \$50. More information and registration is available at <http://www.ncpep.org/tplu.html>. For PEP's Legal Services web page, go to <http://www.ncpep.org/law>. For information about programs and services go to <http://www.ncpep.org/staff.html>.

QUOTE OF THE WEEK: "People prefer to follow those who help them, not those who intimidate them."

----- C. Gene Wilkes

Larry M. Simmons, Section Chief
NC DPI School Personnel Support
Division of School Business
919.807.3364

Weekly Message for September 20-24, 2004

Colleagues,

We are continuing our efforts to update the Benefits and Employment Policy Manual. We anticipate sending the updated portions to the SBE for review in October. We will keep you posted on our progress. In the mean time, continue referring to the current manual except for Section 15, School Calendar and Section 16, Retired Employees, as these are the sections being updated. If you have issues and/or questions in these areas, please call to discuss.

Here's the latest...

1. Fall PANC Conference
2. No Child Left Behind Reporting
3. Human Resource Management System User Group Conference
4. SBE Teacher Retention Task Force Meeting
5. Business Education Technology Alliance Meeting

1. FALL PANC CONFERENCE, OCTOBER 18-20, 2004:

The conference registration is now available on-line at <http://www.ncpublicschools.org/calendar/events.html>. You can also make your hotel reservations by calling the Holiday Inn Sunspree, Asheville, NC, at (828)254-3211. Be sure to mention PANC when making reservations. We strongly encourage you to make your room reservations today. The deadline for room reservations is September 22, 2004.

2. NO CHILD LEFT BEHIND (NCLB) ON-LINE REPORTING DEADLINE

SEPTEMBER 30, 2004: LEAs and charter schools must access their NCLB web pages and report their NCLB data. The following web page reports must be completed and approved by September 30, 2004.

1. Highly Qualified (HQ) Status of teachers teaching core academic subjects during the 2003-04 school year. (Changes to HQ status will also be recorded on the teacher's record in Licensure).
2. "Qualified" status of paraprofessionals employed during the 2003-04 school year.
3. Lateral Entry teachers who received the mandatory two-week professional development prior to entering the classroom during the 2003-04 school year.
4. Professional Development - The number of teachers teaching core academic subjects who received "high quality" professional development during the 2003-04 school year.

Instructions for the reports have been sent to Licensure and Personnel Administrators. Please contact the Department of Public Instruction Helpdesk for technical assistance (919) 807-3399.

3. HUMAN RESOURCE MANAGEMENT SYSTEM USER GROUP CONFERENCE

REGISTRATION: Please visit the link below or the HRMS Communications site (hrmscomm@dpi.state.nc.us), to register for the conference and complete the hotel reservation form. Registering early will save you money and reserving your hotel room now will guarantee a convenient place to stay at a great rate.

<http://149.168.35.6/hrms/usercon.nsf/conferencemain>

We want to encourage a wide range of registrants including IT and Security individuals as we have planned a conference to meet various needs within HRMS (example session, "DPI Security Initiative"). If you know of colleagues who may benefit from attending the conference, please feel free to forward this email and link. Please re-visit the HRMS Communications site regularly for conference updates and exciting additions.

Important note: It is each conference attendee's responsibility to reserve their own hotel room by completing the hotel reservation form and mailing or faxing directly to the Sheraton Greensboro. Please do not send hotel reservation information to NCDPI.

Important Dates: Register by October 24th to save \$25 on the registration fee. Do not forget to complete the payment form and mail with fee to NCDPI. The block of rooms at the conference hotel is only guaranteed until October 15th, 2004.

For further information please contact Jennifer Pugh (jpugh@dpi.state.nc.us) or Mike Muirhead (mmuirhea@dpi.state.nc.us) at 919-807-3249.

We look forward to seeing you November 14-16 at the Koury Convention Center and Sheraton Greensboro Hotel!

4. SBE TEACHER RETENTION TASK FORCE SCHEDULES INITIAL MEETING:

The State Board of Education's Teacher Retention Task Force will meet Thursday, Sept. 23, from 10 a.m. - 2 p.m., in the 7th Floor Board Room, Education Building, 301 N. Wilmington Street, Raleigh. SBE Vice-Chair Jane Norwood will chair this committee, which has been directed to study impediments to teacher recruitment and retention, strategies for increasing recruitment and retention efforts, and strategies for increasing the numbers of highly qualified beginning teachers. The Task Force findings are to be reported to the Joint Legislative Education Oversight Committee prior to Feb. 15, 2005. For more information, please call Jane Worsham, State Board of Education, 919/807-3400, or by email, jworsham@dpi.state.nc.us.

5. BUSINESS EDUCATION TECHNOLOGY ALLIANCE SCHEDULES SEPTEMBER

MEETING: The Business Education Technology Alliance, chaired by Lt. Governor Beverly Perdue, will meet on Tuesday, Sept. 28, in the 7th Floor Board Room, Education Building, 301 N. Wilmington Street, Raleigh. Members are expected to receive an update on NCWISE and School Technology Funding. Please contact Myra Best at 919/832-7215 for additional information.

ARTICLES OF INTEREST:

EMOTIONAL TIES TO SCHOOL VITAL TO SUCCESS

There's a growing body of evidence that building emotional connections between young people and their schools improves their commitment to education and increases their ability to resist risky behavior. Robert Blum and the Wingspread Group, 20 national education and health leaders along with the U.S. Centers for Disease Control and Prevention, convened this summer at the Johnson Foundation's Wingspread Conference Center in Racine, Wisconsin and recently issued a statement urging national action to combat the "culture of detachment" in American schools. They cited research showing that 40 percent to 60 percent of all students -- urban, suburban and rural-- are "chronically disengaged" from school. And these numbers don't include kids who actually drop out of school. "We have a culture of detachment in our nation's schools," said Blum. "Essentially, we're telling kids they're on their own, and while many of them succeed, many don't. This is not acceptable."

http://seattletimes.nwsources.com/html/opinion/2002034444_raspberry14.html

FEEL-BAD EDUCATION

Why are our schools not places of joy?" This question, posed by John I. Goodlad exactly 20 years ago, was both a summary of his landmark study of American classrooms and a plea for his readers to realize that a place called school didn't have to be as bleak as it was. That so few children seem to take pleasure from what they're doing on a given weekday morning, that the default emotional state in classrooms seems to alternate between anxiety and boredom, doesn't even alarm us. Worse: Happiness in schools is something for which educators may feel obliged to apologize when it does make an appearance. After all, they wouldn't want to be accused of offering a "feel-good" education. Students tend to be regarded not as subjects but as objects, not as learners but as workers. By repeating words like "accountability" and "results" often enough, the people who devise and impose this approach to schooling evidently succeed in rationalizing what amounts to a policy of feel-bad education. Does taking the joy out of learning lower the quality of a student's education? Author Alfie Kohn says America's "feel-bad education" is a frequently overlooked problem that deserves more attention.

<http://www.edweek.org/ew/ewstory.cfm?slug=03kohn.h24>

CROSSING THE LINE: RESPONDING TO SEXUAL MISCONDUCT IN SCHOOLS

Hofstra University professor Charol Shakeshaft recently estimated that as many as 4.5 million U.S. students are victims of sexual misconduct each year, prompting alarming headlines and igniting criticism of her findings. This review of sexual misconduct from the California perspective lends credence to Shakeshaft's conclusions and reveals a persistent societal problem that also surfaces in the culture of schools: 125 California teachers lost or were denied a teaching credential due to sexual misconduct in 2003; harassment and attacks by fellow students are even more common. This article written by Kristi Garrett, discusses how the law and school policy can help protect children from harassment or abuse at school.

<http://www.csba.org/csmag/Fall04/csMagStoryTemplate.cfm?id=48>

GRANT AND FUNDING INFORMATION

"Starbucks Foundation"

The Starbucks Foundation funds local programs that serve low-income, at-risk youth through its Youth Leadership Grant Program. Grants range from \$5,000 to \$20,000 and are given in two areas: (1) literacy programs that stimulate personal development and a commitment to social equity, justice and environmental awareness through writing, literacy and expression in public forums; and (2) diversity programs that teach the value of societal diversity and develop youth leadership skills to foster understanding between individuals, groups and communities. Applications are due October 1, 2004.

<http://www.starbucks.com/aboutus/grantinfo.asp>

"Barnes & Noble"

Barnes & Noble's corporate contributions program supports non-profit organizations that focus on literacy, the arts or education (K - 12). They do not make donations to scholarship or grant programs, religious organizations, sports teams or events, political organizations, or medical and health-related causes. Funding is limited. For more information on submitting a proposal, visit:

http://www.barnesandnobleinc.com/company/codonation/co_donation.html

"Jack Kent Cooke Foundation"

Jack Kent Cooke Foundation's Innovation Fund provides grants to nonprofit organizations to spark the creation or expansion of innovative education programs in a particular field. For 2005 grants, the Foundation invites proposals from non-remedial, out-of-school programs in critical reading and/or writing for elementary or middle school students. Programs should be designed to help students build high-level reading and/or writing skills to help them excel in rigorous academic environments as they mature. Programs must operate in the United States and serve low-to-moderate-income students. The Foundation encourages applications from rural communities, small towns, and other underserved areas. Each grant will total between \$100,000 and \$200,000 and may cover one or two years of program work. The Foundation

anticipates awarding three grants, which will be announced in March 2005. Proposals are due October 15, 2004.

http://www.jackkentcookefoundation.org/jkcf_web/content.aspx?page=2414227

"Department of Education Forecast of Funding"

This document lists virtually all programs and competitions under which the Department of Education has invited or expects to invite applications for new awards for FY 2004 and provides actual or estimated deadline dates for the transmittal of applications under these programs. The lists are in the form of charts -- organized according to the Department's principal program offices -- and include programs and competitions we have previously announced, as well as those they plan to announce at a later date. Note: This document is advisory only and is not an official application notice of the Department of Education. They expect to provide regular updates to this document.

<http://www.ed.gov/fund/grant/find/edlite-forecast.html>

"Information on Grants for School Health Programs & Services"

<http://www.cdc.gov/healthyouth/funding/index.htm>

"Grantionary"

The Grantionary is a list of grant-related terms and their definitions.

<http://www.eduplace.com/grants/help/grantionary.html>

"GrantsAlert"

GrantsAlert is a website that helps nonprofits, especially those involved in education, secure the funds they need to continue their important work.

<http://www.grantsalert.com/>

"Grant Writing Tips"

SchoolGrants has compiled an excellent set of grant writing tips for those that need help in developing grant proposals.

<http://www.schoolgrants.org/tips.htm>

"FastWEB"

FastWEB is the largest online scholarship search available, with 600,000 scholarships representing over one billion in scholarship dollars. It provides students with accurate, regularly updated information on scholarships, grants, and fellowships suited to their goals and qualifications, all at no cost to the student. Students should be advised that FastWEB collects and sells student information (such as name, address, e-mail address, date of birth, gender, and country of citizenship) collected through their site.

<http://www.fastweb.com/>

"Federal Resources for Educational Excellence (FREE)"

More than 30 Federal agencies formed a working group in 1997 to make hundreds of federally supported teaching and learning resources easier to find. The result of that work is the FREE website.

<http://www.ed.gov/free/>

"eSchool News School Funding Center"

Information on up-to-the-minute grant programs, funding sources, and technology funding.

<http://www.eschoolnews.com/resources/funding/>

"School Grants"

A collection of resources and tips to help K-12 educators apply for and obtain special grants for a variety of projects.

<http://www.schoolgrants.org>

QUOTE OF THE WEEK:

"The best morale exists when you never hear the word mentioned. When you hear a lot of talk about it, it's usually lousy."

-----Dwight D. Eisenhower

Hope to see you at the Fall PANC in Asheville, NC
October 17-20, 2004

Larry M. Simmons, Section Chief
NC DPI School Personnel Support
Division of School Business
919.807.3364

Weekly Message for September 27-October 1, 2004

Colleagues,

Here's the latest...

1. Fall PANC Conference
2. No Child Left Behind Reporting
3. National Board Certification
4. Teacher Working Conditions Initiative Conference
5. Human Resource Management System User Group Conference

1. FALL PANC CONFERENCE, OCTOBER 18-20, 2004: The conference registration is available on-line at <http://www.ncpublicschools.org/calendar/events.html>. You can also make your hotel reservations by calling the Holiday Inn Sunspree, Asheville, NC, at (828)254-3211. Conference room rates are no longer available. You can still make reservations subject to availability and increased rates.

2. NO CHILD LEFT BEHIND (NCLB) ON-LINE REPORTING DEADLINE SEPTEMBER 30, 2004: LEAs and charter schools must access their NCLB web pages and report their NCLB data. The following web page reports must be completed and approved by September 30, 2004.

1. Highly Qualified (HQ) Status of teachers teaching core academic subjects during the 2003-04 school year. (Changes to HQ status will also be recorded on the teacher's record in Licensure).
2. "Qualified" status of paraprofessionals employed during the 2003-04 school year.
3. Lateral Entry teachers who received the mandatory two-week professional development prior to entering the classroom during the 2003-04 school year.
4. Professional Development - The number of teachers teaching core academic subjects who received "high quality" professional development during the 2003-04 school year.

Instructions for the reports have been sent to Licensure and Personnel Administrators. Please contact the Department of Public Instruction Helpdesk for technical assistance (919) 807-3399.

3. NATIONAL BOARD CERTIFICATION: North Carolina leads the nation with over 6600 National Board Certified Teachers. If you have teachers who are considering this educational advancement opportunity, please visit www.nbpts.org to review the areas offered for certification and the standards for those areas of certification. The state of NC will pay the \$2300 assessment fee for all teachers who meet the eligibility criteria as indicated at www.ncpublicschools.org/nbpts. The state of NC continues to pay a 12% pay differential for the life of the certificate. (Charter School teachers should check

with their directors as the pay differential may vary.) The application window is open until November 15, 2004. The following is suggested for those teachers who are considering this opportunity:

1. Visit the web site, www.nbpts.org, to review information about National Board Certification, standards, research, etc.
2. Visit the web site, www.ncpublicschools.org/nbpts, to review information as it relates to guidelines for funding in NC, pay differentials, frequently asked questions, etc.
3. When applying for National Board Certification, you MUST also apply at the North Carolina site if you are requesting funding from the state. (All applicants must meet NC guidelines when seeking payment of the \$2300 assessment fee.)
4. The application window for this candidacy cycle will close on November 15, 2004, with all portfolios being due to NBPTS by March 31, 2005.

If you have further questions, please contact Deanna Harris, NC National Board Certification Coordinator at 919-807-3358, Jeanne Washburn at 919-807-3373 or jwashbur@dpi.state.nc.us, or Dan Holloman at 919-807-3375 or dholloma@dpi.state.nc.us.

4. TEACHER WORKING CONDITIONS INITIATIVE CONFERENCE SCHEDULED FOR OCTOBER: The Governor's Office will be hosting a fall conference on Oct. 5-6 at UNC's William Friday Center in Chapel Hill. The purpose of the conference is to share the Governor's Teacher Working Conditions Initiative and honor great places to teach and learn on October 5-6. Registration is limited to the first 250 respondents. An agenda and registration form is available at <http://www.governor.state.nc.us/Office/Education/NationalConferenceOnTeacherWorkingConditions.asp>. Questions regarding the conference may be directed to Ann McArthur, Teacher Advisor to Gov. Easley, 919/733-3921 (ann.mcarthur@ncmail.net), or Eric Hirsch at Southeast Center for Teaching Quality, 919/843-2011 (ehirsch@teachingquality.org).

5. HUMAN RESOURCE MANAGEMENT SYSTEM USER GROUP CONFERENCE REGISTRATION: Please visit the link below or the HRMS Communications site (hrmscomm@dpi.state.nc.us), to register for the conference and complete the hotel reservation form. Registering early will save you money and reserving your hotel room now will guarantee a convenient place to stay at a great rate. <http://149.168.35.6/hrms/usercon.nsf/conferencemain>

We want to encourage a wide range of registrants including IT and Security individuals as we have planned a conference to meet various needs within HRMS (example session, "DPI Security Initiative"). If you know of colleagues who may benefit from attending the conference, please feel free to forward this email and link. Please re-visit the HRMS Communications site regularly for conference updates and exciting additions.

Important note: It is each conference attendee's responsibility to reserve their own hotel room by completing the hotel reservation form and mailing or faxing directly to the Sheraton Greensboro. Please do not send hotel reservation information to NCDPI.

Important Dates: Register by October 24th to save \$25 on the registration fee. Do not forget to complete the payment form and mail with fee to NCDPI. The block of rooms at the conference hotel is only guaranteed until October 15th, 2004.

For further information please contact Jennifer Pugh (jpugh@dpi.state.nc.us) or Mike Muirhead (mmuirhea@dpi.state.nc.us) at 919-807-3249.

We look forward to seeing you November 14-16 at the Koury Convention Center and Sheraton Greensboro Hotel!

ARTICLES OF INTEREST:

Winston-Salem Journal
By Theo Helm JOURNAL REPORTER
9/23/04

Gathered around a living-room table and debating education issues as if they were in a coffee shop, eight people in a house on Salem Avenue were doing the same thing as thousands of others last night.

Across the country, people attended about 4,000 "house parties" to look at candidates' records on education and become politically active before the November elections.

Asheboro Courier Tribune
By Kathi Keys
Staff Writer, The Courier-Tribune 9/21/04

ASHEBORO - Randolph County Schools is proceeding with using funds normally earmarked for summer school to help students during the school year.

Summer Academy has been held in June and July for an average of 300 third-, fifth- and eighth-graders who failed to score at grade level or above on end-of-grade reading and math testing each May.

Salisbury Post
Staff report

Students at A.L. Brown High School are doing much better -- 39 points better, on average -- on the Scholastic Aptitude Test college entrance exam.

SAT results released Tuesday show the average score at Brown at an all time high -- 1,000 -- according to Ellen Boyd, public information officer for the Kannapolis City Schools.

The score of 1,000 was only six points off the state average and 39 points higher than 2003's average of 961.

Christian Science Monitor

Schools today are quicker to expel problem students. But what happens to these kids once they're out the door?

By Alexandra MacRae | 9/14/04

NEW YORK - Eighteen-year-old Ivory recently spent nine months working full-time at a clothing store in her New York City neighborhood. Many of the students who had once been her classmates were still in school during those months, but Ivory had stopped attending classes.

QUOTE OF THE WEEK:

Look at a day when you are supremely satisfied at the end. It's not a day when you lounge around doing nothing; it's when you've had everything to do and you've done it.

--Margaret Thatcher

Hope to see you at the Fall PANC in Asheville, NC
October 17-20, 2004

Larry M. Simmons, Section Chief
NC DPI School Personnel Support
Division of School Business
919.807.3364

Weekly Message for October 4-8, 2004

Colleagues,

With the Fall PANC meeting two weeks away, (October 18-20) materials are being printed and final details resolved. The PANC Steering Committee is to be commended for their work. We are looking forward to seeing you at the Great Smokies Holiday Inn SunSpree in Asheville.

1. ONLINE REGISTRATION FOR FALL PANC CLOSING: The registration site for the Fall Personnel Administrators of North Carolina (PANC) will close on Wednesday, October 6, 2004. You will still be able to register at the conference. The fee for registering at the conference is \$150. If you wish to take advantage of the early registration fee, register before October 6, 2004.

2. OCTOBER MEETING OF THE STATE BOARD OF EDUCATION: The State Board of Education will meet next Wednesday and Thursday, Oct. 6-7, 2004. Wednesday's meeting will be held at the Center for School Leadership Development in Chapel Hill with Thursday's meeting returning to the 7th Floor Board Room, Education Building. Agenda items include action on the framework for high school exit standards and the process for gathering input, and the Disadvantaged Student Supplemental Funding Program for 2004-05. Discussion items include the Compliance Commission's recommendations regarding middle schools and ABCs growth, and how to include the writing scores in the performance composite of the ABCs for the 2004-05 school year; the waiver policy for school calendar start and end date changes; standards for honors courses; and the 2005-07 biennial budget request. The complete agenda is available online at http://www.ncpublicschools.org/sbe_meetings/index.html.

3. TRICARE SUPPLEMENT PLAN AVAILABLE 2005 FOR STATE OF NORTH CAROLINA TRICARE ELIGIBLE EMPLOYEES: State of North Carolina Set to Offer TRICARE Supplement to TRICARE Eligible State Employees. Under a new law signed by North Carolina Governor Michael F. Easley on July 20, 2004, North Carolina government agencies may offer TRICARE to eligible active or retired state employees and teachers. The ASI TRICARE Supplement (Supplement to the DoD TRICARE Military Health Benefit), goes into effect January 1, 2005. This new law was recommended in the budget proposal the Governor submitted to the North Carolina General Assembly in May 2004. The North Carolina House of Representatives and the North Carolina Senate agreed to adopt the Governor's recommendation and included the TRICARE Supplement in their appropriations bills.

TRICARE Supplemental Health Insurance: In lieu of the maximum annual employer contributions to the Teachers' and State Employees' Comprehensive Major Medical Plan authorized in Section 30.16(e) of S.L. 2003-284, employers, including the State Retirement Systems, may make contributions, payable monthly, each monthly payment not to exceed sixty dollars and fifty cents (\$60.50), on behalf of each covered employee or retired employee to sponsors of TRICARE Supplemental Health Insurance programs

for employees or retired employees who elect to be covered by the TRICARE Military Health System's standard benefit option and who elect not to be covered by the Teachers and State Employees Comprehensive Major Medical Plan."

Eligible State Employee - Active Duty or Retired Military? TRICARE is a medical plan offered by the United States Department of Defense (DoD). The TRICARE Supplement is a health benefits choice for military TRICARE eligible employees and their families. It is offered as an alternative to an employer's sponsored health benefits plan. Eligible employees who choose the TRICARE Supplement drop their employer-sponsored health plan coverage to enroll in the TRICARE Supplement. The eligible employee may receive full health benefits coverage from TRICARE and the TRICARE Supplement (no deductibles, no co-pays, and no out-of-pocket costs). In addition, TRICARE and the TRICARE Supplement are fully portable - meaning the coverage follows the employee if they leave their current employment.

TRICARE SUPPLEMENTAL HEALTH INSURANCE: The option for eligible employees to choose Tricare Supplemental Health Insurance was included in the 2004 Appropriations Act, Section 31.24(a), effective January 2005. LEAs who have eligible employees who elect to be covered by the TRICARE Military Health System's standard benefit option and who elect not to be covered by the Teachers' and State Employees' Comprehensive Major Medical Plan, may pay an employer matching amount to sponsors of TRICARE. This payment is in lieu of the employer contribution to the Teachers' and State Employees' Comprehensive Major Medical Plan for these employees. The payment is made monthly, not to exceed \$63.50 per employee, per month. The matching will be coded to Object 231. For more information go to the following website concerning Tricare and state employees: <http://ncemployee22.absmil.net/nc22/index.cfm>.

4. 2004 MENTOR CONFERENCE: The 2004 Mentor Conference details and registration form can be found on the WRESA web site. Go to www.wresa.org and in the upper left-hand corner of the page (just under WRESA) you can "click" on "The Winner's Circle Begins with Mentoring" for conference information. Adobe Acrobat is required to download the forms. Deadline for hotel reservation is October 18, 2004 and for conference registration is October 22, 2004. Additional information can be obtained from your regional Teacher on Loan or from Gayenell Gull at ggull@dpi.state.nc.us.

5. PRINCIPAL FELLOWS AND MSA PROGRAMS: HB 1414 Section 7.2(i) adjusted the maximum state salary allowable for participants in the Principal Fellows program to account for the awards received from the Principal Fellows Program. Beginning July 1, 2004, participants may not receive more than the beginning salary of the assistant principal pay, inclusive of their Principal Fellows monthly stipend. Therefore, the State monthly salary shall not be more than \$1,248. Participants in the masters in school administration (MSA) shall receive the beginning salary of the assistant principals pay from state funds. Due to the different sources of pay, MSA and Principal Fellows will require different account codes to avoid salary audit exceptions. Please ensure that all participants are coded appropriately:

Principal Fellows 1-6410-066-119
Other MSA: 1-6390-066-119

If your LEA has already made payments to these individuals, adjustments will need to be made. If you have any questions, please call Marie Houston at 919-807-3735 or Sherry Peele at 919-807-3736.

6. 2003-04 FACTS AND FIGURES ONLINE: Facts and Figures 2003-04, a summary of data on student enrollment, school personnel and school expenditures, is now online. Visit <http://www.ncpublicschools.org/fbs/factsfigs.htm> to learn more.

7. RECRUITING ASSISTANCE TEAM MEMBERS FOR 2005-06: The DPI Division of School Improvement is now recruiting assistance team members for the 2005-06 school year. There is a high need for secondary educators in the four core content areas and for K-12 exceptional children teachers. Interested applicants should check with their LEA on loan policies before applying. All general and application information can be found online at <http://www.ncpublicschools.org/schoolimprovement/assistance/application/>

Questions may be directed to the Division of School Improvement at 919-807-3911.

8. SBE AD HOC COMMITTEE ON ACADEMIC RIGOR MEETING SUMMARY: The Ad Hoc Committee on Academic Rigor, Relevance, and Relationships met at the Education Building in Raleigh on Tuesday, Sept. 21. The committee spent most of its time completing changes to the definition of Academic Rigor, Relevance and Relationships. It was agreed that the draft of the definition would be presented to the SBE as an Information item at its October meeting. Committee Chair Kathy Taft said the Committee's focus will expand to address high school exit measures and incorporate additional members. Members also heard a presentation by Lou Fabrizio on the high school exit measures that is on the SBE October agenda, and SBE Executive Director Jane Worsham shared an initial proposal for Senior Project training prepared by SERVE. The next meeting of the Committee is scheduled for Tuesday, Oct. 5, from 3 - 4 p.m. in the SBE Lounge, Education Building, Raleigh.

9. SBE TEACHER RETENTION TASK FORCE MEETING SUMMARY: The State Board of Education's Teacher Retention Task Force met on Sept. 23 in Raleigh. SBE Vice-Chair and Task Force Chair Jane Norwood noted her intention for the task force to consider recommendations of past reports on this subject but not be limited by them. Task force members heard a presentation by DPI Human Resources Director Kathy Sullivan that included how the task force might organize its work based on the issues defined in the law and an analysis of state teacher recruitment/retention data. Members also heard a presentation on the Governor's Teacher Working Conditions Survey which, among other things, seems to indicate a disconnect between teachers and administrators in how they characterize working conditions. The meeting concluded

with members sharing their burning issues and discussing follow-up activities that need to be accomplished prior to the next meeting, which is scheduled for Oct. 13.

ARTICLES OF INTEREST:

"The Effects of Chronic Teacher Turnover on School Climate and Organization,"
<http://www.ascd.org/cms/objectlib/ascdframeset/index.cfm?publication=http://www.ascd.org/publications/researchbrief/volume2/v2n19.html?reid=sb>

ASCD ResearchBrief, 2(19), September 14, 2004

Manzo, K.K. "Report Roundup: Teacher shortage"
<http://www.edweek.com/ew/ewstory.cfm?slug=05report.h24> Education Week, September 29, 2004. North Carolina is facing a critical teacher shortage that could threaten school improvement efforts, according to a report by the North Carolina Center for Public Policy Research, based in Raleigh.

REASONS FOR SCHOOL'S SUCCESS

In the late summer of 2003, a few weeks into his first year as principal of Gainesville Elementary School in Georgia, Shawn Arevalo McCollough identified 125 pupils who were lagging a grade or two behind in reading and math. Most were poor and nonwhite. More precisely, reports Samuel G. Freedman, most of these children were new immigrants from Mexico whose parents had been drawn to this small city by the exhausting but ample jobs in its chicken-processing plants. Mr. McCollough decreed that the 125 pupils should stay for an extra three hours of class each weekday and seven hours on Saturday, creating the equivalent of an eight-day school week. Under his leadership, 89 percent of Gainesville Elementary's students passed the state English-language arts test and 94 percent passed the math test. As a so-called 90-90-90 school -- 90 percent nonwhite, 90 percent poor, 90 percent meeting standards. Mr. McCollough uses standardized tests to guide curriculum and hold teachers (and himself) publicly accountable. Every nine weeks, pupils in all five Gainesville elementary schools take tests that measure their knowledge of the various components of Georgia's statewide curriculum. By analyzing the results, principals and teachers select the next round of lessons to address the weak points. Phonics and math drills figure prominently in the lessons. All the test results are posted in school hallways and on the district website -- not just by school or by grade level but by the individual teacher's name.
<http://www.nytimes.com/2004/09/29/education/29education.html>

QUOTE OF THE WEEK: One's mind, once stretched by a new idea, never regains its original dimensions. -- Oliver Wendell Holmes

Joe Parry-Hill, Personnel Analyst
NC DPI School Personnel Support Section
919-807-3368

Weekly Message for October 11-15, 2004

Colleagues,

The week promises to be busy as we make final preparations for the PANC conference and prepare a survey to study teacher workdays. An Educator Vacancy Survey has been prepared and will be sent to you shortly. The survey will ask for the staffing conditions in your districts as of Friday, October 22, 2004. The purpose of the survey is to develop a snapshot of the staffing conditions in our public schools for comparison purposes from one year to the next.

As I have recently attended several regional PANC meetings, I am excited about the enthusiasm and energy that exist among our colleagues as you perform in your personnel roles. I'm proud and honored to be counted among such outstanding professionals.

Here's the latest...

- On-line Registration for Fall PANC
- State Board Meeting Highlights
- Security Concern
- SBE Teacher Task Force to Meet Wednesday
- Calendar Waivers
- Gov. Easley Proclaims October as Energy Awareness Month
- Gov. Easley Identifies REAL D.E.A.L. Schools/Donors Choice Expands
- 2004 Shelton Leadership Forum
- Belk Sets Annual Educators Night

ON-LINE REGISTRATION FOR FALL PANC: The on-line registration site for the Fall PANC conference is closed. You will still be able to register at the conference. The on-site registration fee is \$150. We're looking forward to seeing you in Asheville.

STATE BOARD MEETING HIGHLIGHTS ONLINE: The State Board of Education tackled a very full agenda at its October meeting. Members approved a framework for new high school exit standards, to go into effect with the 2006-07 incoming freshman class. They also considered their biennial budget request for 2005-07, the policy for school districts to request waivers of the school calendar law and a process for evaluating the validity of the ABCs accountability system. Complete Board highlights will be posted online Tuesday morning at <http://www.ncpublicschools.org/sbehighlights>.

SECURITY CONCERN: From time to time, the federal government informs DPI of potential security and health risks that could occur on public school campuses. At this time, we have been asked to highlight potential risks of breaches to a school's air-

handling system. If a school's air flow system is contaminated by either an exterior or interior event, here are the suggested steps to follow:

- In the event that a toxic substance has been released OUTSIDE THE BUILDING, keep individuals inside the building and reduce the indoor/outdoor air exchange to prevent contaminated air from passing through the HVAC system - immediately shut off the air handling system, close all windows and doors and turn off fans and combustion heaters. Once the outdoor hazard has dissipated, open all doors and windows and turn on all fans to ventilate the building.
- In the event that a toxic substance has been released INSIDE A BUILDING, immediately place the air handling system on "full (or 100 percent) outside air." If advised of an in-building release of hydrogen cyanide gas, chlorine gases, or other toxic industrial chemicals, activate the water sprinklers to help wash the contaminant from the air stream. Evacuate the building in accordance with the building's emergency evacuation plan. Evacuation routes may be hazardous because they may take people through contaminated areas. You may want to revisit your school's evacuation plans to consider this issue.

If you have questions about this information, please contact Ben Matthews, DPI Division of School Support, 919/807-350, or by email, bmatthew@dpi.state.nc.us.

SBE TEACHER RETENTION TASK FORCE TO MEET WEDNESDAY: The State Board of Education's Teacher Retention Task Force will meet Wednesday, Oct. 13, from 9 a.m.-3 p.m., in the 7th Floor Board Room, Education Building, 301 N. Wilmington Street, Raleigh. This committee will continue to study impediments to teacher recruitment and retention and begin to develop strategies for increasing recruitment and retention efforts, and for increasing the numbers of highly qualified beginning teachers. For more information, please contact Jane Worsham, State Board of Education, 919/807-3400, or by email, jworsham@dpi.state.nc.us.

CALENDAR WAIVERS: If your school district plans to request a waiver to the new school calendar law, please assemble your information now so that you will be ready to submit your request as soon as the State Board of Education approves its new procedures for handling waivers. This approval is expected in November, and the first waivers could be approved as early as the December State Board meeting. Additional information about the format for waiver requests will be sent to local superintendents as soon as possible. Local districts may request waivers if they have been closed for eight days in four of the last 10 years due to inclement weather or other emergency situations. Waivers also are possible for educational programs at specific schools, at schools serving special populations or for a defined program within a school. For more information, contact Alexis Schauss at 919/807-3708 or Paul LeSieur at 919/807-3701. You can find the School Calendar - 10 Year Closing History online at <http://www.ncpublicschools.org/fbs/closingdays94-04.html>.

GOV. EASLEY PROCLAIMS OCTOBER AS ENERGY AWARENESS MONTH: Gov. Mike Easley has proclaimed October as "Energy Awareness Month" in North Carolina. Energy Awareness Month is a national awareness campaign promoted through the U.S. Dept. of Energy. This year's theme, "Smart Energy Choices," highlights practices that support our economy, protect our environment and increase energy independence. Public school administrators are encouraged to look internally to ensure that they are doing all they can to conserve energy and water. For more information on energy conservation, please contact Ben Matthews, School Support Division, DPI, 919/807-3501, or by email, bmatthew@dpi.state.nc.us.

GOV. EASLEY IDENTIFIES REAL D.E.A.L. SCHOOLS. DONORS CHOOSE EXPANDS STATEWIDE: @ Last week, Gov. Mike Easley recognized the following eight schools that ranked at the top in their region in student performance and teacher working conditions: Brevard Elementary, Transylvania County Schools; Broad Creek Middle, Carteret County Schools; Eastover Elementary, Cumberland County Schools; North Brook Elementary, Lincoln County Schools; North Ridge Elementary, Wake County Schools; Weeksville Elementary, Pasquotank County Schools; Wentworth Elementary, Rockingham County Schools; and West Lenoir Elementary, Caldwell County Schools. Each school received a Real D.E.A.L. (Dedicated Educators, Administrators and Learners) Award.

The Governor also announced that Donors Choose NC, a Web site that allows teachers to seek donations for classroom supplies and innovative projects by posting proposals online, is expanding from the 15 pilot counties to all 115 school districts. Since this program was launched last February, citizens across North Carolina and 37 other states have funded more than \$222,000 worth of teacher proposals. Citizens wanting to donate to a particular project can go online to www.DonorsChoose.org and submit the appropriate form.

2004 SHELTON LEADERSHIP FORUM: The General Henry Hugh Shelton Leadership Initiative at NC State University has scheduled its third Annual Shelton Forum, "Practical Applications for Exemplary Leadership," on Friday, Nov. 19, at the McKimmon Conference and Training Center, Raleigh. The Shelton Leadership Forum is an annual seminar series that focuses attention on the importance of leadership development and includes a K-12 track, "Succeeding Through Leadership Challenges in K-12 Education. Lunch is included in the \$159 registration fee. For more information, including registration, please go online to <http://www.continuingeducation.ncsu.edu/hughshelton> or contact Debbie Reno, Coordinator of Educational Programs and Training, at 919/513-0148, or by email, debbie_reno@ncsu.edu.

BELK SETS ANNUAL EDUCATORS NIGHT CELEBRATION: In Celebration of Education, Belk is again proud to welcome all educators, administrators, support staff, and their immediate families to Educators Night 2004 for a private evening of shopping fun. This year's event will be held Sunday, Nov. 7, from 5-9 p.m., at all Belk Stores. This event is not open to the general public. Educators will be treated to a 15 percent shopping discount off all regular and sale priced merchandise (normal exclusions will apply); a 10 percent shopping discount in the Home area; a chance to win a trip for four to Jamaica or the Bahamas for three nights and four days; a chance to win one of four \$1,000 principals' awards to be used in your school; and a chance to win a \$200 Belk Shopping Spree (one of these will be given away in every Belk store). Belk store managers will be contacting local schools with flyers and ID discount cards for the event. Please feel free to contact your nearest Belk Store manager for information regarding this event or Leigh Ann Lyle, Belk, Special Events Coordinator, 704/426-6862, or by email, LeighAnn.Lyle@belk.com.

ARTICLES OF INTEREST:

* AEL, Inc. "Region IV Comprehensive Center works with educators of English language learners."

- Summary <http://www.ael.org/snaps/ELL0804%2EPDF>
- Full report <http://www.ael.org/page.htm?id=912&pd=99&pv=x>, 16 pp.

* Hannah-Jones, N. "Schools, students work to lower language barriers," <http://www.newsobserver.com/news/story/1613968p-7823949c.html>
The (Raleigh, N.C.) News & Observer, September 8, 2004.

Larry M. Simmons, Section Chief
NC DPI School Personnel Support
Division of School Business
919.807.3364

Weekly Message for October 25-29, 2004

Colleagues,

The Fall PANC Conference was outstanding! Each conference seems to get better. The sessions were well planned and our presenters were well informed and provided us with timely information. The PANC Steering Committee, chaired by Barbara Armstrong, provided us with an outstanding agenda coupled with meaningful conference activities. We owe the steering committee, under the leadership of Walter Hart, a rousing round of applause for their dedication and commitment to ensuring that we had an outstanding conference. Thanks!!!

Special studies seem to dominate our attention here and we're asking for your assistance as we have developed surveys to address two of the studies. Information concerning these studies is included in the body of this message.

We are pleased to announce that Jeanne Burton, a licensure specialist at the Department of Public Instruction, will become a member of our staff effective November 1, 2004. Jeanne brings a combination of licensing and human resources skills to the section. We're excited about her joining us and we're looking forward to utilizing her skills to serve you better.

Here's the latest...

1. STUDY OF NON-INSTRUCTIONAL TEACHER WORKDAYS: As a part of the school calendar legislation (House Bill 1464, Section 4), the State Board of Education (SBE) is to study the scheduling and purposes of non-instructional teacher workdays and report any findings to the Joint Legislative Education Oversight Committee by December 15, 2004. The study requires obtaining views of local board members, school administrators, teachers, and parents concerning the use of non-instructional teacher workdays. An online survey has been developed to obtain this data and can be found at <http://www.ncpublicschools.org/fbs/>. The survey is under the "What's New" section. Click on ONLINE SCHOOL CALENDAR SURVEY-Non-instructional Teacher Workdays to access the survey.

Please assist us in the effort to obtain as much data as possible by encouraging local board members, school administrators, teachers, parents and others with whom you have regular contact, to locate and complete this survey. The survey needs to be completed by November 5, 2004. House Bill 1464 also directs the SBE to study in detail specific information about the scheduling and purposes of non-instructional teacher workdays. We are currently fine-tuning another survey that will capture the required information. I'm asking for your direct support in this effort by coordinating the delivery and reply of this survey. You'll be receiving more information later this week regarding this issue.

2. THE STATE BOARD OF EDUCATION'S TEACHER RETENTION TASK FORCE:

The task force met today from 9 a.m.-3 p.m., in the 7th Floor Board Room, Education Building. The Task Force has been directed to study impediments to teacher recruitment and retention, strategies for increasing recruitment and retention efforts, and strategies for increasing the numbers of highly qualified beginning teachers. For more information, please contact Jane Worsham, State Board of Education, 919/807-3400, or by email, jworsham@dpi.state.nc.us.

3. THE SBE AD HOC COMMITTEE FOR ACADEMIC RIGOR, RELEVANCE, AND RELATIONSHIPS:

The committee will meet this Thursday, Oct. 28, 2004, from 2-4 p.m., in the 7th Floor Board Lounge, Education Building. For more information about this meeting, please contact Betsy West, State Board of Education, 919/807-3405, or by email, bwest@dpi.state.nc.us.

4. EDUCATOR EXPENSE DEDUCTION REINSTATED:

The Internal Revenue Service last week advised educators to save their receipts for books and other classroom supplies purchased in 2004 and apply it to the educator expense deduction. Teachers can deduct up to \$250 when figuring adjusted gross income. This deduction is available whether or not the taxpayer itemizes deductions on Schedule A. To be eligible, a person must work at least 900 hours during a school year as a teacher, instructor, counselor, principal or aide. For more information, please call the IRS Tele-Tax system toll-free at 800/829-4477 and select Topic 458, or go to the IRS Web site at www.irs.gov and use its search engine to find Tax Topic 458.

5. SUPERINTENDENT VACANCY ANNOUNCED:

The Chatham County Board of Education is seeking candidates for superintendent. Candidates must meet the legal requirements to serve as a superintendent in North Carolina or be qualified to serve under the State Board of Education's alternative guidelines. A doctoral degree or progress toward a doctoral degree as well as experience as a principal are preferred, but not required. The successful candidate is required to live in Chatham County. The application deadline is January 10, 2005. Electronic versions of the applications are available by going to the N.C. School Board Association's Web site at <http://www.ncsba.org> and clicking on the appropriate link. Inquiries and requests for applications can also be directed to Allison Schafer, Legal Counsel/Director of Policy, North Carolina School Boards Association, PO Box 97877, Raleigh NC 27624-7877, telephone 919/841-4040, fax 919/841-4020, email aschafer@ncsba.org. All inquiries will be kept confidential.

6. MILKEN RECIPIENTS NAMED: Congratulations to Jennifer Brodeur, a second/third grade teacher at Hunters Creek Elementary (Onslow County Schools), and Stephanie Lemon, a kindergarten teacher at Murphey Traditional Academy (Guilford County Schools), for being named North Carolina's 2004 Milken Family Foundation National Educators. Each will receive a \$25,000 unrestricted financial award and an all-expense-paid trip to Washington, D.C., in May 2005 for the annual Milken Family Foundation National Education Conference. To read more about their selection, please go to DPI's Web site at <http://www.ncpublicschools.org> and look under "In the News."

7. ASI TRICARE SUPPLEMENT ENROLLMENT INFORMATION: Enclosed as an attachment to this update are the implementation instructions for the ASI TRICARE Supplement. The ASI TRICARE Supplement is a new insurance option for State of North Carolina Teachers and Employees for Military TRICARE eligible employees and their families. Please share this information with your benefits coordinator and person(s) responsible for benefits payroll deductions and others involved in your open enrollment process. Your benefits representative responsible for payroll deduction should contact Ms. Pauline Marshall immediately at 800-638-2610, ext 113, for the enrollment information packet. Other contact information concerning this enrollment is included in the attachment.

8. NC WISE UPDATE: The ambitious three-year project of converting LEAs and charters schools to NC WISE has officially begun with the Wave 1 Deployment. Graham County, Haywood County, Polk County, Transylvania County, The Learning Center and Mountain Community School are the first LEAs and charter schools in Wave 1 to convert their student information. The NC WISE team will continue to convert 40 schools a week through Waves 1, 2 and 3 until all 115 LEAs and 98 charter schools are converted by 2007. Administrators and educators looking for more information on NC WISE can go online and download and print informational pieces that answer general questions about NC WISE. To see what's available please go online to www.ncwise.org and click on the library section, select the link for NC WISE Communications, then click on the link for the Communications Packet.

9. SCHOOL-BASED MANAGEMENT AND ACCOUNTABILITY PROCEDURES MANUAL AVAILABLE ONLINE: The revised edition of the School-Based Management and Accountability Procedures Manual (the ABCs Procedures Manual) is now available online at <http://www.ncpublicschools.org/docs/schoolimprovement/2004abcmanual.pdf>.

10. GRANT WEB SITE: Educators interested in federal government and foundation funding opportunities may want to bookmark a new Web site, www.GrantsAlert.com.

11. BELK SETS ANNUAL EDUCATORS NIGHT CELEBRATION: In celebration of education, Belk is again proud to welcome all educators, administrators, support staff, and their immediate families to Educators Night 2004 for a private evening of shopping fun. This year's event will be held Sunday, Nov. 7, from 5-9 p.m., at all Belk Stores. This event is not open to the public. Educators will be treated to a 15 percent shopping discount off all regular and sale priced merchandise (normal exclusions will apply); a 10 percent shopping discount in the Home area; a chance to win a trip for four to Jamaica or the Bahamas for three nights and four days; a chance to win one of four \$1,000 principals' awards to be used in your school; and a chance to win a \$200 Belk Shopping Spree (one of these will be given away in every Belk store). For more information regarding this event, please contact Leigh Ann Lyle, Belk, Special Events Coordinator, 704/426-6862, or by email, LeighAnn.Lyle@belk.com.

ARTICLES OF INTEREST:

WHAT MAKES A TEACHER WORTH LISTENING TO?: What would make students care more about school? What would make them pay more attention to their teachers? You can find out on "The Way We See It," a video created by youth production teams from around the country. The program will air on PBS in January (hosted by John Merrow), but its available now on DVD for the cost of shipping and handling. To request a copy, visit: <http://www.listenup.org/education/>.

A VOTER'S GUIDE TO PUBLIC EDUCATION CANDIDATES: This non-partisan, two-page pamphlet from Public Education Network identifies the characteristics of strong education candidates and provides questions they should be able to answer to help you make informed choices. The guide is available at: <http://www.publiceducation.org/> .

Larry M. Simmons, Section Chief
NC DPI School Personnel Support
Division of School Business
919.807.3364

Weekly Message for November 1-5, 2004

Colleagues,

Thanks for your support in spreading the word about the survey of non-instructional teacher workdays. Many have responded and the data should provide us with a good basis for the study. There is an additional survey designed for central office personnel who are responsible for developing and interpreting the school calendar. This survey will only be sent to superintendents and personnel administrators. You will receive this information via email within the next few days.

Here's the latest...

1. ASI TRICARE SUPPLEMENTAL ENROLLMENT: You should have received information concerning the ASI TRICARE Supplement, a new health benefit option for TRICARE eligible employees. To assist in administering this option during your open enrollment, you are invited to attend a conference call designed to provide you with general information about the Plan and to answer any specific questions you might have about this health benefit option. A Special Notice concerning the conference call is an attachment to this memo. Please read the Special Notice and follow the instructions to participate in the conference call.

Your health benefits representatives should participate in this conference call. They will be most directly involved with processing requests from eligible employees. I encourage you to participate in the conference call to learn more about this plan. Please contact me if you have questions concerning this issue.

2. STATE BOARD OF EDUCATION (SBE) MEETING: The SBE will hold its November meeting on Wednesday and Thursday, Nov. 3-4, 2004, in the 7th Floor Board Room, Education Building, 301 N. Wilmington Street, Raleigh. Agenda items include action on standards for honor courses, the Compliance Commission recommendation for how to include the writing scores in the performance composite of the 2004-05 ABCs program, the 2005-07 Biennial Budget request, and the waiver policy for school calendar start and end date changes. Discussion items include Compliance Commission recommendations regarding middle schools and ABCs results, evaluation of the teacher recruitment and retention initiative, revision of the North Carolina Second Language Standard Course of Study, and discussion of definitions related to the Calendar Bill. The complete agenda is available online at the following site by clicking on the appropriate link. http://www.ncpublicschools.org/sbe_meetings/index.html

3. STUDY OF NON-INSTRUCTIONAL TEACHER WORKDAYS: As a part of the school calendar legislation (House Bill 1464, Section 4), the State Board of Education (SBE) is to study the scheduling and purposes of non-instructional teacher workdays and report any findings to the Joint Legislative Education Oversight Committee by December 15, 2004. The study requires obtaining views of local board members, school

administrators, teachers, and parents concerning the use of non-instructional teacher workdays. An online survey has been developed to obtain this data and can be found at <http://www.ncpublicschools.org/fbs/>. The survey is under the "What's New" section. Click on **ONLINE SCHOOL CALENDAR SURVEY - Non-instructional Teacher Workdays** to access the survey.

Please assist us in the effort to obtain as much data as possible by encouraging local board members, school administrators, teachers, parents and others with whom you have regular contact, to locate and complete this survey. The survey needs to be completed by November 5, 2004.

4. SCHOOL-BASED MANAGEMENT, ACCOUNTABILITY PROCEDURES MANUAL

ONLINE: The revised edition of the School-Based Management and Accountability Procedures Manual (the ABCs Procedures Manual) is now available online at: <http://www.ncpublicschools.org/docs/schoolimprovement/2004abcmanual.pdf>

ARTICLES OF INTEREST:

TEACHER WORKING CONDITIONS ARE STUDENT LEARNING CONDITIONS: Many schools consistently struggle to address critical teacher working conditions. Teachers report feeling isolated in their classrooms, needing more basic materials to do their jobs, feeling inundated with work, lacking input into the design and organization of schools, and facing minimal prospects for career advancement and professional growth. Such conditions are closely related to difficulties in recruiting and retaining teachers, but oftentimes overlooked as school reform strategies. This resource-laden website developed by the Southeast Center for Teaching Quality (with support from BellSouth) was created as part of a working conditions project in North Carolina. But it's a major "find" for anyone interested in strategies to address persistent problems in schools that block teacher effectiveness and student achievement. The topics include time, leadership, empowerment, professional development and facilities. The resources are organized around five key recommendations based on the Center's extensive research. And you'll find separate resources for teachers, principals, district offices, policymakers and community leaders.

<http://www.teacherworkingconditions.org/index.html>

Larry M. Simmons, Section Chief
NC DPI School Personnel Support
Division of School Business
919.807.3364

Weekly Message for November 8-12, 2004

Colleagues,

As we approach the observance of Veterans Day (Nov 11), make plans to pause and reflect on the freedom and liberty we enjoy, made possible by those who have served and those still serving in our armed forces. Veterans Day activities to honor our nation's heroes, past and present, are being planned in cities and towns throughout North Carolina. Attend an activity in your area; you'll be glad you did.

In recent weekly messages, we have provided you information concerning the ASI TRICARE Supplement plan. A teleconference was conducted last Friday (November 5) with the ASI representative. I hope you and/or your benefits representative were able to participate in the conference. If you have questions concerning this option, please call or email me for clarification. Based on recent phone calls, I am concerned that some eligible employees may not be aware of this option. Other eligible employees are being told that their school system will not participate or allow them to participate in the option. We encourage you to promote the TRICARE Supplement option by ensuring that your employees are aware of the option and that your health benefits representative and finance officer contact the ASI TRICARE Supplement representative, Walt Markovsky, at 919-606-1041.

Here's the latest...

1. FINALIZED HIGHLY QUALIFIED (HQ) DATA: You should receive information today from the Licensure Section regarding the final HQ data that is being loaded into the School Report Card website. If you have not received the report, contact Shelia White at swhite@dpi.state.nc.us or 919-807-3310.

2. CHANGE TO THE ON-LINE RETIRED TEACHER QUESTIONS AND ANSWERS (Q&A): An additional question has been added to the on-line Q&A regarding retired teachers. The additional question (#8) addresses volunteering to teach during the 6-months immediately after retirement.
<http://www.ncpublicschools.org/fbs/reempretiredteacherqa.html>

3. COMPUTER-BASED WORKKEYS ADMINISTRATION: Most of you are aware that the WORKKEYS assessment for paraprofessionals can be administered using computers as well as the paper and pencil method. There has been some concern as to whether or not the computer-based version is an acceptable administration method for NC. I have asked ACT for a statement to help us determine if the computer-based administration is compatible to the paper and pencil method. Dr. Marcia K. Stienties, Manager, WORKKEYS Test Development, provided the following:

"Comparability studies conducted by ACT show no reason to believe there are differences in level scores due to administration format for the WORKKEYS assessments. In other words, whether test-takers use paper-and-pencil or computer-based assessments, there should not be an impact on the skill level achieved."

Based on this statement, the computer-based version of WORKKEYS is an acceptable method for administering the assessment in NC.

4. STATE BOARD MEETING HIGHLIGHTS: At its November meeting, the State Board of Education received information regarding middle schools and ABCs results, held discussion on the revision of the Second Language Standard Course of Study and English Language Arts Standard Course of Study clarification and approved a policy for handling requests for waivers of the school calendar law's start and end dates. In addition, the Board approved its 2005-07 biennial budget request. More complete highlights of the Board's activities will be posted by Tuesday afternoon at <http://www.ncpublicschools.org/sbehighlights/>

5. WRITING TO BE INCLUDED IN 2005-06 ABCS MODEL: Effective with the 2005-06 school year, results of state writing assessments at grades 4, 7 and 10 will be included in the performance composite of the ABCs using a statistically generated confidence interval. This decision was part of the State Board's agenda last week. The writing assessments will be administered in 2004-05, but will not be part of the ABCs growth or performance composite calculations. Writing results for the 2004-05 school year will be reported by school and local education agency and will be used as part of the Student Accountability Standards policy for grades 5 and 8. Including writing in the performance composite in 2005-06 does not affect teacher incentive bonuses under the ABCs.

6. NATIONAL BOARD CERTIFICATION UPDATE: North Carolina teachers seeking National Board Certification may apply for funding to cover one retake entry for 2004 - 2005. Congress has provided funds through a grant from the U.S. Department of Education for first time participants only. Candidates who received subsidy funding for the initial process or funding for retakes in the past cannot apply again. NBPTS and the North Carolina Department of Public Instruction assist teachers with the application process for the Candidate Subsidy Program. National Board candidates who may need to apply for retake funding should review the information/guidelines at <http://www.ncpublicschools.org/nbpts>. The application window for retake funding is Nov. 16 - Jan. 15. The available funding for retake applicants is limited and will be granted on a first come first served basis. For more information about Advanced Candidacy and Retake Funding, please contact Jeanne Washburn at 919/807-3373 (jwashbur@dpi.state.nc.us), or Deanna Harris at 919/807-3358 (dharris@dpi.state.nc.us).

7. SBE TEACHER RETENTION TASK FORCE MEETING SUMMARY: The State Board of Education's (SBE) Teacher Recruitment and Retention Task Force met on Monday, Oct. 25, to continue its discussion of issues surrounding the recruitment and retention of teachers. Harry Wilson, the SBE's Legal Advisor, summarized selected statutes pertaining to teacher recruitment and retention. The issues discussed included teachers' planning time, duty-free time, extra duties, the school improvement team, selection of team members, parental responsibilities and the National Board of Professional Teaching Standards. In-depth discussions centered on enhancing the teaching profession, barriers to entering the profession, teacher preparation, teacher induction, beginning teacher support and mentoring. Also, Gaynell Gull, DPI Teacher Education Division, provided a presentation on the 2004 Review of Interim Licensure Requirements. The next meeting of the task force is scheduled for Wednesday, Nov. 17, in the 7th Floor Board Room, in the Education Building.

8. GOVERNOR EASLEY PROCLAIMS NOVEMBER AMERICAN INDIAN HERITAGE MONTH: Gov. Mike Easley signed a proclamation designating the month of November as American Indian Heritage Month and urged the state's citizens to recognize and celebrate the many achievements and contributions made by native inhabitants. According to Census 2000, almost 100,000 American Indians live in North Carolina, which gives our state the largest American Indian population east of the Mississippi River and the eighth largest American Indian population in the nation. The state is home to the following eight American Indian tribes: the Coharie, the Eastern Band of Cherokee, the Haliwa-Saponi, the Lumbee, the Meherrin, the Occaneechi Band of Saponi, the Sappony and the Waccamaw-Siouan. For additional information, please contact the N.C. Commission of Indian Affairs at 919/733-5998 or visit their Web site at <http://www.doa.state.nc.us/doa/cia/indian.htm>.

9. NOMINATIONS BEING ACCEPTED FOR MATHEMATICS AND SCIENCE AWARD: The Presidential Awards for Excellence in Mathematics and Science Teaching (PAEMST) is the nation's highest honor for teachers. Each year two teachers from each state, one each from mathematics and science, are honored. A supervisor, principal, teacher colleague, parent, student, or member of the general public must nominate teachers. Self-nominations will not be accepted. In 2005, between only seven and 12 mathematics and science teachers will be eligible. To nominate a teacher, download the nomination form from PAEMST (www.paemst.org) or NCDPI Math (www.learnnc.org/dpi/instserv.nsf/Category7) and return to Bill Scott (Math) or Clara Stallings (Science) at NCDPI Mathematics and Science Section, 6352 Mail Service Center, Raleigh, NC 27699-6352 or fax 919-807-3823. Applications are due May 2, 2005.

ARTICLE OF INTEREST:

USING RESEARCH TO STRENGTHEN THE USE OF STANDARDS FOR ADMINISTRATOR PREPARATION & LICENSURE PROGRAMS:

A new report from Mid-continent Research for Education and Learning (McREL) examines the degree to which standards that 40 states have adopted for administrator preparation and licensure are aligned with McREL's research on effective school leadership. Based on their analysis, the report's authors, McREL President and CEO Tim Waters and Senior Consultant Sally Grubb, recommend that policymakers consider the following actions: (1) Review and approve principal licensure and re-licensure programs to verify that they adequately address the research on responsibilities and practices that principals use to improve student achievement; (2) Ensure that administrator licensure and re-licensure programs are taught by faculty with the knowledge and skills needed to teach these leadership responsibilities and practices; (3) Commit the funding necessary for high-quality, rigorous, and research-based professional development programs for principals; (4) Support the use of tools that allow principals to assess their use of research-based leadership practices and collect feedback from teachers and supervisors on their use of these practices; and (5) be aware of the changes initiated through policies and the implications of those changes for stakeholders.

<http://www.mcrel.org/topics/productDetail.asp?productID=184>

Larry M. Simmons, Section Chief
NC DPI School Personnel Support
Division of School Business
919.807.3364

Weekly Message for November 15-19, 2004

Colleagues,

Thanks for your assistance in getting the word out about the calendar survey. The response has been great. We also informed you earlier about another calendar survey being sent to superintendents with a return deadline of Wednesday, November 17, 2004. As of today, we've received 45 surveys. Please send a friendly reminder about the deadline to your superintendent or the central office staff member responsible for the survey. A copy of the Excel file containing the survey and instructions is attached to this message.

The HRMS Conference was well attended and very informative. Congratulations to the HRMS staff for a great "first ever" users conference. Jeanne Burton is our liaison to the HRMS community. If we can help you in any way with HRMS issues, contact Jeanne at 919-807-3366 or jburton@dpi.state.nc.us.

Here's the latest...

PANC STEERING COMMITTEE MEETING: The PANC Steering Committee will meet November 30, 2004, at the Sheraton Four Seasons, Greensboro, NC. If you have suggestions for topics or other conference activities, please contact Walter Hart, PANC President, at whart@lincoln.k12.nc.us or Barbara Armstrong at armstrongb@TCS.k12.nc.us.

CALENDAR BILL PROCESS APPROVED BY STATE BOARD OF EDUCATION (SBE): The State Board of Education approved the forms and the process for receiving a waiver for the beginning and end dates of the 2005-06 school year. All LEAs which have schools that are exempt from this provision, or have schools for which they would like to apply for a waiver should refer to the documentation on the website <http://www.ncpublicschools.org/fbs/> under "What's New". Schools which are exempt include charter schools and those schools with a year round calendar or a 2003-04 modified calendar. LEAs may apply for a waiver based on the inclement weather history of the LEA or based on the educational purpose of the school or specific program within a school. To see a list of eligible schools go to <http://www.ncpublicschools.org/fbs/closingdays94-04.html>. Contact Alexis Schauss with questions at aschauss@dpi.state.nc.us.

CALENDAR SURVEY REMINDER: The deadline for the recent calendar survey sent for central office input is Wednesday, November 17, 2004. Please assist us in reminding those involved with the study about the deadline.

SBE TEACHER RETENTION TASK FORCE SCHEDULES MEETING: The State Board of Education's Teacher Retention Task Force will meet Wednesday, Nov. 17, from 9 a.m. - 3 p.m., in the 7th Floor Board Room, Education Building, 301 N. Wilmington Street, Raleigh. For more information, please contact Jane Worsham, State Board of Education, 919/807-3400, or by email, jworsham@dpi.state.nc.us.

NOVEMBER STATE BOARD MEETING HIGHLIGHTS ONLINE: The State Board of Education at its November meeting approved its biennial budget request for 2005-07 in addition to including writing assessment results at grades 4, 7 and 10 in the ABCs performance composite for 2005-06 using a statistically generated confidence interval. The Board also approved the 2003-04 Annual Report on School Crime and Violence. (A news release on the Annual Report on School Crime and Violence is available online at www.ncpublicschools.org under "In the News.") More information on these and other items on the Board's agenda are available online at <http://www.ncpublicschools.org/sbehighlights/> by clicking on the appropriate link.

PBS TEACHERLINE ONLINE PROFESSIONAL DEVELOPMENT COMES TO NORTH CAROLINA: The UNC Center for Public Television (UNC-TV), South Carolina Educational Television (SCETV) and Georgia Public Television (GPT) have joined together to offer media-rich online professional development graduate level courses for the 2004-2005 year. TeacherLine offers more than 90 courses in mathematics, reading, instructional technology, instructional strategies, science, and curriculum mapping. For more information, please visit the TeacherLine Web site at www.pbs.org/teacherline or contact Emily Castleberry, UNC Center for Public Television, 919/549-7190, or by email, ecastleberry@unctv.org.

ARTICLE OF INTEREST:

NEW COURT-MANDATED FUNDS HELP ATTRACT QUALIFIED TEACHERS TO DISTRICT WITH HIGHEST TEACHER TURNOVER IN NORTH CAROLINA

Silberman, T. "Test-case schools add teachers,"
<http://www.newsobserver.com/news/story/1784298p-8075968c.html>
The (Raleigh, N.C.) News & Observer, October 31, 2004.

Larry M. Simmons, Section Chief
NC DPI School Personnel Support
Division of School Business
919.807.3364

Weekly Message for November 22-26, 2004

Colleagues,

Can you believe it's already Thanksgiving? As we begin to plan our holiday moments, put safety before fun. Don't over-do or over-indulge. Find time for yourself and enjoy some time with family and friends. Remember those who are less fortunate. The holidays can also be a stressful time for some people. Now is a good time to share some holiday safety and stress tips with your staffs. The following link provides some tips that you could share with other supervisors. Have a great holiday break.

http://md.essortment.com/stressholidayt_rkpg.htm

Here's the latest...

1. PANC STEERING COMMITTEE MEETING: The PANC Steering Committee will meet November 30, 2004, at the Sheraton Four Seasons, Greensboro, NC. If you have suggestions for topics or other conference activities, please contact Walter Hart, PANC President, at whart@lincoln.k12.nc.us or Barbara Armstrong at armstrongb@tcs.k12.nc.us.

2. PANC ON-LINE CONFERENCE LOCATION SURVEY: As part of our efforts in planning a meaningful conference, we need your input. Conference evaluations have suggested the steering committee look at other venues for our conference. A survey has been developed to get your input on possible future conference locations. The site will be active until December 3, 2004. You must hit "Done" after completing the survey. Thanks for participating.

<http://www.surveymonkey.com/s.asp?u=68255660778>

3. LICENSURE UPDATE: Earlier today the State Board of Education approved changes to the requirements for a health occupations license that provide additional options for individuals teaching health occupations courses in a multi-teacher department. Several personnel administrators indicated that the change would be of help to them. The recommendation to the Board therefore was that the change be effective upon Board approval. A copy of the revised requirements is attached to this message. If you have any questions, please contact Gayenell Gull at ggull@dpi.state.nc.us or 919-807-3377.

4. SBE TEACHER RETENTION TASK FORCE MEETING SUMMARY: The SBE Teacher Recruitment and Retention Task Force met on Wednesday, Nov. 17, to continue its discussion of issues surrounding the state's teacher shortage. The group heard from Associate Superintendent Philip Price who discussed the Board's budget request for additional mentors for ILT teachers, teacher salary incentives being offered

under the Disadvantaged Students Supplemental Funding and the separation period required for retired teachers. Task Force members also heard presentations from Jo Ann Norris, Executive Director of the Teaching Fellows Program; Mary McDuffie, Executive Director of the NC Center for the Advancement of Teaching, on that organization's Connections program (support for new teachers); Debbie Rollins, DPI Professional Development Coordinator, on the Education Cabinet's Professional Development Initiative; and Dan Holloman, Executive Director of DPI's Teacher Recruitment and Retention Center, on current state initiatives to address the teacher shortage. The members discussed the preparation of its final report, which is due to the General Assembly on Feb. 15, and a timeline of activities in preparation for that report. The Task Force has two remaining meeting dates scheduled: Dec. 10, 2004 and Jan. 14, 2004.

5. NC WISE UPDATE: The number of LEAs and charter schools using NC WISE continues to increase with the conversion of nine LEAs and eight charter schools during the initial phase of the Wave 1 deployment. To date, more than 24,000 administrators and teachers in 361 schools can now access NC WISE, and over 254,000 student records have been converted safely and securely. These numbers also include the original pilot LEAs - Catawba County, Chapel Hill/Carrboro City Schools, Cumberland County, Gates County, Wake County and Whiteville City Schools. Following are the Wave 1 LEAs and charter schools that have been converted to NC WISE since the Wave 1 kick-off Oct. 18: Avery County; Artspace Charter; Burke County; Buncombe County; Crossnore Academy; Francine Delany New School for Children; Graham County; Haywood County; Learning Center School; Madison County; McDowell County; Mountain Community School; Mountain Discovery School; New Dimensions School; Polk County; Transylvania County; and Thomas Jefferson Academy. When the Wave 1 deployment is complete in March 2005, 36 school districts and 23 charter schools will be converted to NC WISE. LEAs and charter schools will continue to be converted through two more waves in 2006 and 2007 until all 115 LEAs and 98 charter schools are converted to NC WISE by 2007.

6. PROFESSIONAL DEVELOPMENT SURVEY: NCAE President Eddie Davis is working with a group of educator stakeholders to organize a Professional Development Week in August 2005. This group needs teacher feedback to determine if the items that are being considered are match teachers need, if the dates are workable and if teachers would drive in for a session. Please take a moment and complete a short survey available online at <http://www.surveymonkey.com/s.asp?u=84974720833>. The survey must be completed by Dec. 6 so that the feedback can be used for a Dec. 13 planning meeting. Questions or other comments in regards to this effort should be directed to Eddie Davis, NCAE, Eddie.Davis@ncae.org or 919/832-3000 ext. 200.

ARTICLES OF INTEREST:

STUDENT YEARBOOK PHOTO WITH SHOTGUN SPURS LAWSUIT:

Where other students might pose for their senior yearbook photos with a tennis racket or favorite car, Blake Douglass wants to be seen with his shotgun. The 17-year-old filed a federal lawsuit to force Londonderry High School (NH) to allow the photo and give up the policy that school officials used to reject it. An avid hunter and trap and skeet shooter, writes Beverley Wang, Douglass said he decided long ago on his senior photo -- an outdoor shot in a sportsman's pose, with him wearing a shooting vest and holding his broken-open shotgun over his shoulder. Principal James Elefante said that although the photo isn't threatening, "I still stand by that holding a saxophone is different from holding a shotgun."

http://seattletimes.nwsourc.com/html/education/2002091947_gunkid16.html

NEW RESEARCH POINTS TO IMPORTANCE OF NATIONAL BOARD CERTIFICATION:

Students of National Board Certified Teachers (NBCT) did a measurably better job than other 9th and 10th-graders, on year-end math tests in Miami-Dade County (FL) Public Schools, according to new research that accounted for other factors that could have resulted in high scores. All else being equal, (student characteristics, school environment and teacher preparation), Miami-Dade math teachers who had achieved National Board Certification helped their students achieve larger testing gains than did colleagues who had not earned certification. The study of more than 100,000 student Florida Comprehensive Assessment Test (FCAT) records found that NBCT are particularly effective with students who have special needs, and provides some evidence that Black and Hispanic students may also receive extra benefits.

<http://www.cna.org/expertise/education/>

EFFECTS OF SCHOOL LEADERSHIP ON STUDENT ACHIEVEMENT

New research continues to emerge on the effects of school leadership on student achievement, and in the current climate of education reform, school districts have begun to pay close attention to the recruitment and development of their principals. This attention has taken various forms -- exploring innovative and effective practices, grooming people from within the ranks in the form of district-university partnerships; establishing academies to help certify and develop principals; and investigating the feasibility of re-training professionals from outside education. We also know that many are struggling to devise effective school leadership development strategies in response to their unique challenges. E-Lead was developed to ensure that all school districts have ready access to information about quality school leadership development strategies. This free website describes the principles of professional development for school leaders, catalogues over 30 school leadership development programs in place across the United States, and provides a Leadership Library that contains links to information,

articles, tools and resources on topics ranging from action research and professional learning communities to mentoring and supplying the principal pipeline.
<http://www.e-lead.org>.

Larry M. Simmons, Section Chief
NC DPI School Personnel Support
Division of School Business
919.807.3364

Weekly Message for November 29 - December 3, 2004

Colleagues,

I trust that you've enjoyed a wonderful Thanksgiving holiday and you found some time for relaxing, refreshment, refocusing and some fun. This week's update will be very brief. The PANC Steering Committee meets tomorrow in Greensboro and I'll also be attending the SE PANC meeting on Friday in Jacksonville. In the remaining days of 2004, our priority is to finalize the updates to the Benefits and Employment Manual. We should be able to accomplish this task within the next few weeks.

Here's the latest...

1. STATE BOARD SCHEDULES DECEMBER MEETING: The State Board of Education's December meeting will be organized differently than previous meetings. The State Board will meet on Wednesday, Dec. 1, from 8:30 a.m. - 4:30 p.m., in the 7th Floor Board Room, 301 N. Wilmington Street, Raleigh. On this day, Board members will discuss agenda items and vote on action items. This frees the Board members to attend the North Carolina Action Plan for High School Innovation Conference at the North Raleigh Hilton on Thursday, Dec. 2, from 8:30 a.m.-3 p.m. Agenda items include action on the Compliance Commission's recommendations regarding middle schools and ABCs results, Disadvantaged Student Supplemental Funding programs for 2004-05, and the revised North Carolina Technology Plan. Discussion items include the Report and Recommendations from the Select Committee on Lateral Entry and individual class size exceptions waiver request. The complete agenda will be available online by Monday afternoon, Nov. 29, at http://www.ncpublicschools.org/sbe_meetings/index.html by clicking on the appropriate link. The meeting also will be audio streamed for those who can't attend. To listen in, please go online to http://www.ncpublicschools.org/sbe_meetings/index.html and scroll to the Live Audio Stream links.

2. DISTANCE LEARNING PROGRAMS FOR ALL PUBLIC SCHOOLS IN NC:

Through its distance learning program, NC DPI provides free or low cost courses and resources for students and teachers. Since the 2004-2005 school year, we have opened over 70 Internet delivered courses to students in ALL NC HIGH SCHOOLS. Visit our website to find out what it takes to set up or enhance your distance learning program as well as other resources:

<http://www.ncpublicschools.org/distancelearning>

- * High School Student Courses Online
- * Student Video for Instruction and Enrichment
- * Professional Development Modules
- * Professional Development Video Series

- * PD Live Online Events, and e-forums (NCIH)
- * Schedules for School TV series

Sue Scott

Telecommunications Consultant, Instructional Technology

Office: 919-807-3429/ FAX: 919-807- 3487

sscott@dpi.state.nc.us

3. SCHOOL E-LAW UPDATE FOR N.C. SCHOOL ADMINISTRATORS: The Principals' Executive Program (PEP) is offering the following update: Vol. 04-7: Student/Religion Issues...November 29, 2004.

View the Update: <http://www.ncpep.org/law/elist04-7.htm>

(If you have difficulty, please contact us at hos@unc.edu)

We invite you to forward this e-mail to colleagues.

Have a great week...

Larry M. Simmons, Section Chief
NC DPI School Personnel Support
Division of School Business
919.807.3364

Weekly Message for December 13-17, 2004

Colleagues,

As most school systems are preparing for the winter holidays, I'll take this opportunity to say thank you for all you do for the most vital resources in your district. Our employees rely on us to stay informed and abreast of the latest trends and initiatives in human resources. We will continue to make you aware of significant human resources issues that affect your employees. Thanks for helping us get the word out. As you begin your holiday exodus, I urge you to place safety in the forefront of your plans. I trust that your holiday time with family and friends will be memorable and enjoyable. Don't forget the less fortunate and those who may be experiencing difficulty during these times.

Additionally, I need to make you aware of a new initiative concerning foreign nationals (aliens) employees that will require your attention and involvement in 2005. Over the past several months the Office of the State Controller has been leading a collaborative statewide initiative to review the State's current business practices associated with the processing and payment of employee wages, scholarships, fellowships and grants, payments to independent contractors and other compensation made by a state entity to a foreign national. On August 27, 2004, the principals of the University of North Carolina General Administration, North Carolina Community Colleges System, Office of State Personnel, Office of State Budget and Management and the Office of the State Controller, jointly issued a document entitled, "Policy and Procedures Pertaining to Payments and Compensation of Foreign Nationals, Governments and Corporations". The overarching policy requirement in this document is as follows:

"The reporting and withholding of taxes associated with payments made to non-U.S. citizens by universities, community colleges and other agencies of the State of North Carolina are in accordance with the laws and regulations of the U.S. Citizenship and Immigration Services (USCIS) and the Internal Revenue Service (IRS). USCIS defines what payments may be made to aliens who perform services in the United States. The IRS defines which payments made to aliens are reported and subjected to taxes, as well as established the tax rates for those payments."

The implications of this policy statement for personnel administrators is that you will play a role in collecting and reporting income data on the foreign nationals you employ in your school district (certified and non-certified), beginning with the 2005 tax year. We are in the early stages of formalizing reporting procedures and requirements and I wanted to provide you advance notice of this new initiative. Please know that we are doing everything possible to help you manage this new requirement. I will be attending "how-to" sessions to develop our strategy for compliance and report back to you. This

will be a "quick-hitter" so please begin a conversation among your staff as to who can be a primary contact for this project.

We certainly realize the timing and short notice that surrounds this initiative. Please know that we will do our best to assist you in minimizing the impact this reporting can have on your staffs.

Here's the latest...

1. PANC STEERING COMMITTEE: The PANC Steering Committee met on November 30, 2004, in Greensboro, NC. Plans for the spring conference in Wilmington (April 3-6, 2005) as well as other issues were discussed. An important outcome of this meeting was the selection of a new site for the fall conference in October 2005. The committee voted to use the Sheraton Four Seasons Koury Center in Greensboro, NC as the 2005 fall conference site.

2. SCHOOL CALENDAR BILL INFORMATION: A summary of the school calendar bill is now on-line at <http://www.ncpublicschools.org/fbs/calendar04.html>.

3. IMPORTANT INFORMATION CONCERNING LONG TERM HEALTH INSURANCE: Listed below is a website link with important information for teachers and state employees who may have purchased long term health insurance through the State Health Plan. As you may be aware, the State Health Plan's contract with Med America will be ending soon. Employees who purchased this insurance have important decisions to make about their policies and this press release provides valuable information. Please share this information with your health benefits representative. <http://www.ncdoi.com/Home/HotTopics.asp>

If you have questions please feel free to contact Ronnie Condrey, Personnel Officer for the NC Department of Insurance at (919) 733-5578.

4. FINANCIAL & BUSINESS SERVICES REORGANIZATION: The State Board of Education at its December 1, 2004 meeting approved a recommendation for the reorganization of the Financial and Business Services area of the Department of Public Instruction. In order to serve you better we have placed the organization charts on the FBS website. www.ncpublicschools.org/fbs/orgfbs.pdf

5. STATE BOARD MEETING HIGHLIGHTS: The State Board of Education approved Disadvantaged Student Supplemental Funding allotments for four school systems, acted on the middle schools and ABCs results issue and attended the Action Plan for High School Innovation Conference as part of its December meeting. Complete highlights are online at www.ncpublicschools.org/sbehighlights.

6. TITLE IX COMPLIANCE REMINDER: Local superintendents are reminded that all LEAs should have a designated Title IX coordinator and that the name of that person should be on file in the DPI's Office of Curriculum and School Reform (OCR). In accordance with OCR requirements, the Department enforces and displays the following nondiscrimination statement: "In compliance with federal law, NC Public Schools does not discriminate on the basis of race, sex, religion, color, national or ethnic origin, age, disability, or military service in its policies, programs, activities, admissions or employment. Inquiries or complaints should be directed to: The Office of Curriculum and School Reform Services, 6307 Mail Service Center, Raleigh, NC 27699-6307, telephone 919/807-3761, fax 919/807-3767." LEAS also should have a nondiscrimination statement that is displayed on employment applications and LEA produced documents. It should be communicated to the entire school community and placed in prominent locations. For more information, please contact Elsie Leak, Curriculum and School Reform Services, NC DPI, 919/807-3759, or by email, eleak@dpi.state.nc.us.

7. DPI OFFERS DISTANCE LEARNING PROGRAMS: Through its distance learning programs, NC DPI provides free or low cost courses and resources for students and teachers. Currently over 70 internet delivered courses are available to all high school students. Visit the Distance Learning Web site at <http://www.ncpublicschools.org/distancelearning> to find out what it takes to set up or enhance your distance learning program, as well as learn more about other resources available to public schools or contact Sue Scott, Instructional Technology, NC DPI, 919/807-3429, or by email, sscott@dpi.state.nc.us.

8. 2005 KENAN FELLOWSHIPS: The 2005 Kenan Fellowships' applications are now available online at <http://www.ncsu.edu/kenan/fellows/> for downloading. The Kenan Fellows Program promotes teacher leadership, addresses teacher retention and advances K-12 science, technology and mathematics education. SECU Announces Scholarship Program for Seniors - At the December State Board meeting, the State Employees' Credit Union (SECU) and the SECU Foundation announced a scholarship program for North Carolina public school seniors. Beginning in 2005, each North Carolina public high school and public charter high school will select a recipient of a \$10,000 SECU Foundation "People Helping People" scholarship. The initial announcement indicates that the scholarships will be awarded to graduating seniors who have been accepted at a four-year degree program at one of the 16 constituent campuses of the University of North Carolina. Eligibility preference will be given to students whose parents are public sector employees and who live and work in North Carolina. The State Board of Education office is working with the SECU to develop the guidelines for school systems and schools to implement this program for scholarship recipients for the 2005 graduating class. Additional information regarding the process will be forthcoming to superintendents and principals.

9. 2004-05 EDUCATION DIRECTORY ON-LINE: The Education Directory of North Carolina contains the phone number and address of every North Carolina public, federal or charter school and public school system. Additionally, it includes contact information for NCDPI employees as well as for others involved with public education in North Carolina. To access the 2004-05 Education Directory on-line, visit <http://www.ncpublicschools.org/nceddirectory/> today.

ARTICLES OF INTEREST:

Small classes yield higher test scores, GPAs, expert says, 12-11-04.
http://www.news-record.com/news/education/class_size_121104.htm

Examining the past, present, and future of special education, by The Thomas B. Fordham Foundation December 03, 2004.
http://www.nceducationalliance.org/research/display_story.html?id=2002

PRESIDENT SIGNS \$388 BILLION SPENDING BILL: President Bush signed into law a \$388 billion legislative package that covers the spending of every federal agency but the Pentagon and Department of Homeland Security, reports Alan Fram. The education portions of the bill: \$59.7 billion total, \$1.4 billion over last year and \$300 million below President Bush's budget request. Aid to low-income school districts: \$12.8 billion, \$500 million below Bush but \$500 million more than last year. Grants for improving teacher quality: \$1.5 billion, 0.7 percent over last year. Aid for disabled students: \$11.8 billion, 5.4 percent over last year.
http://www.boston.com/news/politics/president/bush/articles/2004/12/09/president_signs_388b_spending_package/

THE SCHOOLHOUSES THAT GATES BUILT

For those Americans who don't follow education news regularly, it may come as a surprise that one of the biggest school-reform forces in the country is a foundation started by the man behind Microsoft -- and that, in the education world at least, the Gates name has very little to do with computers. Since 1999, the foundation has spent more than \$2.3 billion on education, about half of it aimed at changing one of the most change-resistant institutions in America: the public high school. It's poured millions into creating and redesigning high schools in troubled districts like Boston, New York, Chicago, and Oakland, Calif. More recently, the foundation has been active at a broader policy level. Because its funding strategy has been so focused, it has had an effect on the direction of school reform even greater than the billions spent. While there's no single "Gates model," the foundation leans toward scrapping traditional high school behemoths for small schools with focused missions, frequent interaction between students and faculty, and designs that can be reproduced in other places -- the same

elements districts like Chicago, New York, and Sacramento, CA, are now embracing. The foundation has poured billions of dollars into public education. But some wonder whether private money is a vital ingredient for change or an unwise intrusion into a public arena, reports Amanda Paulson.

<http://www.csmonitor.com/2004/1207/p11s02-legn.html>

MLK Day Service Grants:

In honor of Martin Luther King Jr., between 30-40 grants are available from the Points of Light Foundation and the Corporation for National Service in the amounts of \$2,500, \$5,000 and \$10,000 for projects to honor and celebrate MLK. The Points of Light Foundation, through the generous support of the Corporation for National and Community Service, is pleased to offer MLK Day Service Grants that mobilize more Americans to observe the MLK Day holiday through service and implement high quality, high visibility service projects that engages volunteers in meaningful activities and strengthen communities on January 17, 2005. This grant competition is open to Foundation members and nonmembers. Applications will be accepted on a rolling basis (Monday, Dec. 6th, 13th, 20th) and will be awarded on a rolling basis between Dec. 10th and 23rd. All applicants will receive notification no later than December 23rd. The RFP for the MLK Day Service Grant is available at <http://www.pointsoflight.org/>.

Larry M. Simmons, Section Chief
NC DPI School Personnel Support
Division of School Business
919.807.3364