

## Weekly Message for January 3-7, 2005

Colleagues,

Happy New Year!

Welcome back from your winter break. I trust you found time for family, fun and relaxation. A new year awaits us and I look forward to working with each of you as we take on the challenges that lie ahead. As the General Assembly prepares to convene, as you prepare for recruiting, allotments, budgets, retirements and other staffing issues, we stand ready to assist you in making 2005 a very good year.

Here's the latest...

**1. STATE BOARD SCHEDULES JANUARY 2005 MEETINGS:** The State Board of Education will hold its Annual Planning Retreat beginning tonight from 5:45 - 9 p.m., at the Carolina Hotel, Pinehurst. The Retreat will continue on Tuesday beginning at 8 a.m. with a continental breakfast and will conclude at 4 p.m. The Wednesday, January 5, 2005 meeting will be held from 8:30 a.m. - 4:30 p.m., in Moore County Schools' Central Office Building, Highway 15-501 South, Carthage, NC. On Thursday, January 6, 2005, Board members will meet from 8:45 - 11 a.m., at Sandy Grove Elementary School, 8452 N. Old Wire Road, Lumber Bridge, NC. Agenda items include an Issues Session presentation by Moore County Schools' Superintendent Dr. Susan Purser and action on Disadvantaged Student Supplemental Funding Programs for 2004-05, renewal recommendations for charter schools established in 2001, and a response to House Bill 1354: Strengthen Domestic Violence Laws (short title). Discussion items include revisions to State Board policy on the Alternate Assessment Portfolio and calendar bill waivers requested by local school systems. On Thursday afternoon at 12:30 p.m., Board members will visit Hoke High School and view its Freshmen Academy. To view the full agenda, please go to [http://www.ncpublicschools.org/sbe\\_meetings/index.html](http://www.ncpublicschools.org/sbe_meetings/index.html) and click on the appropriate link.

**2. EDUCATIONAL INTERPRETER REQUIREMENTS:** The State Board adopted additional standards and salary grades for Educational Interpreters in November 2002. The Board materials are on-line at: [http://www.ncpublicschools.org/sbe\\_meetings/0211/0211\\_QP.pdf](http://www.ncpublicschools.org/sbe_meetings/0211/0211_QP.pdf). Educational Interpreters who do not meet the new Level I standards have up until July 1, 2005 to meet the standards and are paid at the Salary Grade 59 (the current grade) until they meet the Level I standards.

The Level I Educational Interpreter requirements are: A minimum of Level 3 on the Educational Interpreter Proficiency Assessment or a passing score on a state level interpreting evaluation and a minimum of a high school diploma. A person serving as an Educational Interpreter I must annually complete 15 hours of training related to interpreting that has been approved by the local education agency.

Exceptional Children Directors are being asked to send a list of all interpreters your school system currently employs, to the Division of Exceptional Children, by January 14, 2005. Training and testing dates are being determined.

Transliterator Training: (tentative)

February 18-19	Performance Training I - CS	Charlotte
March 18-19	Performance Training II - CS	Charlotte
April 22-23	Performance Training III - CS	Charlotte
May 5	Written Test Training	Raleigh

Sign Language Interpreter Training: (tentative)

February 4-5	Performance Training I - EIPA	Charlotte
March 4-5	Performance Training II - EIPA	Raleigh
April 8-9	Performance Training III - EIPA	Charlotte

All training sites are to be announced. Training sessions will run from 3:00 p.m. until 9:00 p.m. on Fridays and from 9:00 a.m. until 6:00 p.m. on Saturdays, with the exception of May 5, 2005, which will run from 9:00 a.m. until 6:00 p.m.

Testing for Educational Interpreter Proficiency Assessment (EIPA) and the Cued Language Transliterator Test will take place the weeks of May 9 through May 22, 2005. Locations are to be announced. If you have questions or need forms, please contact Rachael Ragin, Consultant, Exceptional Children Division, N.C. Dept. of Public Instruction. [rragin@dpi.state.nc.us](mailto:rragin@dpi.state.nc.us)

**3. 2004/05 BEST 1 OF 2 MONTHS ADM REPORT:** The 2004/05 Best 1 of 2 Months ADM report is available online at <http://www.ncpublicschools.org/fbs/best1of2.html>. There is an opening cover memo that explains the data. If you have questions or concerns, please contact Scott Douglass, Information Analysis and Support, DPI, 919/807-3737, or by email. [sdouglas@dpi.state.nc.us](mailto:sdouglas@dpi.state.nc.us)

**4. SCHOOL IMPROVEMENT PLANS AND ABC WAIVERS EXPIRE IN 2005:** School administrators are reminded that all school improvement plans and ABCs waivers will expire June 30, 2005. A new three-year planning cycle will begin July 1, including waivers. LEAs set the due date for school improvement plans, which do not have to be sent to DPI. For additional information on requirements for school improvement plans and ABCs waivers, please go to <http://www.ncpublicschools.org/docs/schoolimprovement/2004abcmanual.pdf> or call the School Improvement Division, DPI, at 919/807-3911.

**5. STATE BOARD POLICIES ARE ON-LINE:** State Board of Education Policies, including those addressing Quality Personnel, are found on-line at <http://sbepolicy.dpi.state.nc.us/>

**6. FOREIGN NATIONAL INITIATIVE/WINDSTAR ROLLOUT:** The Office of the State Controller (OSC) has distributed the attached documents to all State Agencies having Foreign Nationals employed. Your Superintendents should have already received the two attachments of Windstar via fax from our Communications area. LEAs were not initially considered, but are now being included in the overall program. The Windstar software is being provided by the Office of State Controller and will be the mechanism used to collect demographic information and payroll data on foreign nationals employed in your school systems beginning in calendar year 2005. Due to large audit pay backs for noncompliance in other state agencies throughout the country and in North Carolina, the OSC is implementing this system across state government based on approval of the General Assembly. This will be a system for all LEAs to use and will have password access for entering and updating required foreign national information. This will ensure compliance across state agencies and minimize audit findings and fines by the IRS. We have met with the OSC staff and will be meeting with them again this week to gather more information about the system. We will let you know more about the initiative and the manner in which you will be required to report and update the system after meeting with the OSC staff. We will also be discussing this with the VIF staff to see how they can help minimize the impact on the LEAs. To learn more about the this new requirement, go to [http://www.osc.state.nc.us/Foreign\\_Nationals/Foreign\\_Nationals\\_Information.html](http://www.osc.state.nc.us/Foreign_Nationals/Foreign_Nationals_Information.html). Should you have any questions, feel free to call Paul LeSieur at (919) 807-3701.

**7. DISTINGUISHED TEACHERS FORUM VI:** All local superintendents should soon be receiving a mailing regarding the upcoming Distinguished Teachers Forum VI, which will be held April 24-26 at the Sheraton Imperial Hotel and Conference Center, RTP. The mailing indicates the number of participants your LEA may recommend to attend. Superintendents are asked to complete the fax form that accompanies the letter notifying us of your recommendations. Upon receiving the fax, we will in turn send personal invitations to those teachers you have recommended. Please respond with your recommendations by Monday, Jan. 10. If you have further questions, please contact Dan Holloman, Center for Recruitment and Retention, DPI, 919/807-3375, or by email at [dholloma@dpi.state.nc.us](mailto:dholloma@dpi.state.nc.us).

**8. GRANT WRITING WORKSHOP OFFERED TO FACILITATE THE MATHEMATICS AND SCIENCE PARTNERSHIP GRANT:** The NC DPI is sponsoring a grant writing workshop specifically designed to assist LEAs in developing proposals for the three-year Mathematics and Science Partnership grants. The goal of these grants is to improve the mathematics and science knowledge of North Carolina students in high-need school districts by providing professional development activities for their mathematics and science teachers. The workshop will be held on Thursday, Jan. 6, from 8:30 a.m. - 4:15 p.m., in Room 150S, NC DPI, Raleigh. LEAs are invited to send a grant writing team including a representative from each institution they are planning to partner with to the workshop. There is no registration fee for the workshop but pre-registration is required by Dec. 22 to assure adequate materials for all participants. To

pre-register, please send an email to Susan Hart at [shart@dpi.state.nc.us](mailto:shart@dpi.state.nc.us) with each team members' name, LEA or organization, email address and phone number. Jan. 6 grant writing workshop should be in the subject line. A link to the RFP is at <http://www.learnnc.org/dpi/instserv.nsf/Category8> (click on announcements and calendar). For further information, please contact Bill Tucci, Mathematics and Science Section, NC DPI, at [wtucci@dpi.state.nc.us](mailto:wtucci@dpi.state.nc.us) or 919/807-3838.

## **ARTICLES OF INTEREST:**

Teachers of hard-to-fill subjects and specializations

\* Doss Helms, A. "Special-ed teachers in regular classes,"  
<http://www.charlotte.com/mld/charlotte/living/education/10348886.htm>  
Charlotte (N.C.) Observer, December 6, 2004.

## **STATE TESTS OFTEN TRAIL U.S. RESULTS**

The basic reading skills of public school students look good as measured by state achievement tests -- more than half of elementary school students in 34 states passed state tests in 2002 and 2003. But compare those scores with a nationally representative test and they paint a different picture. In a study by the RAND Corp., a leading think tank, released today by the Carnegie Corp. of New York, researchers compared state reading scores with those on the latest National Assessment of Educational Progress (NAEP) and found that, in many states, pass rates for fourth- and fifth-graders have little correlation with national standards. Of 40 states studied (10 states didn't have scores available), 34 had pass rates higher than 50%; several topped 80%. But no state had 50% of students scoring "proficient" on the NAEP reading test. Only three -- Connecticut, New Hampshire and Massachusetts -- had more than 40% of students scoring at the NAEP proficient level. As the RAND study suggests, reports Greg Toppo, states have developed widely different standards for reading proficiency, in several cases giving the impression that students are progressing while they may be meeting relatively low standards. [http://www.usatoday.com/news/education/2004-12-15-reading-usat\\_x.htm](http://www.usatoday.com/news/education/2004-12-15-reading-usat_x.htm)

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## Weekly Message for January 10-14, 2005

Colleagues,

The New Year has begun with a fast-paced agenda of projects and initiatives. Planning for Spring PANC is underway and we solicit your ideas. We're also looking forward to seeing some of you as we travel to various regional PANC meetings within the next few weeks. Please be aware that the Benefits and Employment Policy Manual has been updated and is now on-line at <http://www.ncpublicschools.org/benemanual/toc.htm>. Call or email us if we can assist you.

Here's the latest...

**1. PANC PROGRAM COMMITTEE MEETING:** The Program Committee will meet on January 18, 2005, in Thomasville. Contact Dr. Barbara Armstrong, Program Committee Chair, if you have ideas for the conference. [armstrongb@tcs.k12.nc.us](mailto:armstrongb@tcs.k12.nc.us)

**2. IRS REPORTING ON FOREIGN NATIONALS:** In an earlier message we shared information pertaining to a federal initiative that would require school districts to report pay information on foreign nationals you've employed. We are still in the early stages of this initiative and will report back to you as to what role personnel administrators will have in reporting the information. More to come.

**3. LINKS TO PROFESSIONAL DEVELOPMENT ORGANIZATIONS UPDATED:** Links to professional organizations related to the development of teachers have been updated. To learn more visit:  
<http://www.ncpublicschools.org/schoolimprovement/development/organizations/>

**4. 2004 MENTORING NOVICE TEACHERS HANDBOOK ONLINE:** The North Carolina Mentor Teacher's Handbook is a collection of information and tools to be used by mentors in understanding their responsibilities to beginning teachers. Visit [http://www.ncpublicschools.org/mentoring\\_novice\\_teachers/mentoren.htm](http://www.ncpublicschools.org/mentoring_novice_teachers/mentoren.htm) to find out more.

**5. 2004 TEACHER VACANCY REPORT RELEASED:** Annually since Oct. 1999, LEAs have been asked to report on the number of vacant positions they have on Oct. 20 (or the last working day prior to this date). Visit the website listed below and click on the appropriate link under the heading "Center for Recruitment and Retention" for data submitted for 2004. <http://www.ncpublicschools.org/humanrsrcs/>

**6. GOOD NEWS:** North Carolina's public schools are improving-student achievement is up, gaps are closing, teachers are better prepared and citizen support remains high. Learn more in the recent edition of "How Are North Carolina Public Schools Really Doing?" <http://www.ncpublicschools.org/news/goodnews.html>

**7. PEP'S UPDATE OF PROGRAMS AND ITEMS OF INTEREST TO NC PUBLIC SCHOOL ADMINISTRATORS:** One-Day seminars for all school administrators - Data-Driven Decision Making AND School Finance \*\*

The Principals' Executive Program presents powerful one-day seminars to help you increase your productivity and effectiveness. Hands-on Data-Driven Decision Making will be offered Wednesday, March 30, 2005.

Fundamentals of School Finance will be offered Tuesday, March 29, 2005.

Cost is \$100 per session. Class size is limited so please register early at

<http://www.ncpep.org/topsem.html>

**8. PEP'S SPRING SCHOOL LAW ACADEMY:** Need a primer on school law issues? Sign up for all or part of PEP's April 5-7, 2005, School Law Academy, a two-and one-half-day intensive and practical review of need-to-know school law issues. Principals and assistant principals registering for the entire Academy pay a reduced fee of \$250, will be accorded priority registration status (through February 28), and receive a free 2005 subscription to PEP's online, searchable legal treatise, Education Law in North Carolina. (Training in the use of ELNC will be available at the Academy.) Session subjects and daily registration fees are as follows:

- (1) Day 1 (\$125) - Employment Issues (e.g., Tenure Act, Free Speech, Employment Discrimination, Employment at-Will, Supervision, and Action Plans);
- (2) Day 2 (\$125) - Student Issues (e.g., First Amendment, Special Education, Discipline, Student Searches, Student Safety Measures);
- (3) Day 3 - morning only - \$75) - Operational/Other Issues (e.g., School-based purchasing and finance; Negligence, Legal Resources).

Registration is limited, so sign up early at <http://www.ncpep.org/tpls.html>

For more information contact Sheila Brooks at [hiker@northcarolina.edu](mailto:hiker@northcarolina.edu) or 919-966-4483.

**9. NEW PEP RESIDENTIAL PROGRAM LAUNCHES IN SEPTEMBER:** School Administrators as Instructional Leaders (SAIL), a new, four-day residential program beginning this year uses as its foundation the classroom walk-through model to gauge the level of instruction taking place in classrooms. Assistant principals as well as principals are eligible for this program, which will emphasize the use of reflective practice to improve teaching and learning. Participants will receive Palm One handheld computers which are integral to the program and will become the property of the

school districts whose administrators complete the program. Each program is limited to 26 participants. There is a nonrefundable \$250 registration fee for this program.

#### **10. PEP 2005-06 RESIDENTIAL PROGRAM CALENDAR:**

Leadership Program for Assistant Principals:

LPAP 42 (Fall 2005): August 17-19, September 21-23, October 26-28, and November 30-December 2

LPAP 43 (Spring 2006): January 11-13, February 15-17, March 22-24, and April 26-28.

Leadership Program for New Principals (LPNP):

LPNP 8 (Fall 2005 - Spring 2006): September 14-16, October 19-21, November 16-18, December 7-9, 2005; February 8-10, March 15-17, 2006

School Administrators as Instructional Leaders (SAIL):

SAIL 1 September 27-28, 2005 and November 1-2, 2005

SAIL 2 September 29-30, 2005 and November 3-4, 2005

SAIL 3 January 24-25, 2006 and February 28-March 1, 2006

SAIL 4 January 26-27, 2006 and March 2-3, 2006

SAIL 5 March 28-29, 2006 and May 9-10, 2006

SAIL 6 March 30-31, 2006 and May 11-12, 2006

Plans for PEP's new Future Superintendents Leadership Program, scheduled for June, are not yet complete. Watch this space for further details.

For information and to register for all current PEP programs, please visit

<http://www.ncpep.org/programs.html>

#### **ARTICLES OF INTEREST:**

QUALITY COUNTS 2005: FOCUS ON SCHOOL FINANCE:

Quality Counts 2005, the ninth annual report card on public education in the 50 states, focuses on changing school finance systems and the growing push to link funding to student performance. Education Week's study of the 50 states and the District of Columbia finds that 31 states are considering major changes in how they pay for education or allot money to school districts. Sixteen states are embroiled in litigation challenging the school finance systems they now have in place. The report includes finance snapshots for each state. It also examines how states raise revenue for education, support their "at risk" students, and compensate their teachers. The report also highlights the shift in focus from questions of "equity" to "adequacy," as states begin to explore what it would cost to meet the education goals spelled out in state constitutions. The report found that 30 states have had adequacy studies conducted,

some of which are still underway. For this year's report, Education Week commissioned Bruce D. Baker, a finance expert at the University of Kansas, to categorize various adequacy methods and their findings across state studies. Education Week also conducted an in depth analysis of adequacy studies in three states: Kentucky, Maryland, and New York. As always, the report grades the states on the health of their education systems based on indicators related to student achievement; standards, assessments, and accountability; efforts to improve teacher quality; school climate; and resources. <http://www.edweek.org/qc05>

#### AIDES PLAY GROWING ROLE IN CLASSROOMS:

There are roughly 1 million people in the nation's classrooms – who are not teachers -- who strive for breakthrough moments with students. They are teacher's aides, a job that's become such a major part of instruction that Congress is ordering aides to prove their quality and experience -- just as teachers must. Since the 1950s, when aides were recruited for clerical work, their role has become a hybrid of teaching and lesson planning along with supervising the playground and cafeteria. Often assigned to help students with disabilities and limited-English learners, reports Ben Feller, aides also have quietly gained a big presence in mainstream classes. They work with students individually and in groups, reinforce the teacher's lessons and help keep class in order. Three decades ago, schools used to have 35 teachers for every teacher's aide. The ratio is now lower than 5-to-1, as the number of full-time and part-time aides has almost doubled. Yet aides still lack clear identity, right down to the various names they go by, including paraprofessional and Para educator. Walk into some classrooms and it is not obvious which instructor is in the lead role and which one likely does not have a teaching degree. "There's little understanding about the level of intricacy of the work that they do," Tish Olshefski, a paraprofessional expert at the American Federation of Teachers, said about instructional aides. "There is this misconception that all they do is shuffle papers."

<http://www.washingtonpost.com/wp-dyn/articles/A29179-2004Dec27.html>

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## Weekly Message for January 18-21, 2005

Colleagues,

Welcome back from the M.L. King Holiday. The time away was good for rest and relaxation and a time for reflection on the life and work of Dr. King. This week will be a busy one as we plan for PANC, work on policy revisions and attend regional PANC meetings.

Here's the latest...

**1. PANC REGISTRATION:** The on-line PANC registration site should be available by the end of the week. We'll notify you when the site is ready. We encourage you to register early!

**2. MESSAGE FROM THE STATE SUPERINTENDENT:** On Jan. 18, the State Supreme Court will hear the appeal of State Superintendent candidate Bill Fletcher concerning the election for the State Superintendent. Until the Court rules, we will not have a newly elected State Superintendent, and I will continue to serve in that role. I want to assure you that during this unusual time, the Department and I continue to move forward to fulfill the State Board of Education's goals and priorities. There is a great urgency to work on high school reform, on closing achievement gaps, on recruiting and retaining high quality teachers and on many other priorities. I want to ensure you that our work continues as we await new leadership. I appreciate your support and the many relationships I have built among the educators in this state. Thank you for your dedication to your students and their achievement.

Regards,  
Tricia Willoughby

**3. SBE MEETING HIGHLIGHTS:** The State Board of Education this month approved on first reading waivers to the calendar law for LEAs that requested waivers under the inclement weather provision. Members also received other waiver requests for information this month and action in February. In addition, the Board approved Disadvantaged Student Supplemental Funding for Robeson County and approved the report from the Select Committee on Lateral Entry. The report from the Business Education Technology Alliance also was presented. Complete Highlights will be posted online at <http://www.ncpublicschools.org/sbehighlights/>.

**4. LEA POLICY FOR NURSING SERVICES AVAILABLE FOR COMMENT:** The NC Department of Health and Human Services Division of Medical Assistance has notified DPI staff that the LEA policy for Nursing Services is available on the Web for comment

at <http://www.dhhs.state.nc.us/dma/mp/proposedmp.htm> by clicking on the appropriate link. Please note that only the section on nursing services is open for comments. For more information, please contact Diann Irwin, Behavioral Support Services, DPI, 919/807-3298, or by email, [dirwin@dpi.state.nc.us](mailto:dirwin@dpi.state.nc.us).

## **5. INPUT SOUGHT ON TECHNICAL ASSISTANCE NEEDS TO IMPLEMENT**

**NCLB:** The U.S. Department of Education has established 10 Regional Advisory Committees (RAC) to strengthen the capacity of state and local education agencies to improve schools in their region. The Southeast Regional Advisory Committee is charged with conducting an assessment of technical assistance needs of states, districts, schools and other education stakeholders in the region. Each RAC will submit a report to the Secretary of Education by March 2005. The recommendations from these reports will be used by the US DOE to establish funding priorities for 20 new technical assistance centers. The US DOE would like your comments and input regarding technical assistance needs of educators to implement No Child Left Behind goals. You can register your comments online at <http://www.rac-ed.org> by clicking on Public Forum under the Region 1-Southeast link. By registering you will automatically receive E-bulletins that provide updates on regional information and notification of regional events. If you do not wish to register but would still like to provide input, please email your comments to [rac@cna.org](mailto:rac@cna.org) and write in the subject header "Southeast Comments." Comments must be received by Feb. 18. For more information, please contact Southeast Region Advisory Committee member Curtis Bynum, Compensatory Education, NC DPI, 919/807-3957, or by email, [cbynum@dpi.state.nc.us](mailto:cbynum@dpi.state.nc.us).

**6. EDUCATORS ASKED TO COMPLETE ONLINE AP SURVEY:** The NC DPI Instructional Services' staff is requesting social studies teachers and administrators to complete a Zoomerang survey prior to noon on Jan. 28, 2005. Teachers may review one or all of the following AP Standard Course of Study Documents: AP European History; AP Psychology; AP U.S. History; AP US Government and Politics; and AP World History. Before completing the survey, please read the introductory information and the proposed standards for each course, which may be found online at the NC DPI Curriculum and Instruction/Social Studies Web page at: <http://www.ncpublicschools.org/curriculum/socialstudies/>.

The Zoomerang Survey is located at:

<http://www.zoomerang.com/survey.zgi?p=WEB223VXKJBMWP>.

Feedback from the field is a critical part of the committee's work. The AP writing teams will reconvene to review feedback before creating the final document(s). For more information, please contact Steven Weber, Instructional Services, NC DPI, (919) 807-3828, or by email, [sweber@dpi.state.nc.us](mailto:sweber@dpi.state.nc.us).

**7. SCHOOLS THANKED FOR SURVEY PARTICIPATION:** The Professional Teaching Standards Commission would like to thank and congratulate local school system staff for their participation in the 2004 Teacher Working Conditions Survey. A number of schools had participation rates of 40 percent or more. Schools with a 40 percent response rate or better have individual reports available for review. System surveys are available online at [http://twc.learnnc.org/gov/twc.nsf/schools\\_view?openview&count=25](http://twc.learnnc.org/gov/twc.nsf/schools_view?openview&count=25) by clicking on the appropriate link. The Commission looks forward to even greater participation when the survey is administered again in the spring of 2006. For more information, please contact Eleanor Goettee, NC Professional Teaching Standards Commission, 919/807-3424, or by email, [egoettee@dpi.state.nc.us](mailto:egoettee@dpi.state.nc.us).

**8. INFORMATION TECHNOLOGY HIGH SCHOOL SEMINAR:** On Monday, Feb. 14, the New Technology Foundation of Napa, Calif., and the New Schools Project will host a support seminar for local school systems interested in developing Information Technology (IT) themed high schools. The goal is not to add new courses in technology or use technology in some novel approach but instead to use technology as a tool for permeating daily life in school, as a way to demonstrate proficiency, and as a means to support students and increase the productivity and future success of students. The meeting will be held at the NC Science, Mathematics and Technology Education Center on the campus of the Burroughs Wellcome Fund, Research Triangle Park. Registration is limited. For more information, or to register, please contact Kymm Watson at [kwatson@newschoolsproject.org](mailto:kwatson@newschoolsproject.org), or by calling 919/781-6833, extension 124.

**9. FIRST STATE SUICIDE PREVENTION CONFERENCE SCHEDULED:** The first statewide suicide prevention conference, "Saving Tomorrows Today: Keys to Implementing North Carolina's Plan for Suicide Prevention," will be held March 24-25, at the Sheraton, Chapel Hill. The event is co-sponsored by the Mental Health Association in North Carolina, the North Carolina Youth Suicide Prevention Task Force, and Greensboro AHEC. All educational professionals, including psychologists, counselors, social workers, and nurses, are encouraged to attend. There is a registration fee of \$95 if received prior to March 17 and \$110 if received after this date. For more information, including registration, please go online to the Greensboro AHEC's Web site at: <http://www.gahec.org/Db/details.asp?results=11762>.

**10. POLICY AND ACTION SERIES:** The William & Ida Friday Institute for Educational Innovation at North Carolina State University ([www.fridayinstitute.com](http://www.fridayinstitute.com)) is initiating a Policy and Action Series for North Carolina superintendents and senior central office administrators. The first session, "NCLB and Leandro: Mandate and Means," to be held on April 7-8, 2005, will entail conversations and action planning

sessions around these two significant public policy mandates. Dr. Mike Ward will facilitate the session, and speakers will include Judge Howard Manning, members of congress and the US Dept. of Education staff, the State Superintendent-Elect, Dr. Gongshu Zhang, NC State Professor Lance Fusarelli, and nationally-recognized school finance experts. Please keep April 7-8, 2005, open on your calendars for this important event. You will receive further details including an agenda, times, and location over the next few weeks. For more information, contact Mike Ward, Friday Institute Senior Policy Fellow, at [mhjbward@aol.com](mailto:mhjbward@aol.com) or Hiller Spires, Friday Institute Director, at [hiller\\_spires@ncsu.edu](mailto:hiller_spires@ncsu.edu).

**11. NC DPI ARTS EDUCATION NEWSLETTER ONLINE:** The January 2005 issue of the NC DPI Arts Education Newsletter is available online at <http://www.learnnc.org/dpi/instserv.nsf> (click on "News and Happenings" and then "Arts Education Newsletter" under dance, music, theatre arts or visual arts education). Highlights of this issue include: NC Honors Course Standards, NC Action Plan for High School Innovation, National Symphony Orchestra American Residency, Events, Resources and Opportunities for Arts Educators, and a Calendar of Events.

**12. UNC-TV'S ED CHANNEL FEATURES PROFESSIONAL DEVELOPMENT OPPORTUNITIES FOR K-12 EDUCATORS:** To assist educators with meeting the requirements of the federal No Child Left Behind Act, UNC-TV's digital ED channel will offer professional development programming for K-12 educators, produced by the United Star Distance Learning Consortium (USDLC), beginning in January. This programming, made possible through support by the NC DPI, will include the Achieving Academic Excellence series. To learn more about the programs, visit the Distance Learning Web site at <http://www.ncpublicschools.org/distancelearning/> and click on the News & Announcements link. For additional questions, please contact Linda Walters, USDLC Professional Development Coordinator, NC DPI, 919/807-3497, or by email, [lwalters@dpi.state.nc.us](mailto:lwalters@dpi.state.nc.us).

**13. FULBRIGHT TEACHER EXCHANGE HOSTING OPPORTUNITY:** The Fulbright Teacher Exchange Program is currently looking for U.S. high schools/districts to host English as a Foreign Language (EFL) teachers from Morocco for six weeks in March-April 2005. The deadline to express interest is Jan. 24. For more information about the program, including a host application form, please go online to <http://www.fulbrightexchanges.org/View/ViewOtherOpps.asp>.

**14. NEW NC DPI PROFESSIONAL DEVELOPMENT WEBSITE:** Quality teaching makes a difference in student learning. Quality professional development is a central factor in determining the quality of teaching. If quality teaching is to occur in every

classroom, all teachers must work in schools and systems that support their sustained development. The Department is committed to providing schools and districts critical information that will support the planning, implementation, follow-up, and evaluation of high-quality professional development for every teacher and administrator. Visit the Department's NEW professional development website at <http://www.ncpublicschools.org/profdev/> to find information related to the North Carolina Professional Development Standards, best practices, and resources.

## **ARTICLES OF INTEREST:**

### **BUSH URGES HIGH SCHOOL TESTING:**

President Bush has called for a rigorous high school testing program in math and reading that would be the major education initiative of his second term. The effort would expand the No Child Left Behind Act by \$1.5 billion as it tries to rescue lagging students in the upper grades, reports Anne E. Kornblut. Nearly four years after his first successful campaign to impose federal standards on elementary and intermediate schools, Mr. Bush called on Congress to extend similar tests to high schools. He described poor performance among high school students as a "warning and a call to action" and prescribed testing for freshmen, sophomores and juniors as a solution. Teachers and state officials have criticized the government for failing to pay for the original program, a point that Democrats raised often in the presidential campaign last year. Mr. Bush emphasized his intention to finance the testing, describing the government role as a "funding source for specific projects." The proposal, to be in the 2006 budget next month, would allocate \$1.2 billion for "high school intervention" to help students who are falling behind. An additional \$250 million would be earmarked for testing.

<http://www.nytimes.com/2005/01/13/education/13bush.html>

### **PARENTS SERVE DETENTION WITH THEIR DAUGHTER:**

Susan and Steven Manis say it was their fault their daughter was late for school so they shared her punishment -- spending an hour with her in detention. The couple says their 13-year-old daughter, Jessica Dunkley, was being unfairly punished for being late six times in October and November when the family's van wouldn't start. So when administrators insisted the Pearland Junior High School East seventh-grader would have to spend an hour in detention, they decided to go with her. "We're more at fault than she is," said Susan Manis, who had appealed the administration's decision. After the punishment was over, Jessica said it was "a little embarrassing" to have her mom and stepfather in detention with her. But, she said, "I'm proud of them for sticking up for what they believe in." During the hour, the trio copied two pages from a school handbook about pillars of good citizenship.

<http://www.cnn.com/2005/EDUCATION/01/07/parents.detention.ap/index.html>

## NEW RELATIONSHIPS WITH SCHOOLS:

For Kevin Johnson, NBA All-Star player turned neighborhood revitalizer, working to improve the quality of Sacramento High School was an obvious step towards improving the quality of the neighborhood where he grew up. In the 2002-03 academic year, his development corporation, St. HOPE, applied for an independent charter and took over operation of the school. The framing of their involvement is clear and community-focused: The community will develop to its potential only when it can provide quality education for its young people and, when young people are well-educated, they will lead the demand for quality education for the community. This is only one of the stories in the second of a series of reports by Collaborative Communications Group for the Kettering Foundation. In their research, Collaborative has identified a number of organizations -- including two local education funds -- that work to improve schools as part of broader efforts to improve communities. The organizations act on behalf of neighborhoods, communities or constituency groups. They create community change by helping residents build the networks, understanding and power to identify and address problems with their schools. They demonstrate that public engagement in public education can improve education and strengthen democratic participation in communities. This second report contains three in-depth case studies of organizations that connect with schools and a survey of eight additional organizations doing this work. It also contains an analysis of how these organizations name and frame the issues and how they translate their beliefs into action. As part of their continued mapping and research, Collaborative requests that you contact Meghan Neary at [neary@publicengagement.com](mailto:neary@publicengagement.com) with information or stories about other organizations that have formed new relationships with schools to improve communities. <http://www.publicengagement.com/practices/publications/newrelationshipsmry.htm>.

## "FUND FOR TEACHERS"

Fund for Teachers is a unique foundation whose mission is to enrich the lives of schoolteachers and students by providing recognition and opportunities for renewal to outstanding teachers. Making a difference one teacher at a time, Fund for Teachers awards grants directly to teachers to support professional development opportunities of their own design. The number of awards will be limited only by the merit of the applications and by the funding available. There is no minimum or maximum award number per year. Teachers may request funding for activities up to \$5,000 per individual and up to \$7,500 per team project. <http://www.fundforteachers.org/>

Larry M. Simmons, Section Chief  
NC DPI School Personnel Support  
Division of School Business  
919.807.3364

## Weekly Message for January 24-28, 2005

Colleagues,

Brrrr! Has winter arrived yet or what? The two weeks of 70-plus degree temperatures really spoiled some of us. As of this writing, some school systems are still closed and some are on 2-hour delays. Hopefully systems affected by the winter weather will be back to normal schedules this week. The 2005 session of the General Assembly gets underway on Wednesday. As during past sessions, you are encouraged to keep up with activities of the legislature on DPI's Web site. Just go to <http://www.ncpublicschools.org> and look for the Legislative Report link under "What's New." It is very important for your legislators to hear from you on issues of concern to public schools.

Here's the latest...

**1. PANC ON-LINE REGISTRATION AVAILABLE:** We encourage you to register early for the Spring PANC, to be held April 4-6, 2005, at the Hilton Wilmington Riverside, Wilmington, NC. Hotel information is included on the on-line site. Please visit <http://www.ncpublicschools.org/panc/> to register. The PANC Steering Committee is looking for "best practices" presentations. Request for Proposals will be sent in a later update. This is a great opportunity to share your great experiences with your colleagues.

**2. CALENDAR BILL - MODIFIED CALENDAR:** As stated in HB1464, those calendars that have been determined by the local board of education as "modified" in the 2003-04 school year are not subject to the August 25th opening date or the June 10th closing date. Please ensure that your LEA has submitted a copy of the modified calendars in your LEA to DPI, where they will be kept on record. Calendars may be emailed to Alexis Schauss, [aschauss@dpi.state.nc.us](mailto:aschauss@dpi.state.nc.us) or faxed to 919.807.3704. For more information on the Calendar Bill, please refer to <http://www.ncpublicschools.org/fbs/calendar04.html>.

**3. NEW ABSENCE CODE 37:** DPI is creating a new absence code that the LEAs will use when a teacher assistant (TA) substitutes for a teacher. This will more accurately track absences and expenditures. The new absence code 37 will function exactly like the current Reason 07 but will allow DPI to more accurately track expenses and absences. LEAs may start using the new absence code 37 this year, although the change is effective July 1, 2005. See attached document for more information on the new absence code. For questions, please email Ally Barfield at [abarfiel@dpi.state.nc.us](mailto:abarfiel@dpi.state.nc.us).

#### **4. ADVISORY COMMISSION ON RAISING ACHIEVEMENT AND CLOSING**

**GAPS TO MEET:** The Advisory Commission on Raising Achievement and Closing Gaps will meet this Wednesday, Jan. 26, from 9 a.m.-3 p.m., in the 7th Floor Board Room, Education Building, 301 N. Wilmington Street, Raleigh. Agenda items include an update on the High School Exit Standards; Town meeting issues and Commission's recommendations alignment; and a discussion of Commission involvement with parental and teacher professional development issues. For more information, please contact Marvin Pittman, School Improvement Division, NC DPI, 919/807-3911, or by email, [mpittman@dpi.state.nc.us](mailto:mpittman@dpi.state.nc.us).

#### **5. FINAL PUBLIC MEETINGS ON NEW HIGH SCHOOL EXIT STANDARDS**

**SCHEDULED FOR WEEK OF JANUARY 24, 2005:** The final two public meetings on the new High School Exit Standards will be held the week of Jan. 24. The meetings, scheduled from 6:30 - 8:30 p.m., will be held on Monday, Jan. 24, in the gymnasium at Bertie High School, 715 U.S. Highway 13N, Windsor, and on Wednesday, Jan. 26, in Room 3 of the Education Resource Center, Cumberland County Schools, 396 Elementary Drive, Fayetteville. Special media briefings will be held from 4-5 p.m. just prior to the public meetings.

Parents, particularly those with children in elementary and/or middle school, and educators at all levels are strongly encouraged to attend one of these two remaining regional information sessions that were held across the state in January to receive public comment on options for implementing new High School Exit Standards.

The new standards represent the first change to state graduation standards since 2000 and a move toward making high school more rigorous and relevant to students. Students entering ninth grade for the first time in the 2006-07 school year will be the first class expected to meet the new standards.

The new framework of High School Exit Standards approved by the State Board of Education at its October meeting includes performance on five end-of-course assessments (Algebra I, Biology, English I, Civics & Economics, and U.S. History) and a senior project. In addition, students are still required to meet current state and local graduation standards. The new exit standards will only apply to students following the Career Preparation, College Technical Preparation, or College/University Preparation courses of study. Students following the Occupational Course of Study are required to meet rigorous exit standards as established by the State Board of Education.

The details of how the new framework will be applied have not been decided. The public input gathered at the information sessions, in addition to comments received through the online survey, will help the State Board of Education in making these decisions. The two implementation options being considered by the State Board are available online in both English and in Spanish.

(<http://www.ncpublicschools.org/accountability/policyoperations/exitstandards/>)

(<http://www.ncpublicschools.org/accountability/policyoperations/exitstandards/spanish.html>).

The Department of Public Instruction also has developed a survey on the implementation proposals for the exit standards. Citizens are encouraged to first review the implementation options before participating in the online survey in either English (<http://www.zoomerang.com/survey.zgi?p=WEB223Z4QK9EC4>) or Spanish (<http://www.zoomerang.com/survey.zgi?p=WEB223ZXDQRP95>).

For more information about the High School Exit Standards and the information sessions, please contact DPI's Information and Communications Division at 919/807-3450.

**6. EARLY LEARNING STANDARDS ONLINE:** The North Carolina Department of Public Instruction, in collaboration with early childhood colleagues across the state, has completed "Foundations: Early Learning Standards for North Carolina Preschoolers and Strategies for Guiding their Success." Foundations provides a core set of age appropriate expectations for children three, four, and Pre-K five, as well as ideas for early educators and families to use as they support children's development in these areas. Visit <http://www.ncpublicschools.org/success/> and click on the appropriate link to learn more.

**7. QUALIFIED ZONE ACADEMY BOND (QZAB) UPDATE:** Program applications and information have been emailed to all school superintendents and each board of county commissioners. Completed applications must be received by NCDPI via certified mail no later than March 15. For more information, please contact Roger Ballard, School Planning, DPI, 919/807-3565, or by email, [rballard@dpi.state.nc.us](mailto:rballard@dpi.state.nc.us).

**8. SUPERINTENDENT VACANCY ANNOUNCED:** The Pamlico 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 at the central office level, principal and teacher are preferred, but not required. The successful candidate is required to live in Pamlico County. The application deadline is March 16, 2005. Electronic versions of the application are available by going to the N.C. School Board Association's Web site at <http://www.ncsba.org> and clicking on Inquiries and requests for applications also can 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](mailto:aschafer@ncsba.org). All inquires will be kept confidential.

**9. JAY ROBINSON AWARD NOMINATIONS:** The Jay Robinson Leadership Award was established by the Public School Forum Board to recognize outstanding leaders in the public education field. The award may be given to anyone who has displayed

innovative, creative, and effective leadership for North Carolina public schools. Nominations for the 2005 award are being accepted through March 1. The recipient will receive a \$5,000 award sponsored by Wachovia Corporation. To request an application, please contact Shana Fryar, Public School Forum, 919/781-6833, or by email, [sfryar@ncforum.org](mailto:sfryar@ncforum.org).

**10. WAYNE COUNTY SCHOOLS' TEACHER RECEIVES NATIONAL AWARD:**

Congratulations to Tommy's Road Elementary School teacher Cathie Hooks for being named the first national recipient of the AOL@School-neafoundation Technology Leadership Award. Her prize package includes \$3,500 cash and \$3,500 worth of technology equipment including a Dell computer, projector, and digital camera. In addition, she will be featured along with her class in an AOL commercial and listed in the World Almanac as the first national winner. Hooks also was the 2003-04 Southeast Region Teacher of the Year.

**11. NATIONAL YOUTH SCIENCE CAMP:** North Carolina public school students can now apply to be the state's representatives at the National Youth Science Camp (NYSC), which will take place June 30-July 25 in Charleston, W.Va. Two high school seniors will receive a full scholarship to exchange ideas with scientists and other professionals from the academic and corporate worlds. The four-week experience includes lectures and hands-on research projects, three overnight expeditions into the National Forest, and a visit to Washington, DC. The selected delegates must not only demonstrate academic achievement in science, but also show potential for thoughtful scientific leadership. NYSC is offered at no cost to participants so that selected delegates may attend regardless of their financial status. The application deadline is Feb. 18, 2005. Additional information, including an application, is available on the NYSC Web site at [www.nysc.org](http://www.nysc.org) by clicking on the appropriate link. Applications are to be submitted to Eleanor Enthoven Hasse, Science Consultant, Instructional Services, NC DPI, 6352 Mail Service Center, Raleigh, NC 27699-6352. For more information, contact Hasse at 919/807-3845, or by email, [eehasse@dpi.state.nc.us](mailto:eehasse@dpi.state.nc.us).

**12. LEARN NC JANUARY EDITION ONLINE:** LEARN NC's January edition offers educators an important announcement regarding the redesign of their Web site in addition to the following resources: Teaching about tragedy: Tsunami; Revisiting your rules; Reading for relevance in literature; School Leadership: A new collection of articles; and Animals in winter. Check out these articles and more by going online to <http://www.learnnc.org> and clicking on the appropriate link.

Larry M. Simmons, Section Chief  
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## Weekly Message for January 31-February 4, 2005

Colleagues,

The recruiting season begins in earnest this month and most of you are preparing to, or are already "on the road again," to help fill anticipated vacancies. Hopefully, you'll be successful in meeting your staffing needs. In last week's message, we mentioned that the PANC Program Committee is looking for "best practices" presentations. Request for Proposals will be forthcoming for you to submit your practices for consideration for the spring conference.

Here's the latest\*

**1. PANC ON-LINE REGISTRATION AVAILABLE:** We encourage you to register early for the Spring PANC, to be held April 4-6, 2005, at the Hilton Wilmington Riverside, Wilmington, NC. Hotel information is included on the on-line site. Please visit <http://www.ncpublicschools.org/panc/> to register.

**2. NEW HIGH SCHOOL EXIT STANDARDS:** For the past two weeks, Department of Public Instruction staff and members of the State Board of Education have held regional informational meetings on options to implement the new high school exit standards framework approved by the Board last fall. At these meetings, teachers, school administrators and parents have provided important input on the best ways to implement the framework. If you have not provided feedback, you have until the end of January to do so. An online survey on the implementation options is available at: <http://www.zoomerang.com/survey.zgi?p=WEB223Z4OK9EC4>. Also, if you would like more information about the high school exit standards framework and what it entails, please read more at: <http://www.ncpublicschools.org/accountability/policyoperations/exitstandards/>. Information provided through the survey and the public meetings will be used to assist State Board members in making decisions about implementing new standards.

**3. STATE BOARD OF EDUCATION FEBRUARY MEETING:** The State Board of Education will hold its February meeting Wednesday and Thursday, Feb. 2-3, 2005, in the 7th Floor Board Room, Education Building, 301 N. Wilmington Street, Raleigh. Agenda items include action on changes to the ABCs growth standard for the 2004-05 school year and school calendar waivers. The Board also will receive the state's dropout data report for 2003-04. The complete agenda is available online at: [http://www.ncpublicschools.org/sbe\\_meetings/index.html](http://www.ncpublicschools.org/sbe_meetings/index.html) by clicking on the appropriate link.

**4. STATE BOARD OF EDUCATION'S AD HOC RIGOR, RELEVANCE AND RELATIONSHIPS COMMITTEE:** The committee will meet Thursday, Feb. 3, 2005, from 11:30 a.m.- 1:30 p.m., in the 7th Floor Board Lounge, Education Building, 301 N. Wilmington Street, Raleigh. Committee members will discuss the six statewide public meetings held across the state on the proposed high school exit standards and results of the Zoomerang survey. For more information, please contact Betsy West, State Board of Education, at (919) 807-3405, or by email, [bwest@dpi.state.nc.us](mailto:bwest@dpi.state.nc.us).

**5. SUPERINTENDENT VACANCY ANNOUNCED:** The Catawba 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 is preferred, but not required. Building level experience also is preferred. The successful candidate is required to live in Catawba County. The application deadline is March 23. Electronic versions of the application 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 also can 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](mailto:aschafer@ncsba.org). All inquiries will be kept confidential.

**6. NATIONAL ASSESSMENT OF EDUCATIONAL PROGRESS (NAEP) NEWSLETTER:** The 2005 administration of NAEP is taking place from Jan. 24 - March 4, 2005. The subject areas being assessed are mathematics, reading and science. The state-level results for grades 4 and 8 will be released in fall 2005. You can access the current NAEP newsletter at: <http://www.ncpublicschools.org/accountability> by clicking on the appropriate link. In this newsletter, you will see how North Carolina students performed on the 2003 NAEP assessments in reading and mathematics. If you have any questions or concerns regarding NAEP, please contact Marcie Hickman, NAEP Coordinator, NC DPI, 919/807-3768, or by email, [mhickman@dpi.state.nc.us](mailto:mhickman@dpi.state.nc.us).

**7. "ALL ABOARD \*TO THE FUTURE:"** DPI's Exceptional Children Division is partnering with the Exceptional Children Assistance Center to sponsor the "ALL Aboard \* to the Future" conference for parents, families, educators, and youth. The conference will be held Saturday, Feb. 26, 2005, from 9 a.m.-4 p.m., at the Adam's Mark, Winston-Salem. A pre-conference workshop, "Person Centered Planning: A Gateway to the Future," has been scheduled for Friday, Feb. 25, 2005. The purpose of the conference is to bring communities together to learn about effective practices as well as state and federal regulations. The focus this year is on positive behavior support. There is a \$20 registration fee for families and youth and a \$30 registration

fee for professionals. Seating is limited and the registration must be postmarked by Feb. 14, 2005. For more information, including registration, please contact Jana Kranz or Rita Stokes, 800/962-6817, extensions 19 and 39 respectively.

**8. 2005 COLLEGE TECH PREP CONFERENCE SCHEDULED FOR MARCH:** The 2005 College Tech Prep Conference will be held March 21-23, 2005, at the Sheraton Greensboro Hotel, Koury Convention Center, Greensboro. The State Board of Education, Department of Public Instruction, North Carolina Community College System and the Public School Forum's New Schools Project are sponsoring this conference. Dr. Willard Daggett will be the featured speaker. In addition, the New Schools Project plans to release its next round of RFPs during this conference. To access the conference announcement, agenda and registration, please go online to [www.ctenc.org](http://www.ctenc.org).

#### **ARTICLES OF INTEREST:**

##### **GROUP TARGETS TEACHER EXODUS:**

Nearly one of six public school teachers nationwide didn't come back to their school systems last year. In Durham, that number was closer to one in five. The Durham Public Education Network, a local education fund, intends to help reverse the tide, armed in part with a grant it received last month from the Goldman Sachs Foundation, a New York organization that strives to improve education. DPEN was selected by its national parent group, the Public Education Network (PEN), as one of just three agencies nationwide to share the \$640,000 grant aimed at improving teaching quality in public schools. The other agencies are in Mobile, Ala and Portland, Ore. PEN chose DPEN to receive the grant because of its track record for organizing Durham's citizens to lobby for changes that benefit public education. Most recently, reports Nikole Hannah-Jones, the agency successfully petitioned the General Assembly to allow Durham to increase its vehicle registration fee to pay for extending city bus routes to schools that weren't on them. DPEN officials said that they had not determined exactly how to use the grant but that they likely will survey Durham Public Schools teachers to gauge their wants and needs and perform a policy audit of the district to see what works and what doesn't. Then DPEN will take that information to the public, possibly through forums and focus groups, with the intent of prodding school and elected officials to make the changes necessary for teachers to thrive and, in turn, stay in the profession. <http://newsobserver.com/news/story/1972256p-8346406c.html>

## HOW TO THRIVE AS A TEACHER LEADER:

ASCD announces a new book designed to help every teacher who chairs a department, leads a committee, manages a team, coordinates a program, or mentors other teachers to accomplish basic leadership tasks with speed and precision. Filled with tips and how-tos that are left out of most teacher education courses and in-service programs, the guide covers formal and informal tasks that teacher leaders at every grade level are expected to know but rarely do. Read a sample chapter at:

<http://www.ascd.org/portal/site/ascd/menuitem.b71d101a2f7c208cdeb3ffdb62108a0c/template.book?bookMgmtId=68981a5042981010VgnVCM1000003d01a8c0RCRD>

Larry M. Simmons, Section Chief  
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## Weekly Message for February 7-11, 2005

Colleagues,

I'll use this space to revisit and restart the conversation as it relates to paraprofessionals and NCLB. As a reminder, paraprofessionals in Title I schools are required to meet NCLB requirements by January 8, 2006. Some systems have required all paraprofessionals to meet these requirements. We've received several questions concerning the time frame to meet requirements and whether new hires after January 8, 2002, must meet all requirements before they are hired. Following is language extracted from the US Department of Education Non-Regulatory Guidance as it relates to paraprofessionals:

Item B1 of the US Dept of Ed Non-Regulatory Guidance reads,  
"...paraprofessionals hired after January 8, 2002, and working in a program supported with Title I, Part A funds must have -

- \* Completed two years of study at an institution of higher education; or
- \* Obtained an associate's (or higher) degree; or
- \* Met a rigorous standard of quality and be able to demonstrate, through a formal State or local academic assessment, knowledge of and the ability to assist in instructing, reading, writing, and mathematics (or, as appropriate, reading readiness, writing readiness, and mathematics readiness). (NOTE: NC has approved ASSET, COMPASS, Accuplacer, WORKKEYS, NCATA Professional Development Program for Instructional Associate Certification Level I and the NCDOL Teacher Assistant Certification Program, to satisfy this standard.)

Paraprofessionals hired on or before January 8, 2002, and working in a program supported with Title I, Part A funds must meet these requirements by January 8, 2006. [Section 1119(c) and (d) of Title I]".

Paraprofessionals hired after January 8, 2002, should meet all requirements before being offered employment. That being said, employees hired after January 8, 2002, not meeting all requirements still have an opportunity to do so by January 8, 2006. Suggest you schedule a review of the status of your paraprofessionals to determine their standing with regard to satisfying NCLB.

Here's the latest\*

**PANC ON-LINE REGISTRATION AVAILABLE:** We encourage you to register early for the Spring PANC, to be held April 4-6, 2005, at the Hilton Wilmington Riverside, Wilmington, NC. Hotel information is included on the on-line site. Please visit <http://www.ncpublicschools.org/panc/spring/> to register.

**RETIRING PERSONNEL ADMINISTRATORS:** PANC would like to recognize those personnel administrators who have or will be retiring this year, at the spring conference during the luncheon on April 4, 2005. Please submit the names of retiring administrators to the PANC President, Dr. Walter Hart at [WHart@lincoln.k12.nc.us](mailto:WHart@lincoln.k12.nc.us), no later than March 4, 2005.

**PANC REQUEST FOR PROPOSALS:** The PANC Program Committee is looking for "best practices" to share with our colleagues at the spring conference. There are several one-hour best practices sessions scheduled on the agenda. This is an excellent opportunity for you to share success stories, as well as lessons learned, with your colleagues. If you are interested in presenting, please complete the attached Request for Proposals form and email to the Program Chair, Dr. Barbara Armstrong, at [armstrongb@TCS.k12.nc.us](mailto:armstrongb@TCS.k12.nc.us), no later than February 22, 2005.

**HRMS REGIONAL DEMOS FOR HRMS VERSION 3.1:** Please join us for a one day demo, to demonstrate the new Version 3.1 in the Human Resource Management System. The following dates have been reserved for each region, with the first date being held at the Department of Public Instruction Building in downtown Raleigh. Please note that all classes are free of charge, but do have a limited number of openings. Please visit <http://hrmscomm.dpi.state.nc.us> and click the word "SET" in yellow for the link to register. If you have further questions, please contact Help Desk Support at (919) 807-4357.

**STATE BOARD MEETING HIGHLIGHTS:** Last week, members of the State Board of Education approved waivers to the calendar law, approved the report and recommendations from its Task Force on Teacher Retention and received the 2003-04 dropout data report. Complete highlights of the Board's activities will be posted online by Tuesday afternoon. <http://www.ncpublicschools.org/sbehighlights>

#### **SBE AD HOC RIGOR, RELEVANCE AND RELATIONSHIPS COMMITTEE**

**MEETING SUMMARY:** The State Board of Education's Ad Hoc Rigor, Relevance, and Relationships Committee met last Thursday, Feb. 3, in Raleigh to review the results of the six statewide input sessions on high school exit measures held in January, the results of the Zoomerang survey, and to begin formulating recommendations that will be presented to the State Board of Education at its March meeting. More than 400 people attended the input sessions and more than 2,200 people responded to the Zoomerang survey. At the end of lengthy discussions, the committee appointed a subcommittee of staff to formulate recommendations based on the discussions for the committee's final report to the SBE. For more information, please contact Betsy West, State Board of Education, (919) 807-3405, or by email, [bwest@dpi.state.nc.us](mailto:bwest@dpi.state.nc.us).

**GOV. EASLEY PROCLAIMS FEB. 7-11 "WATCH OUR FOR THE CHILD" WEEK:**

Gov. Mike Easley has proclaimed Feb. 7-11 as "Watch Out For the Child" week in North Carolina and encourages motorists to be mindful of driving laws and safety tips regarding school buses and bus stops. Failure to stop for a school bus is not only dangerous but also against the law. Data collected by the NC DPI's Transportation Services Section found that motorists illegally pass a stopped school bus over 2,000 times PER DAY statewide. Drivers in a private vehicle who are convicted of failing to stop for a stopped school bus will receive five points on their license while drivers of commercial vehicles will receive eight points. For more information on the state's school bus transportation system or stop arm violations, please go online to the School Bus Safety Web site at [www.ncbussafety.org](http://www.ncbussafety.org) or contact Derek Graham, Transportation Services, (919) 807-3571, or by email, [dgraham@dpi.state.nc.us](mailto:dgraham@dpi.state.nc.us).

**FEB. 7-11 IS NATIONAL SCHOOL COUNSELING WEEK:** Gov. Mike Easley has proclaimed Feb. 7-11 as "National School Counseling Week" to recognize school counselors for their commitment to helping students reach their full potential; helping parents focus on ways to further the educational, personal and social growth of their children; and working with teachers and other educators to help students explore their potential and set goals for themselves. Additional information is available online or by contacting Cynthia Floyd Boyd, Alternative & Safe Schools/Instructional Support Section, [cfboyd@dpi.state.nc.us](mailto:cfboyd@dpi.state.nc.us), (919) 807-3942, or by email [www.schoolcounselor.org/content.asp?contentid=271](http://www.schoolcounselor.org/content.asp?contentid=271).

**2005 NORTH CAROLINA COUNCIL FOR EXCEPTIONAL CHILDREN FALL CONFERENCE:**

The 2005 North Carolina Council for Exceptional Children Fall Conference will convene March 3-4 at the Hilton Riverside, Wilmington. Additionally, two pre-conference sessions are offered on March 2, "Using Peer Assisted Learning Strategies," and "Behavioral Strategies for Developmental Disabilities and Autism: Using the FBA Process." For more information, including registration and hotels, please contact Debbie Rollins, Professional Development Coordinator, NC DPI, (919) 807-3356, or by email [drollins@dpi.state.nc.us](mailto:drollins@dpi.state.nc.us).

**RESOURCES AVAILABLE FOR SPECIAL EDUCATION TEACHERS FOR SPRING 2005 COURSES:**

Limited spring tuition awards are available for special education teachers. Under this tuition and fees program, bachelor level special education teachers may receive the actual cost of tuition for courses up to \$140.00 per semester hour. These awards are made on a "first come, first served" basis until the federal grant funds are allocated. Whenever possible, teachers should seek funding through other sources such as university grants. This will permit this grant to help more teachers who do not have any other funding source. To obtain more information, visit

<http://www.ncpublicschools.org/ec/specialprograms/training/reading/> and click on the appropriate link.

## **NEW IN PUBLICATIONS AT NCDPI:**

NC Public School Laws (CD-Rom Edition with Search Engine) (UPDATED WITH 2004 SESSION) Contains statutes, case notes and opinions of the Attorney General through the 2004 session. Includes statutes other than 115C. (LexisNexis edition) SL109, 2005, \$18.00

Public Schools of North Carolina Employee Salary and Benefits Manual, 2004-05. (UPDATED) The updated Salary and Benefits Manual outlines the policies and procedures related to public school personnel guidelines. Relevant North Carolina General Statutes, State Board of Education Administrative Policies, and federal laws also are referenced. AC112, 2005, \$8.00

## **PEP'S UPDATE OF PROGRAMS AND ITEMS OF INTEREST TO NC PUBLIC SCHOOL ADMINISTRATORS:**

### **TEACHER RETENTION SEMINAR SCHEDULED FOR MARCH:**

At PEP's one-day (March 31) topical seminar, "Strategies for Teacher Retention," school officials will learn research-proven, low-cost means to keep high quality teachers. Although individuals are welcome to attend, two- or three-member teams from individual schools - comprised, for example, of one or two administrators plus a mentor - will derive maximum benefit from the training. Cost: \$200 for a three-member team; \$150 for a two-member team; \$100 for an individual. Click here for more information and/or to register, <http://www.ncpep.org/topsem.html>

### **SPRING SCHOOL LAW ACADEMY:**

Sign up today for all or part of PEP's April 5-7, 2005, School Law Academy, a two-and one-half-day intensive and practical review of need-to-know school law issues. Participants registering for the entire academy pay a reduced fee of \$250 and receive a free, 2005 subscription to PEP's online, legal treatise, Education Law in North Carolina (ELNC). (ELNC training will be available at the Academy.) Session subjects and daily registration fees are as follows:

- Day 1 (\$125) - Employment Issues (e.g., Tenure Act, Wage and Hour, Employment Discrimination, Employment at-Will, Supervision and Action Plans).
- Day 2 (\$125) - Student Issues (e.g., First Amendment, Special Education, Discipline, Student Searches, Dealing with Child Abuse).

- Day 3 (morning only, \$75) - Operational/Other Issues (e.g., School-based Budgeting; Negligence, Equal Access Act, Legislative Update).

Registration is limited, so sign up soon at <http://www.ncpep.org/tpls.html>. Current N.C. public school principals and assistant principals receive priority consideration through February 28. For more information contact Sheila Brooks at [hiker@northcarolina.edu](mailto:hiker@northcarolina.edu) or 919-966-4483.

### **PAIDEIA INSTITUTE OFFERS SEMINAR ON IMPROVING SCHOOL CULTURE:**

Learn how to conduct faculty seminars to communicate a shared vision for change while simultaneously improving adult relationships in your school at this powerful, two-day (April 7-8, 2005) seminar in Chapel Hill. For more information and to register, visit <http://www.paideia.org>.

### **REGISTRATION REOPENED FOR PEP'S SPRING SEMINARS:**

Due to overwhelming demand, additional sessions of PEP's popular Data-Driven Decision Making and School Finance seminars have been scheduled. Cost is \$100 per person per one-day session.

Dates:

Hands-on Data-Driven Decision Making: Tuesday, April 12 2005;

Fundamentals of School Finance: April 13, 2005.

Class size is limited, so please register as soon as possible at

<http://www.ncpep.org/topsem.html>.

### **LEADERSHIP PROGRAM FOR FUTURE SUPERINTENDENTS (LPFS)**

In June PEP will inaugurate its first program designed to prepare principals and central office executives for the top jobs in North Carolina's LEAs. Blended with PEP's popular Leadership Program in the Humanities, LPFS will emphasize the unique personal and professional skills needed to succeed as a superintendent. Watch the March listserv for more information.

### **LEADERSHIP FOR NEW PRINCIPALS 8**

A few openings remain - more at the middle and high school levels than at the elementary level - for the next edition of PEP's popular LPNP program, which launches in September. To learn more, visit <http://www.ncpep.org/programs.html>.

### **SCHOOL ADMINISTRATORS AS INSTRUCTIONAL LEADERS (SAIL) PROGRAMS FILLING UP QUICKLY:**

Spaces remain for participants in only four of PEP's six scheduled SAIL programs, which focus on the use of classroom walk-throughs to improve teaching and learning in schools. Assistant principals as well as principals are eligible for SAIL. Participants will receive palmOne handheld computers, which are integral to the program and will become the property of the schools whose administrators complete SAIL successfully. Class size is limited to 26. Visit this link to register;

<http://www.ncpep.org/programs.html>. There is a nonrefundable \$250 registration fee for this program. The first three programs have filled.

SAIL programs still accepting applications:

SAIL 4, January 26-27, 2006 and March 2-3, 2006

SAIL 5, March 28-29, 2006 and May 9-10, 2006

SAIL 6, March 30-31, 2006 and May 11-12, 2006.

**PEP OFFERS NEW RESIDENTIAL PROGRAM FOR EXPERIENCED PRINCIPALS:**

PEP's inaugural Leadership Program for Experienced Principals (LPXP) will commence in early 2006. This four session program will focus on the critical needs of experienced principals. For more information, visit <http://www.ncpep.org/programs.html>.

**ARTICLES OF INTEREST:**

Educators look to Durham for school preview

<http://www.fayettevillenc.com/printer.php?Story=6838947>

Teacher certification and licensure

\* News & Observer editorial staff. "OPINION: Teaching new teachers,"

<http://www.newsobserver.com/opinion/story/2023292p-8407248c.html> The (Raleigh, N.C.) News & Observer, January 14, 2005.

Larry M. Simmons, Section Chief  
NC DPI School Personnel Support  
Division of School Business  
919.807.3364

## Weekly Message for February 14-18, 2005

Colleagues,

I hope your Valentine's Day was special and refreshing. We have a busy week ahead of us and I know your week is just as busy. Remember to take some time for you. I'm making a plea on behalf of the PANC planning committee to get your proposals in for "best practices" sessions at the spring conference. It would be beneficial to both new and veteran personnel administrators to see new and different approaches to familiar issues. Thanks!

Here's the latest\*

**1. PANC REQUEST FOR PROPOSALS:** The PANC Program Committee is looking for "best practices" to share with our colleagues at the spring conference. There are several one-hour best practices sessions scheduled on the agenda. This is an excellent opportunity for you to share success stories, as well as lessons learned, with your colleagues. If you are interested in presenting, please complete the attached Request for Proposals form and email to the Program Chair, Dr. Barbara Armstrong, at [armstrongb@TCS.k12.nc.us](mailto:armstrongb@TCS.k12.nc.us), no later than February 22, 2005.

**2. PANC ON-LINE REGISTRATION AVAILABLE:** We encourage you to register early for the Spring PANC, to be held April 4-6, 2005, at the Hilton Wilmington Riverside, Wilmington, NC. Hotel information is included on the on-line site. Please visit <http://www.ncpublicschools.org/panc/spring/> to register.

**3. FINAL TRANSMISSION DATE FOR SAR:** The School Activity Report (SAR) is collected annually and contains data as of the end of the second school month. These data are due 15 days after the end of the second school month. The Department of Public Instruction relies on the timely collection of this data to report information in the North Carolina Report Card, federally required No Child Left Behind reports, legislated class size reports and other student/teacher analysis. In order to meet the timelines of these reporting requirements, NCDPI has set March 23, 2005, as the last date to transfer SAR. All SAR data as of this date will be the basis for reports and requests. LEAs with questions concerning SAR data should contact Brittany Balding, 919/807-3734, or by email, [bbalding@dpi.state.nc.us](mailto:bbalding@dpi.state.nc.us). Charter Schools with questions concerning SAR data should contact Scott Douglass, 919/807-3737, or by email, [sdouglas@dpi.state.nc.us](mailto:sdouglas@dpi.state.nc.us).

**4. SUPERINTENDENT VACANCY ANNOUNCED:** The Bertie 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 in addition to building level experience are preferred, but not required. The successful candidate is required to live in Bertie County. The application deadline is April 15, 2005. Electronic versions of the application 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 also can 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](mailto:aschafer@ncsba.org). All inquiries will be kept confidential.

**5. NATIONAL BOARD CERTIFICATION UPDATE:** North Carolina teachers planning to seek National Board Certification (NBC) should complete the online application at [www.nbpts.org](http://www.nbpts.org) and then complete the online application for North Carolina funding. Guidelines for applying for NBC in North Carolina can be accessed at <http://www.ncpublicschools.org/nbpts/apply.html>. Beginning this year, initial NBC candidates will pay a \$65 processing charge to NBPTS before they submit their application. North Carolina will pay the \$2,300 assessment fee for all candidates who meet the eligibility criteria. The funding application window for 2005-06 candidates is March 1 - Nov. 15, 2005. Teachers who pursue National Board Certification are encouraged to participate in candidate support programs established in their school districts and regions. For more information about the NBC process, please contact Deanna Harris at 919/807-3358, or by email, [dharris@dpi.state.nc.us](mailto:dharris@dpi.state.nc.us). For more information about state funding of the NBC process, please contact Jeanne Washburn at 919/807-3373, or by email, [jwashbur@dpi.state.nc.us](mailto:jwashbur@dpi.state.nc.us).

**6. TRAINING FOR VHS, INC., SITE COORDINATORS:** Currently, North Carolina has over 30 high schools participating in the Virtual High School (VHS), Inc. program. Training is now being offered to expand this program. If you would like for your high schools to offer the VHS, Inc., catalog of more than 120 courses via the Internet, please appoint a site coordinator to participate in free training scheduled to begin March 16, 2005. Training site coordinators this spring will allow students to register this spring for courses next fall. The training is conducted online over a four-week period, five hours per week. The deadline to apply for the training is March 4. For more information on VHS, Inc., please go online to <http://www.govhs.org>. To apply for the free training, please contact Sue Scott, Instructional Technology, NC DPI, 919/807-3429, or by email, [sscott@dpi.state.nc.us](mailto:sscott@dpi.state.nc.us).

**7. HIGH SCHOOL CERTIFIED TRAINERS OF WRITING PHASE IV:** Registration for the High School Certified Trainers of Writing Phase IV scheduled for April 17 - 19, 2005, is now open for teachers and other educators interested in teaching writing in the English Language Arts classrooms. Sessions will include understanding writing development through grades 9-12, facilitating staff development for writing instruction, and strategies for working on the "hard parts - and they're all hard parts. "Additionally, an optional information session about the Grade 10 Writing Assessment will be offered from 4:45 - 6 p.m. on April 18, 2005. For more information, please visit <http://www.learnnc.org/dpi/instserv.nsf/Category3?OpenView&ExpandView> and link to the HS Certified Trainers of Writing page under Instructional Resources or contact Kim Bowen, Instructional Services, DPI, 919/807-3832, or by email, [kbowen@dpi.state.nc](mailto:kbowen@dpi.state.nc).

**8. EIGHT TEACHERS VIE FOR TEACHER OF THE YEAR HONORS:** Eight regional Teachers of the Year have been selected to vie for the title of 2005-06 North Carolina Teacher of the Year. The winner will succeed the 2004-05 Teacher of the Year, Lizbeth Alfaro, an English as a Second Language teacher at Lyle Creek Elementary School, Catawba County Schools. To find out who the recipients are, please go to DPI's Web site at <http://www.ncpublicschools.org> and look under "In the News."

Larry M. Simmons, Section Chief  
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## Weekly Message for February 21-25, 2005

Colleagues,

Thought I would share with you a Bill Status Report of all education related bills that have been filed in the General Assembly. The document is included as an attachment to the weekly message. I hope this is helpful information.

Here's the latest\*

**1. PANC REQUEST FOR PROPOSALS:** The PANC Program Committee is looking for "best practices" to share with our colleagues at the spring conference. There are several one-hour best practices sessions scheduled on the agenda. This is an excellent opportunity for you to share success stories, as well as lessons learned, with your colleagues. If you are interested in presenting, please complete the attached Request for Proposals form and email to the Program Chair, Dr. Barbara Armstrong, at [armstrongb@TCS.k12.nc.us](mailto:armstrongb@TCS.k12.nc.us), no later than February 25, 2005.

**2. PANC ON-LINE REGISTRATION AVAILABLE:** We encourage you to register early for the Spring PANC, to be held April 4-6, 2005, at the Hilton Wilmington Riverside, Wilmington, NC. Hotel information is included on the on-line site. Please visit <http://www.ncpublicschools.org/panc/spring/> to register. Hotel registration rates will be available until March 3, 2005.

**3. STATE BOARD MEETING:** The State Board of Education has a variety of important items to consider at its March meeting next week. A report on the High School Exit Measures from the Ad Hoc Committee on Academic Rigor, Relevance and Relationships will be presented. This report will include information gathered in the six regional meetings held in January on the High School Exit Standards Framework. The Board also will have a number of discussion and information items on teacher quality initiatives stemming from recommendations of the Teacher Retention Task Force. Even if you are not in Raleigh, you can still listen to the Board meeting via the Web. Directions for this access are online at [http://www.ncpublicschools.org/sbe\\_meetings/](http://www.ncpublicschools.org/sbe_meetings/).

**4. DPI RECEIVES SEED GRANT TO IMPROVE MENTAL HEALTH SERVICES:** The NC DPI Exceptional Children Division was recently awarded a \$10,000 seed grant from the National Association of State Directors of Special Education to support the development and implementation of initiatives to improve mental health services for students. The Division plans to use the money to sponsor a planning workshop to create a statewide strategic plan for expanding school-based mental health services.

The strategic plan is expected to serve as a cornerstone for a statewide Leadership Summit on School Mental Health to be held in late 2005. For more information, please contact Mary Watson, Exceptional Children Division, 919/807-3969, or by email, [mwatson@dpi.state.nc.us](mailto:mwatson@dpi.state.nc.us).

**5. WRITING ACROSS THE CURRICULUM:** The Capital Area Writing Project, an affiliate site of the National Writing Project, is hosting a "Writing Across the Curriculum" one-day conference on Saturday, April 16, in Raleigh. Break out sessions will offer teachers opportunities to learn more about writing in the specific content areas of social studies, science and English. For more Information, including registration, please go online to <http://www.learnnc.org/dpi/instserv.nsf/Category3?OpenView&ExpandView> and link to the National Writing Project page under Instructional Resources, or contact Barbara Geiger via email at [buigeiger@uptonassociates.com](mailto:buigeiger@uptonassociates.com).

**6. MORE AT FOUR FEBRUARY NEWSLETTER ONLINE:** More at Four's February 2005 edition offers educators articles on Challenging Behaviors, Teaching Caring Behaviors, Outdoor Play and Learning, and Positive Behavior Support. Check out these articles and more by going online to <http://www.governor.state.nc.us/Office/Education/Newsletter.asp> and click on the appropriate link.

**7. NEW PROFESSIONAL DEVELOPMENT TOOLS AVAILABLE:** Don't miss the new "Professional Development Toolkit" and the current issue of the Professional Development newsletter. These and other professional development resources are online at <http://www.ncpublicschools.org/profdev/>.

#### **8. WHAT'S NEW ON THE WEB:**

Reading First Site Launched - The No Child Left Behind Act established Reading First to enable all students to become successful early readers. The goal of North Carolina's Reading First initiative is to ensure all children learn to read well by the end of the third grade. Ensuring that more children receive effective reading instruction in the early grades is of critical importance to North Carolina and the nation. This goal will be accomplished by applying scientifically based reading research to reading instruction in all North Carolina schools. See our new Web site at <http://www.ncpublicschools.org/readingfirst> for more information and a list of participating schools.

New Resources Address Autism - Two documents have been added to the Exceptional Children site. The first, "Best Practices in Educating Students with Autism," outlines

research-based best practices with regard to educational services for students with autism spectrum disorders. The second, "Accommodations for Students with Problems in Organization," lists possible accommodations for teachers and IEP teams to consider. These accommodations are some of the strategies that have worked with visual learners, learners with deficits in executive functioning, and learners with deficits in social interaction and self-regulation of emotions. Visit <http://www.ncpublicschools.org/ec/exceptionality/autism/> to download these documents.

Highlights of the Public School Budget Available - Funding public education in North Carolina is a complex and integrated process. This report presents charts and tables that describe how state and federal funds are distributed to North Carolina's Public Schools. Visit <http://www.ncpublicschools.org/fbs/highlights/> to learn more.

Local Salary Supplements Online - The Local Salary Supplements page lists the average supplemental pay received by instructional personnel in addition to the state legislated certified salary. Please contact your LEA's human resource office if you have specific questions about your salary or other personnel issues. Go to <http://www.ncpublicschools.org/fbs/salsupp/> and click on 2004-05 for more information.

## **Updates**

Charter Schools Resources - The Charter Schools Directory has been updated. Visit [http://www.ncpublicschools.org/charter\\_schools/schools.html](http://www.ncpublicschools.org/charter_schools/schools.html) for current contact information for the state's schools. Also updated was the combined text of House Bill 955 and subsequent charter school amendments. View this online at [http://www.ncpublicschools.org/charter\\_schools/policy.html](http://www.ncpublicschools.org/charter_schools/policy.html).

## **ARTICLES OF INTEREST:**

The following are from the articles one of the national lists of education related articles

\* Flono, F. "Challenging schools need quality teachers," <http://www.charlotte.com/mld/charlotte/news/10872212.htm>  
Charlotte (N.C.) Observer, February 11, 2005.

Virginia's Teacher Retention Initiative credited with dramatic decline in teacher turnover in pilot schools Carroll, H. "Helping hard-to-staff schools," [http://www.timesdispatch.com/servlet/Satellite?pagename=RTD%2FMGArticle%2FRTD\\_BasicArticle&c=MGArticle&cid=1031780740879&path=%21news&s=1\\_045855934842](http://www.timesdispatch.com/servlet/Satellite?pagename=RTD%2FMGArticle%2FRTD_BasicArticle&c=MGArticle&cid=1031780740879&path=%21news&s=1_045855934842)  
Richmond Times Dispatch, February 10, 2005.

\* Virginia Department of Education. "Incentive program to attract and retain teachers in Virginia's hard-to-staff schools."

<http://www.pen.k12.va.us/VDOE/Instruction/OCP/hard-to-staff.html>

\* Office of the Governor of Virginia. "Teacher Support and Retention."

<http://www.governor.virginia.gov/Initiatives/Ed4Life/TeacherRetention.htm>

\* Virginia Department of Education. "Teacher Retention and Support."

<http://www.pen.k12.va.us/VDOE/Instruction/OCP/teacherretention.html>

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# PUBLIC SCHOOLS OF NORTH CAROLINA

STATE BOARD OF EDUCATION :: Howard N. Lee, *Chairman*

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DEPARTMENT OF PUBLIC INSTRUCTION :: Patricia N. Willoughby, *State Superintendent*

## Bill Status Report – Education & Education Related Bills 2005 General Assembly

### House Bills

Bill #	Short Title	Primary Sponsor(s)	Date Filed	Current Status
HB 3	Local Option Education Lottery	Owens	1/26/05	1/27/05 Ref to Rules
HB 11	Clarify School Administrators Certification Standards	LaRoque	1/27/05	1/31/05 Ref to Education
HB 16	School Curriculum Shall Include Consumer Education	Miller	1/27/05	1/31/05 Ref to Education
HB 28	Study of School Transportation Funding	Glazier, Dickson	2/1/02	2/2/05 Ref to Education
HB 42	TEACCH Program Funds	Nye	2/2/05	2/3/05 Ref to Appropriations
HB 50	Street Gang Prevention Act	Michaux, Frye	2/2/05	2/3/05 Ref To Com On Judiciary II
HB 59	Retired School Professionals Return to Work	McLawhorn, Bordsen, Warren	2/2/05	2/3/05 Ref to Pensions & Retirement
HB 84	Long-Term Care Insurance Tax Credit (=HB 148)	Nye, England, Barnhart, Earle	2/3/05	2/7/05 Ref to Finance
HB 129	State and Local Retirement COLAs	Wright	2/8/05	2/9/05 Ref to Pensions & Retirement
HB 147	Elections Contests (=SB 82)	Ross, Earle	2/8/05	2/9/05 Ref To Com On Rules, Calendar, and Operations of the House
HB 148	Long-Term Care Insurance Tax Credit (=HB 84)	Howard, Sherrill	2/8/05	2/9/05 Ref to Finance
HB 150	Limit General Fund Spending/Prior Year's Spending	Gulley	2/8/05	2/9/05 Ref to Appropriations
HB 151	Zero-Based Budgeting	Gulley	2/8/05	02/09/2005 Ref Appropriations
HB 158	Recasting Lost Votes	Preston, Insko	2/9/05	2/10/05 Ref To Com On Election Law and Campaign Finance Reform
HB 181	Increase Salary for Beginning Teachers	Johnson, Carney, Preston, Yongue	2/9/05	2/10/05 Ref to Appropriations
HB 182	Charter School Retirement Election	Ray, Clary	2/9/05	2/10/05 Ref to Pensions and Retirement
HB 221	Expand Teaching Fellows Program	Yongue Carney Johnson Preston	2/14/05	2/15/05 Ref to Appropriations
HB 222	Coordination of Children's Services/Study	Insko Barnhart	2/14/05	2/15/05 Ref to Children, Youth, and Families, if favorable, to Rules

HB 223	2005 Education Lottery Referendum	B. Allen Hunter	2/14/05	2/15/05 Ref to Rules
HB 224	Low-Wealth School Supplemental Funding	Yongue Preston Glazier Sauls	2/14/05	2/15/05 Ref to Appropriations
HB 246	Additional Funds/Disabled & Gifted Children	Preston Johnson Carney Yongue	2/15/05	2/16/05 Ref to Appropriations
HB 247	Retired Teachers Work/No Penalty	Preston Carney Johnson Yongue	2/15/05	2/16/05 Ref to Pensions and Retirement, if favorable, to Education
HB 289	State Health Plan: No Abortion Covg. Except	LaRoque	2/16/05	2/17/05 Ref to the Com on Health and, if favorable, to the Com on Rules, Calendar, and Operations of the House

### Senate Bills

Bill #	Short Title	Primary Sponsor	Date Filed	Current Status
SB 34	Council of State Implementing Statute	Albertson	2/1/05	2/2/05 Ref to Ways & Means
SB 35	Modify Red Light Camera Authorization	Hoyle	2/1/05	2/2/05 Ref to Judiciary I
SB 56	Appoint Most Council Of State Members	Albertson	2/2/05	2/3/05 Ref to Ways & Means
SB 71	State of the State Address/Inviting Governor	Rand	2/7/05	2/17/05 Ratified Ch. Res. 2005-6
SB 82	Election Contests (=HB 147)	Clodfelter	2/8/05	2/17/05 [H] Ref To Com On Election Law and Campaign Finance Reform
SB 103	Lapsed Salaries Revert	Brock	2/9/05	2/10/05 Ref to Appropriations/Base Budget
SB 106	No Abortion Coverage/State Health Plan	Brock	2/9/05	2/10/05 Ref to Appropriations/Base Budget
SB 113	Low-Wealth School Supplemental Funding	Rand	2/10/05	2/14/05 Ref to Appropriations/Base Budget
SB 122	Long-Term Care Insurance Tax Credit	Purcell	2/10/05	2/14/05 Ref to Finance
SB 133	Reconfirming Provisional Voting	Clodfelter	2/14/05	2/17/05 Com Substitute Adopted
SB 171	Impact of Student Mobility on Academic Performance	Dalton	2/17/05	

## Weekly Message for March 7-11, 2005

Colleagues,

College basketball has its "March Madness" and personnel administrators have their own version of March Madness as you move into the critical decision-making time of the year. This week's memo will help to remind you of some of the important events that need your critical attention.

**1. TENURE AND CAREER STATUS REMINDER:** Just a reminder of key dates in the career teacher process. North Carolina General Statute 115C-325 identifies some important dates that must be followed. All career decisions must be made and the employee(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)).

**2. ADMINISTRATIVE CONTRACTS:** It's also not too early to begin the conversation about administrative contracts. As you are aware, G.S. 115C-287.1 addresses administrative contracts. Administrators whose contracts will end on June 30, 2005, must be notified of non-renewal of the contract by May 1, 2005. This notification must be in writing. Refer to G.S. 115C-287.1(d) for full details.

**3. EVALUATIONS:** G.S. 115C-333 requires 4 observations and a (summative) evaluation for teachers without career status. One observation is by a peer and the remainder by the principal or the principal's designee. If problems are identified in the observations, corrective actions should be initiated promptly. If performance is below standard or unsatisfactory on an evaluation, the teacher must be placed on an action plan, in the event the superintendent does not recommend dismissal, demotion, or non-renewal.

**4. REEMPLOYED RETIREES EXEMPT FROM THE CAP SUBSTITUTING:** The Retirement System stated in a memo to the Finance Officers and Personnel Administrators, dated August 27, 2004 that earnings of a retiree exempt from the cap, who is reemployed as a substitute, would be subject to the 11.7%.

We have been informed that this statement has been retracted and this is no longer a requirement. Effective immediately, LEAs are not required to contribute 11.7% of substitute pay to the Retirement System. If you have made payments for substitute teachers, we do not expect refunds to be distributed. The effective date of this retraction is effective from this point forward.

**5. PANC ON-LINE REGISTRATION:** Registration for the PANC conference is still available at our on-line site (<http://www.ncpublicschools.org/panc/spring/>). Please remember that you can take advantage of the early registration fee through March 15, 2004. Only on-site registration will be available after this date. We've been able to extend hotel registration rates until March 9, 2005. This will probably be the last time possible for extending the conference rate deadline. Please make your hotel reservations now.

**6. USERRA POSTING REQUIREMENTS EFFECTIVE MARCH 10, 2005:** President Bush recently signed into law the new Veterans Benefits Improvement Act (VBIA) a bill expanding employee rights under the Uniformed Services Employment and Reemployment Rights Act (USERRA). The law creates two new requirements for employers:

1. One change requires all employers to post a written notice of employee rights under USERRA, effective March 10, 2005. The Secretary of Labor is preparing the notice that employers are required to post. The notice needs to be posted where other required employee notices are customarily posted. The poster has been withdrawn and will be available again on March 10th. Please go to <http://www.dol.gov/vets/> to print out the poster.
2. The new law also extends, from 18 to 24 months, the maximum period of employer-sponsored continued health care coverage. This new rule applies if an employee's health care coverage will terminate because of the military leave.

For additional information contact Steve Guess, Director USDOL/VETS[NC] at 919.733.7402 or go to <http://www.dol.gov/vets/> .

**7. NC WISE USERS SURVEY ONLINE:** The 2005 NC WISE survey is now available online (<http://www.zoomerang.com/survey.zgi?p=WEB2246948DRPQ>.) NC WISE users at all levels are encouraged to participate in this short, but important survey. Responses to the survey will assist the NC WISE team in program development and future planning. All responses will remain confidential. The deadline to participate in the survey is Friday, March 25, 2005.

**8. SUPERINTENDENT VACANCY ANNOUNCED:** The Northampton 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 in addition to building level experience are preferred, but not required. The successful candidate is required to live in Northampton County. The application deadline is April 21, 2005. Electronic versions of the application 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 also can 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](mailto:aschafer@ncsba.org). All inquires will be kept confidential.

**9. SENIOR PROJECT TRAINING:** The State Board of Education will once again sponsor scholarships for teams from 20 North Carolina public schools or LEAs to attend the upcoming Annual Senior Project Training (June 22-24) sponsored by the Partnership for Dynamic Learning. This year's training will be held at the Renaissance Asheville Hotel in Asheville. The hotel's room rate is \$119 per night for single or double occupancy. Hotel reservations must be made by May 21. The Board's scholarships will be for \$1,000 each to support the cost of participating in the workshops. Information regarding training and registration can be found online at [www.seniorproject.net](http://www.seniorproject.net). Registration forms for the scholarship can be obtained by calling or emailing Jane Worsham, Executive Director of the State Board of Education, at 919/807-3400, or [jworsham@dpi.state.nc.us](mailto:jworsham@dpi.state.nc.us). Use the registration form on the senior project Web site to register for the training. The deadline for applying to SERVE and the SBE is June 1, 2005. Scholarships will be awarded on a first-come first-serve basis.

**10. NEW IN PUBLICATIONS AT NCDPI:** To order, please call 800.663.1250 or visit Publication Sales on the Web at <http://www.ncpublicschools.org>.

**K-12 COMPUTER TECHNOLOGY SKILLS:** Preparing our students to live and work in the 21st century (NEW). This brochure provides a brief overview of the new K-12 Computer Technology Skills curriculum. It describes the major emphasis by grade, the competency goals, and answers to frequently asked questions.  
EM155, \$9.00 (20 brochures per package)

**SESSION 4: PROBABILITY IN MIDDLE SCHOOL (NEW):** This is the fourth in a series of six teleconference sessions for Middle grades educators. These sessions explore probability content, relate it to the NC Standard Course of Study, discuss instructional strategies, and illustrate activities that can be used with students. These sessions began in September and will continue through April 2005. A videotape of the fourth session, held in February, is now available. Others in the series will be available in the coming months.

MA166, Session 1: Probability in Middle School Video, \$9.00

MA167, Session 2: Probability in Middle School Video, \$9.00

MA168, Session 3: Probability in Middle School Video, \$9.00

MA169, Session 4: Probability in Middle School Video, \$9.00

**GRADE 6-8 REFERENCE GUIDES FOR INTEGRATING CURRICULUM (UPDATED):**  
These guides are designed to assist teachers in planning and integrating instruction.  
IS132, \$8.00 (set of three/one guide per grade)

## **11. PEP'S UPDATE OF PROGRAMS AND ITEMS OF INTEREST TO NC PUBLIC SCHOOL ADMINISTRATORS:**

TEACHER RETENTION SEMINAR SCHEDULED FOR MARCH 31, 2005.

PEP's one-day topical seminar, "Strategies for Teacher Retention," emphasizes the principal's role in keeping high-quality teachers. Although individuals are welcome to attend, two- or three-member teams from individual schools - comprised, for example, of one or two administrators plus a mentor - will derive maximum benefit from the training. Cost: \$200 for a three-member team; \$150 for a two-member team; \$100 for an individual. Click here for more information and/or to register, <http://www.ncpep.org/topsem.html>.

PEP'S APRIL 5-7 SCHOOL LAW ACADEMY:

A few of spaces remain for the PEP's 2005 School Law Academy, a practical overview of need-to-know school law fundamentals. The Academy will conclude with an informative and thought-provoking panel discussion titled, "Understanding Leandro and its Implications." The panel will be moderated by John Dornan of the N.C. Public School Forum and include NC legislators Douglas Yongue and Larry Bell as well as former N.C. Supreme Court Justice and author of last year's Leandro/Hoke Co. ruling Robert Orr. Participants registering for the entire Academy pay a reduced fee of \$250 and receive a free 2005 subscription to PEP's online, searchable legal treatise, Education Law in North Carolina (ELNC). (ELNC training will be available at the Academy.) All participants also will receive PEP's periodic Law Update listserv. Session subjects and daily registration fees are as follows:

Day 1 (\$125) - Employment Issues

Day 2 (\$125) - Student Issues;

Day 3 - morning only (\$75) - Operational/Other Issues

Register at <http://www.ncpep.org/tpls.html>.

For more information contact Sheila Brooks at [hiker@northcarolina.edu](mailto:hiker@northcarolina.edu) or 919-966-4483.

REGISTRATION REOPENED FOR PEP'S SPRING SEMINARS:

Due to overwhelming demand, additional dates for PEP's popular Data-Driven Decision Making and School Finance seminars have been scheduled. Cost is \$100 per person per one-day seminar.

Dates:

Hands-on Data-Driven Decision Making: Tuesday, April 12 2005.

Fundamentals of School Finance: April 13, 2005.

Class size is limited, so please register as soon as possible at

<http://www.ncpep.org/topsem.html>.

## HAVE YOU EVER CONSIDERED LEAVING THE PRINCIPALSHIP FOR THE SUPERINTENDENCY?

If so, and you have been a principal for at least four years, you should apply today to attend PEP's new Leadership Program for Future Superintendents (LPFS), which launches in June at the North Carolina Center for the Advancement Teaching in Cullowhee. Led by current PEP Director, former Deputy State Superintendent, and Craven County Superintendent Brad Sneed, along with PEP's Director of Legal Services, David Hostetler, this eight-session program will broaden your perspective with regard to "big picture" issues in education and the humanities, train you in the unique leadership skills required to perform effectively at the district level, and help you prepare a 90-day action plan for entry into the superintendency. For more details and information on costs and application procedures, visit <http://www.ncpep.org/rplpfs.htm>.

## LEADERSHIP PROGRAM FOR NEW PRINCIPALS 8:

A few openings remain - more at the middle and high school levels than at the elementary level - for the next edition of PEP's popular LPNP program, which launches in September. To learn more, visit <http://www.ncpep.org/rplpnp.html>.

## NEW RESIDENTIAL PROGRAM FOR EXPERIENCED PRINCIPALS:

PEP's inaugural Leadership Program for Experienced Principals (LPXP) will commence in early 2006. This four-session program will focus on the critical needs of principals with three or more years of experience. For more information, visit <http://www.ncpep.org/rplpxp.htm>.

FOR INFORMATION AND TO REGISTRATION FOR ALL CURRENT PEP PROGRAMS PLEASE VISIT <http://www.ncpep.org/programs.html>.

CONTACT US: Need help from anyone at PEP? Need info about programs, services, anything at all? Help is only a click away at <http://www.ncpep.org/staff.html>.

## 12. GRANT INFORMATION:

### HORACE MANN SCHOLARSHIP PROGRAM FOR EDUCATORS:

The Horace Mann Companies is offering \$30,000 in scholarships for public and private school educators to take college courses.

Maximum Award: \$500-\$5,000.

Eligibility: Educators must be employed by a U.S. public or private school district or U.S. public or private college/university at the time of application and at the time the scholarship is awarded, and must have at least two years teaching experience.

Deadline: May 14, 2005. <https://www.horacemann.com/edscholarship/>

### 2005 HAROLD W. MCGRAW, JR. PRIZE IN EDUCATION:

Since 1988, the prestigious Harold W. McGraw, Jr. Prize in Education has been annually awarded to three individuals who have had an unusually positive impact in the field of education. Past honorees include former First Lady Barbara Bush and former Governor James Hunt, as well as former U.S. secretaries of education, university presidents, principals, superintendents and educators from across the country. Prize recipients are selected by a distinguished Board of Judges who reviews eligible nominations.

Recipients are honored at a dinner in New York City and receive a \$25,000 prize. Only individuals who are presently committed to the cause of education are eligible for nomination. Institutions, boards, organizations or other groups are not. Individuals may be nominated in the areas of early childhood education, teacher professional development and high school reform, for example. Completed nomination forms must be received by March 11, 2005. Honorees will be announced on September 28, 2005. For those without computer access, please call 212-512-6113. Nomination forms can be downloaded from:

[http://www.mcgraw-hill.com/community/mcgraw\\_prize/main.html](http://www.mcgraw-hill.com/community/mcgraw_prize/main.html).

### AMERICAN HONDA FOUNDATION:

The American Honda Foundation makes grants to K-12 schools, colleges, universities, trade schools, and other youth-focused nonprofit organizations for programs that benefit youth and scientific education.

Maximum Award: \$10,000 - \$100,000.

Eligibility: Schools and youth-focused nonprofit organizations.

Deadline: Grant applications are accepted four times per year: Nov. 1, Feb. 1, May 1, and Aug. 1. <http://corporate.honda.com/america/philanthropy.aspx?id=ahf>

### ASSISTING AT-RISK YOUTH:

The Home Depot Foundation gives cash and materials to help provide young people with safe places to play, learn and provide leadership programs that teach skills through community engagement, and job readiness training.

Maximum Award: Up to \$25,000.

Eligibility: Schools and districts.

Deadline: Applications are considered four times a year.

<http://www.homedepotfoundation.org>

## **ARTICLES OF INTEREST:**

### **IS IT ETHICAL FOR TEACHERS TO REFUSE TO TEACH IN HIGH-POVERTY SCHOOLS?**

There's an ethical debate coming your way. It's based on the following facts: (1) Better teaching causes more learning; (2) Experienced teachers are usually better than inexperienced teachers; (3) The gap in student achievement explained by race and class is large; (4) Leaders across the political spectrum, including teacher union leaders, agree that this gap is unacceptable and must be reduced; (5) Districts have had limited success using incentives to convince their best teachers to teach in high-poverty schools; (6) seniority provisions in union contracts generally forbid districts from assigning experienced teachers to high-poverty schools; and (7) Some districts now want to require their best teachers to teach in high-poverty schools. Rob McMahon and Doug Tuthill reviewed these facts with some key union and district leaders, and then asked this question: Is it ethical for teachers to refuse to teach in high-poverty schools? The authors integrated their responses into a fictional exchange between a local union president and a district superintendent.

<http://www.teacherleaders.org/misc/HTSethics.html>

### **STATES REQUIRING GRADUATION EXAMS PERFORM POORLY:**

A study examining the effects of 'high stakes' graduation tests on SAT and graduation rates finds that states that require such tests had lower graduation rates and lower SAT scores than other states. The impact of high stakes tests on students' motivation to stay in school and on the teaching of critical thinking skills are discussed in the study.

[http://www.forumforeducation.org/parents\\_and\\_educators/index.php?id=55](http://www.forumforeducation.org/parents_and_educators/index.php?id=55)

Larry M. Simmons, Section Chief  
NC DPI School Personnel Support  
Division of School Business  
919.807.3364

## Weekly Message for March 14-18, 2005

Colleagues,

Please be reminded that today, March 15, 2005, is the last day for on-line registration for PANC. Registration after this date will be on-site, with an increased registration fee. If you plan to attend the conference and have not registered, please register TODAY. Thanks.

Here's the latest\*

**1. MARCH STATE BOARD MEETING HIGHLIGHTS ONLINE:** The State Board of Education approved modifications to the State Competency Testing Program to include alternate means and measures in response to HB 801, discussed a preliminary framework for implementing teacher quality initiatives, and held issues sessions on high school exit measures and the results of a comprehensive evaluation of the ABCs. Complete highlights are available online at <http://www.ncpublicschools.org/sbehighlights/> by clicking on the appropriate link.

**2. ACCOUNTABILITY SERVICES LAUNCHES REDESIGNED WEB SITE:** A new "Accountability Services" Web site was launched last week. The new site is easier to use and includes new sections for parents and educators. "For Parents" is geared specifically to help parents understand the North Carolina Testing Program. It addresses testing for elementary students; middle school students; high school students; students with disabilities; and students identified as limited English proficient. It also includes information on No Child Left Behind and other resources for parents. "For Educators" is for teachers and public school administrators. It includes information on No Child Left Behind; the proposed high school exit standards; data and reports; and other documents that educators will find useful in implementing the North Carolina Testing Program. Other new features include "Data and Reports," which will allow you to search all testing and accountability reports for public schools from one location, and a staff directory. Visit and bookmark <http://www.ncpublicschools.org/accountability/> today!

**3. NCARE SCHEDULES ANNUAL MEETING:** The North Carolina Association of Research in Education (NCARE) will hold its annual meeting on April 1 at the Center for School Leadership Development, Chapel Hill. The meeting will feature presentations of recent research, a keynote address and awards for outstanding papers. NCARE was established in 1974 to improve education across the state through research and evaluation. NCARE welcomes new members. Its current membership includes teachers, administrators, DPI staff, university faculty, and graduate students. To join,

or to register for the annual meeting, please go online to <http://education.uncc.edu/ncare/> and click on the appropriate link. Questions regarding the organization or its annual meeting can be directed to Belinda Black, Accountability Services, DPI, at 919/807-3827 or by email, [bblack@dpi.state.nc.us](mailto:bblack@dpi.state.nc.us).

#### **4. NC WISE FEATURED IN CALIFORNIA EDUCATIONAL TECHNOLOGY**

**MAGAZINE:** Congratulations to DPI Associate Superintendent for Technology Services and Chief Information Officer Dr. Bob Bellamy for his article on NC WISE in "Databus," a magazine published by the California Educational Technology Professionals Association. Tina Winter, communications lead for NC WISE, co-authored the article entitled, "Moving to a Statewide Student Information System: The North Carolina Perspective." The article is available at <http://www.cetpa-k12.org/newsletter/index.php?cmd=vi&typ=art&id=87>.

**5. DONORSCHOOSENC SUPPORTS NC PUBLIC SCHOOL CLASSROOMS:** Since DonorsChooseNC launched in North Carolina in February 2004, over \$369,000 worth of resources and materials have been delivered to classrooms across the state. Eighty percent of the materials went to Title 1 schools. DonorsChooseNC is a great resource for teachers and a wonderful opportunity for parents and the school community to make a difference in the classroom. Please remind your school community of both the opportunity to submit a proposal and to fund one, too. For more information, please log onto [www.donorschoosenc.org](http://www.donorschoosenc.org) or contact Missy Sherburne, Executive Director, DonorsChooseNC, (252)443-3009, or by email, [Missy@donorschoose.org](mailto:Missy@donorschoose.org).

**6. CECAS MARCH NEWSLETTER ONLINE:** The March edition of the CECAS (Comprehensive Exceptional Children Accountability System) Newsletter, which is sent via email to local Exceptional Children directors, is now available online and includes the following items: April 2005 Periodic Count, SIMS Integration, Clarification of Exit Reasons, CECAS Training, Important Tips, and much more. To read the newsletter in its entirety, please go to the Exceptional Children Web site at <http://www.nccecas.org/info/downloads.html> and look under Memorandums and Official Communications.

**7. RAISING ACHIEVEMENT AND CLOSING GAPS CONFERENCE IX UPDATE:** Registration for the Raising Achievement and Closing Gaps Conference IX scheduled for April 4-6 at the Sheraton Four Seasons/Koury Convention Center in Greensboro is at capacity. Currently, over 3,700 participants are registered. Please remind participants from your districts that eight focus sessions are scheduled from 1-4 p.m., on Monday, April 4. Focus session topics include: Cultural Competence, Boys in Crisis, All Kinds of Minds, State of the South Report, Differentiation of Instruction, Disproportional

Assignment to Special Education, History of African America Education and Strategies for Closing Gaps. If employees from your district sent their registration after it closed, DPI staff will contact your central office to let you know which employees ARE NOT registered. Registration fees will be refunded under separate cover and should be received after the conference. It is critical that this information be communicated to staff immediately so that they will not travel to the conference only to be denied entry. Superintendents also should have received an invitation to the conference's Second Superintendents' Breakfast and Forum. The breakfast will be held on Tuesday, April 5, from 8:30-11:30 a.m., in Imperial Ballroom A. The morning will be spent discussing issues related to raising achievement and closing gaps, including health issues. The breakfast is sponsored by the Healthy Schools Initiative. If you have not already done so, please RSVP by March 21 by calling 919/807-3911.

**8. PANC ON-LINE REGISTRATION:** On-line registration for the PANC conference ends TODAY, March 15, 2005. If you are planning to attend and have not registered, please register today. ( <http://www.ncpublicschools.org/panc/spring/> ). After today, only on-site registration will be available with an increased registration fee.

**10. WEYERHAEUSER SPONSORS TEACHER ON ASSIGNMENT SUMMER**

**PROGRAM:** Weyerhaeuser Company is offering teachers an opportunity to combine a summer job with a professional development opportunity by offering a "Teacher on Summer Assignment" (TOSA) program. The TOSA program is a paid, six-week internship designed to provide teachers with firsthand knowledge of environmental issues as they relate to the forest products industry. In addition, educators will attend workshops that will help them develop curriculum to meet their specific grade and discipline needs. The TOSA is being offered in New Bern, Greenville, Washington, Plymouth, Elkin and Charlotte. The deadline to apply is April 1. For more information, please go online to [www.weyerhaeuser.com/citizenship/Education/teachersummerassign](http://www.weyerhaeuser.com/citizenship/Education/teachersummerassign).

Larry M. Simmons, Section Chief  
NC DPI School Personnel Support  
Division of School Business  
919.807.3364

## Weekly Message for March 21-25, 2005

Colleagues,

In the coming weeks, School Personnel Support staff will be participating in meetings, policy forums and attending the PANC conference. Unfortunately, being away from our stations will result in some delay in our responses to your inquiries and requests. We appreciate your patience and understanding during this time.

Just thought I would share with you and bring to your attention a statement from the Chairman, State Board of Education and the State Superintendent as it relates to a recent bill proposal regarding licensure. This statement was released on March 16, 2005 and is on the DPI website.

<http://www.ncpublicschools.org/news/04-05/031605.html>

Here's the latest\*

**1. USERRA NOTICE/POSTER:** A few weeks ago, we brought this issue to your attention regarding the Veterans Benefits Improvement Act and the requirement to post the provisions of this act. As a reminder, I'm providing again the language that highlights your responsibilities as employers.

Employers are required to provide to persons entitled to the rights and benefits under the Uniformed Services Employment and Reemployment Rights Act (USERRA), a notice of the rights, benefits and obligations of such persons and such employers under USERRA. Employers may provide the notice, "Your Rights Under USERRA", by posting it where employee notices are customarily placed. However, employers are free to provide the notice to employees in other ways that will minimize costs while ensuring that the full text of the notice is provided (e.g., by handing or mailing out the notice, or distributing the notice via electronic mail).

<http://www.dol.gov/vets/programs/userra/poster.pdf>

I've checked the website and it appears that the poster is available for printing.

## **2. BEST PRACTICES FOR PROVIDING PLANNING OPPORTUNITIES NEEDED:**

The Governor has included a special provision in his budget requiring a study of elementary schools' best practices for providing teachers with five hours of planning per week. The Professional Teaching Standards Commission is coordinating this study. If you know of any schools within your system that have this practice in place, please contact Professional Teaching Standards Commission Executive Director Eleanor Goettee, at 919/807-3424, or by email, [egoettee@dpi.state.nc.us](mailto:egoettee@dpi.state.nc.us).

**3. TEACHERS REQUESTED TO RESPOND TO ONLINE SURVEY:** The North Carolina Association of Educators is assisting the General Assembly's Fiscal Research Division in gathering data regarding the number of North Carolina public school teachers who have taught in the state's public school system for at least 10 years and would benefit from free or reduced tuition for their children. A bill is being considered that would do just that beginning in July 2007. Data are needed to determine the possible cost and impact to the state. Superintendents are asked to let their teachers know of this opportunity for input. The survey is available at <http://www.surveymonkey.com/s.asp?u=82580940049>. The survey deadline is April 15.

**4. NC WISE COMPLETES WAVE I CONVERSION:** NC WISE officially completed its Wave I Conversion for 35 LEAs and 23 charter schools last Thursday, March 17. There are now more than 740 schools, including the schools from the six pilot LEAs, that have converted to NC WISE. That means there are over 40,000 users that access NC WISE regularly and almost 500,000 student records have been converted.

**5. ADVISORY COMMISSION ON RAISING ACHIEVEMENT AND CLOSING GAPS TO MEET:** The Advisory Commission on Raising Achievement and Closing Gaps will meet Wednesday, March 23, from 9 a.m. to 3 p.m., in the 7th Floor Board Room, Education Building, Raleigh. Agenda items include discussion on merging the Commission's recommendations and the Town Meeting recommendations, protocols for the Commission, and the DIALOGO-CONEXION Teacher Apprenticeship Program. For more information, please contact Mary Anne Tharin at (919) 807-3658, or by email, [mtharin@dpi.state.nc.us](mailto:mtharin@dpi.state.nc.us).

**6. PANC CONFERENCE:** I've attached a copy of the agenda and activities list. Final preparations are in progress for what should be another outstanding conference. See you there.

**7. E-LEARNING COMMISSION SCHEDULES MEETINGS:** The first meeting of the E-Learning Commission, appointed by State Board of Education Chairman Howard Lee and Business Education Technology Alliance Chairman Lt Gov. Beverly Perdue, will be held Tuesday, March 29, from 10 a.m.-3 p.m., at Nortel Networks NC 2 Campus, 4006 East Chapel Hill \*Nelson Highway, RTP.

In addition, the Commission will hold a special meeting with a member from the West Virginia Virtual School on Tuesday, April 5, from 9 a.m.-2:30 p.m., in the 7th Floor Board Room, Education Building, 301 N. Wilmington Street, Raleigh.

For more information on these meetings, or if you plan to attend, please contact Sarah Mercush at (919).832.7215.

## **8. TECHNOLOGY AND LEADERSHIP: MAKING THE CONNECTION 2005 SOUTHEASTERN REGIONAL TECHNOLOGY & TEACHING PRE-**

**CONFERENCE PROGRAM:** ECU's College of Education invites you to participate in a special event for public school administrators. Technology and Leadership: Making the Connection, provides an opportunity for school leaders to hear from state and nationally recognized speakers on the impact of technology on education and school administration. The seminar begins at 12:30 pm on April 27 at the Greenville Hilton. The \$50 registration fee includes lunch and an invitation to the Speakers' Reception following the program. In addition to the seminar, Intel will host a special Teach to the Future Leadership Forum on April 28. For more details about the pre-conference events and the main conference program, see <http://srttc.coe.ecu.edu> or contact Ellen Dobson, Conference Director at [dobson@mail.ecu.edu](mailto:dobson@mail.ecu.edu) or 252-328-2457.

## **9. IMPROVING TEACHER RECRUITMENT AND RETENTION IN EASTERN NORTH CAROLINA:**

The Golden LEAF Leadership Forum and East Carolina University, invites you to learn about the most current research regarding Eastern North Carolina and what your school system can do to improve recruitment and retention. The event will take place at the Greenville Hilton, May 3, 2005. Scheduled presenters include, Eric Hirsch, SE Center for Teaching Quality, Dr. Linda Brunson, Clinton City Schools and Dr. Parmalee Hawk, East Carolina University. For more information, contact Sandra Harvey at (252) 328-2937 or [harveys@mail.ecu.edu](mailto:harveys@mail.ecu.edu).

## **10. WHAT'S NEW ON THE WEB:**

Accountability Services Launches Redesigned Web Site: A new "Accountability Services" Web site was launched last week. The new site is easier to use and includes new sections for parents and educators. "For Parents" is geared specifically to help parents understand the North Carolina Testing Program. It addresses testing for elementary student, middle school students, high school students, students with disabilities, and students identified as limited English proficient. It also includes information on No Child Left Behind and other resources for parents. "For Educators" is for teachers and public school administrators. It includes information on No Child Left Behind, the proposed high school exit standards, data and reports, and other documents that educators will find useful in implementing the North Carolina Testing Program. Other new features include "Data and Reports," which will allow you to search all testing and accountability reports for public schools from one location, and a staff directory. Visit and bookmark <http://www.ncpublicschools.org/accountability/> today!

## **11. NEW IN PUBLICATIONS AT NCDPI:**

NC School Health Program Manual (UPDATED): The purpose of this manual is to assist school administrators, school nurses, and other health professionals in planning and implementing coordinated school health programs based on local needs and resources. It provides direction for the standardization of health services in NC schools as well as guidelines for developing local policies, procedures, and activities for assuring quality services across the state.

SS112, 2005, \$15.55

To order, please call 800.663.1250 or visit Publication Sales on the Web at <http://www.ncpublicschools.org>.

## **ARTICLES OF INTEREST:**

Old idea's revival taps collegiate energy

<http://www.fayettevillenc.com/story.php?Template=local&Story=6890795>

Montessori in demand

<http://www.heraldsun.com/tools/printfriendly.cfm?StoryID=587472>

State slow to revoke teachers' licenses

[http://www.news-record.com/news/education/licensed\\_031605.htm](http://www.news-record.com/news/education/licensed_031605.htm)

Larry M. Simmons, Section Chief  
NC DPI School Personnel Support  
Division of School Business  
919.807.3364

## Weekly Message for March 28-April 1, 2005

Colleagues,

With most school systems are out for "Spring Break", I hope you can find some time for a much needed break. With all the recruiting and other personnel issues that occur during this time of year, a break is much needed. As I mentioned in last week's letter, the next few weeks will be quite busy for us here in School Personnel Support. The Weekly Message will not be published next week in that we'll be attending the PANC conference. I look forward to seeing you at PANC next week.

Here's the latest...

**1. ON-LINE DUTY-FREE PERIOD SURVEY:** An on-line, duty-free period survey is being developed to provide data in response to a legislative inquiry. The survey, designed to be completed by Principals, should only take a few minutes to complete. We hope to make the survey available later this week.

**2. SBE TO MEET IN ASHEVILLE IN JUNE:** The State Board of Education has changed its summer meeting schedule for June and July in order to meet in Asheville at the close of the Summer Conference and to be able to meet with LEA superintendents. The SBE will meet in Asheville on Wednesday, June 29, and will begin with a luncheon meeting with LEA superintendents at the Grove Park Inn, followed immediately by the regular SBE meeting also at the Grove Park Inn. Superintendents are asked to hold 12:00 - 2:00 PM to join the SBE for lunch at the Grove Park Inn on Wednesday, June 29. On June 30, the SBE will hold its Thursday meeting in the Board Room of the Asheville City Schools. The SBE announced this schedule change at the March meeting. Consequently, the SBE will not be meeting on June 1-2 or on July 6-7. In order to meet the requirement for monthly meetings, the SBE will schedule a conference call meeting in July. If you have any questions about the schedule changes or the meeting in Asheville, please call the SBE Office at (919) 807-3405.

**3. E-LEARNING COMMISSION SCHEDULES MEETINGS:** The first meeting of the E-Learning Commission, appointed by State Board of Education Chairman Howard Lee and Business Education Technology Alliance Chairman Lt. Gov. Beverly Perdue, will be held tomorrow, March 29, 2005, from 10 a.m.-3 p.m., at Nortel Networks NC 2 Campus, 4006 East Chapel Hill-Nelson Highway, RTP. In addition, the Commission will hold a special meeting with a member from the West Virginia Virtual School on Tuesday, April 5, 2005, from 9 a.m.-2:30 p.m., in the 7th Floor Board Room, Education Building, 301 N. Wilmington Street, Raleigh. For more information on these meetings, or if you plan to attend, please contact Sarah Mercush at 919.832.7215.

**4. MAXINE SWALIN OUTSTANDING MUSIC EDUCATOR AWARD:** The North Carolina Symphony is accepting applications for the third annual Maxine Swalin Outstanding Music Educator Award. The award recognizes an individual who instills and inspires a love for music in children. One award will be granted to a music teacher who makes a lasting difference in the lives of students of all abilities and backgrounds; serves the community in an exemplary manner as a role model in music education; instills a love for music in children; and inspires students to reach appropriately high musical standards. Parents, students, administrators, professional colleagues, business and community members may submit nominations. The application may be downloaded at <http://www.ncsymphony.org/education/index.cfm?i=2>. The application deadline is April 15, 2005. For more information, please call Suzanne Rousso at (919) 733-2750 ext. 235.

Larry M. Simmons, Section Chief  
NC DPI School Personnel Support  
Division of School Business  
919.807.3364

## Weekly Message for April 11-15, 2005

It was certainly good seeing you at the PANC conference. This was undoubtedly one of the best conferences to date. The Steering Committee did an outstanding job in providing you an effective and exciting staff development opportunity and I'm looking forward to the fall conference. I'm just thrilled and fortunate to be able to work with such a fine group of talented professionals that make up the Steering Committee. Keep up the great work! Several of you have requested access to or copies of some of the presentations. We are checking with the originators of the presentations and if we get the OK we will make them available to you.

Please take a moment to review the policy approved by the State Board last week, namely, Revision of Initial Licensure and Continuing License Requirements to Facilitate the Employment of Teachers, attached to this message. This is one of the topics Dr. Sullivan discussed with us at the PANC conference.

While at the conference, I shared in various conversations with personnel administrators on various issues and a particular conversation has caused me to offer a little reminder. The reminder relates to career status (tenure) of a career teacher. G.S. 115C-325©(2), Employment of a Career Teacher, reads in part:

A teacher who has obtained career status in any North Carolina public school system need not serve another probationary period of more than one year. The board may grant career status immediately upon employing the teacher, or after the first year of employment.

I think it's a good practice to revisit G.S. 115C-325, especially as the school year is drawing to an end.

Here's the latest\*

**1. STATE BOARD MEETING HIGHLIGHTS:** Last week, the State Board of Education approved a revision of Initial Licensure and Continuing Licensure Requirements to facilitate the employment of teachers. The revisions would replace the current Initial License with a Standard Professional License 1 and the current Continuing License would be replaced with the Standard Professional License 2. To be issued a Standard Professional License an individual must have three years of satisfactory teaching experience, at least one of which must be in North Carolina; and have the recommendation of the employing LEA; complete any professional development activities prescribed by the LEA; and satisfy North Carolina testing requirements or hold National Board Certification or submit documentation of the ability to positively impact student achievement or satisfactorily complete the NC High, Objective, Uniform, State Standard of Evaluation for the license areas. The Board also approved a revision of its Healthy Active Children Policy to include a requirement for 30 minutes of daily physical activity in grades K-8 that will occur during the school day. This physical activity may

include, but is not limited to, physical education, energizers, recess and intramurals. To read more about these items and other Board actions, please read the Board meeting highlights, which will be posted online by Tuesday afternoon at <http://www.ncpublicschools.org/sbehighlights/>.

**2. HEALTHY ACTIVE CHILDREN POLICY UPDATE:** At its April meeting, State Board members approved a revision of its Healthy Active Children Policy to include a requirement for a minimum of 30 minutes of daily physical activity in grades K-8 beginning in the 2006-07 school year. While this activity time can be received through physical education, it is not a physical education mandate. The physical activity can be achieved through physical activity based curriculum such as Take 10!, or Energizers as well as recess, intramurals, or sessions led by the physical education teacher on closed-circuit TV. In addition, physical activity can be received in increments of 10 minutes at a time, three times per day. The time is cumulative and while it is best to receive at one setting, it is not mandatory. Most schools already have been working on this through the Local Health Advisory Councils. In addition, the State Board is setting up a study committee to implement 150 minutes of elementary PE and 225 minutes of health/PE (which is one curriculum in NC) at middle school. The State Board is continuing its mandate that physical activity should not be taken away as a punishment and adding that inappropriate and severe physical activity cannot be used as punishment. For more information, please contact Kymm Ballard, Instructional Services, NCDPI, (919) 807-3858, or by email, [kballard@dpi.state.nc.us](mailto:kballard@dpi.state.nc.us).

**3. APPLY NOW FOR EARLY COLLEGE HIGH SCHOOLS' PLANNING GRANTS:** Gov. Easley's Learn and Earn initiative makes North Carolina the national leader in the development of early college high schools. Grants of up to \$45,000 support the planning of high schools that provide students with two years of college credit upon graduation. The RFP is available at <http://www.newschoolsproject.org/apply.html> by clicking on the appropriate link. In addition, the New Schools Project will offer a support session for interested sites on April 25, 2005, at Guilford Technical Community College from 10 a.m. - noon. To register, please call Kymm Watson, New Schools Project at (919) 781-6833 x124.

**4. 2005 PERFORMANCE ASSESSMENTS SUMMER INSTITUTES:** Online registration for the 2005 Performance Assessments Summer Institutes can now be accessed through <https://cuacs8.mck.ncsu.edu/pasi> by clicking on the appropriate link. Although teachers will benefit most from the Institutes, administrators, test coordinators and others also are invited to attend. Participants may choose from the following sessions: Writing Scoring: Grades 4, 7, and 10, North Carolina Alternate Assessment Academic Inventory, North Carolina Alternate Assessment Portfolio, Computer Skills, Item Development, and Rubric Writing. Session abstracts are available

online. Sessions are repeated throughout the four-day institute. Participants are not required to attend every session to receive credit for attendance. Credit for participation will be awarded based on the total number of sessions attended over the four-day time period. Participants will receive .3 CEUs for each half-day session and .6 CEUs for each full-day session. Registration is on a first come, first serve basis and will remain open until all sessions and locations are filled. There is no fee to participate. Please contact Sheila Brown at (919) 515-1431, or by email at [shield\\_brown@ncsu.edu](mailto:shield_brown@ncsu.edu) should you have further questions.

**5. SMART AND GOOD HIGH SCHOOLS:** High school educators may be interested in attending "Smart and Good High Schools: Integrating Excellence and Ethics for Success in School, Work, and Beyond," to be held June 17 from 8:30 a.m. \* 3:30 p.m., at Grimsley High School, Greensboro. The full-day workshop provides promising practices to build eight strengths of character that help teens lead productive, ethical and fulfilling lives. The registration fee is \$150 per person; however 10 percent off each registration is being offered for teams of four or more. The registration deadline is May 15. Space is limited. For more information or to register, please contact the Character Development Group at (919) 967-2110.

**6. FULBRIGHT TEACHER EXCHANGE PROGRAM MATERIALS AVAILABLE:** The 2006-07 Fulbright Teacher Exchange Program applications and publicity materials are now available, including application booklets, posters and flyers (8.5 x 11). If you would like to receive any of these materials please reply with your current mailing address and the quantity of each piece you would like to: Roberta Croll at [Roberta\\_croll@grad.usda.gov](mailto:Roberta_croll@grad.usda.gov). In about one month, the application will be available online and in PDF version at [www.fulbrightexchanges.org](http://www.fulbrightexchanges.org). The application deadline is Oct. 15. For more information, please contact Roberta Croll, Outreach Specialist, Fulbright Teacher Exchange Program, (202) 314-3526, or by email, [roberta\\_croll@grad.usda.gov](mailto:roberta_croll@grad.usda.gov).

**7. WORKERS' COMPENSATION INSURANCE:** By now most of you have been advised that the North Carolina School Board Trust has made the decision to no longer offer workers' compensation coverage to North Carolina School Districts for future fund years, effective July 1, 2005. Many of you have been calling DPI for information on how to proceed with obtaining workers' compensation coverage for your locally funded employees after July 1, 2005. NC Statue requires LEAs to purchase or self-insure locally funded employees. Consequently, it is our recommendation that you put your workers' compensation coverage out for bid in order to obtain the best possible coverage and pricing structure. Please request from the School Boards Association your detailed workers' compensation loss information for the past 5 years. Additionally, it is necessary that you provide accurate payroll information to avoid future audit penalties.

If you would like more information on how to bid your workers' compensation coverage, please contact Eileen Townsend at [etownsen@dpi.state.nc.us](mailto:etownsen@dpi.state.nc.us) or (919) 807-3522.

**8. HYATT NAMED 2005 WACHOVIA NC PRINCIPAL OF THE YEAR:** Margaret Hyatt, principal of Avery's Creek Elementary School, Buncombe County Schools, today was named the 2005 North Carolina Wachovia Principal of the Year. She succeeds John Black, principal of Longview Elementary School, Hickory City Schools. To read more about her selection, please go to DPI's Web site at <http://www.ncpublicschools.org> and look under "In the News."

**9. 2005 GOVERNOR'S SCHOOL SELECTIONS ANNOUNCED:** Eight hundred North Carolina rising high school juniors and seniors have been selected to attend the 2005 Governor's School, a six-week summer program for academically or intellectually gifted students. For a complete list of the students slated to attend and the areas in which they will participate, please go to DPI's Web site at [www.ncpublicschools.org](http://www.ncpublicschools.org) and look under "In the News."

**10. LATEST IN THE "HOW TO" SERIES POSTED:** "Raise Student Achievement Through Quality Staff Development" focuses on how to plan high quality staff development that will result in well trained and knowledgeable teachers who will know how to teach effectively. Visit <http://www.ncpublicschools.org/schoolimprovement/development/howto/> and click on the appropriate link to learn more.

**11. NEW TERMS ADDED TO ACRONYMS PAGE:** In education, as in most specialized professions, educators use terms that may be unfamiliar. For example, most people associate the ABCs with the alphabet and having PEP with energy. But if a North Carolina principal or teacher uses these terms, they take on a whole new meaning. It's not surprising that parents and others new to public schools often feel confused. This list of the more commonly used acronyms or abbreviations and their meanings has been developed to help everyone involved in public schools communicate better. Visit <http://www.ncpublicschools.org/acronyms.html> to learn more!

**12. ELEMENTARY CONFERENCE SCHEDULED:** NCDPI's PreK-Elementary Division will host its second annual conference, "Building on Success," at the Sheraton Imperial Hotel in Research Triangle Park on Oct.10-11. Visit <http://www.ncpublicschools.org/curriculum/elemconf/> to learn more about this event.

### **13. PEP'S UPDATE OF PROGRAMS AND ITEMS OF INTEREST TO NC PUBLIC SCHOOL ADMINISTRATORS:**

#### **READY TO MOVE UP TO A LEADERSHIP POSITION AT THE DISTRICT LEVEL?**

If you've ever said, "If I were a superintendent, I would . . ." then you should apply today for PEP's newest residential program, the Leadership Program for Future Superintendents (LPFS), which launches in June at the North Carolina Center for the Advancement of Teaching in Cullowhee. During the eight-session LPFS you will learn not only many of the unique skills required to lead at the next level but also how to initiate a search for a job at the next level. Don't hesitate; participants will be selected on April 8. For registration information, visit <http://www.ncpep.org/rplpfs.htm>.

**ATTENTION MIDDLE AND HIGH SCHOOL PRINCIPALS:** A few openings remain for the next edition of PEP's popular Leadership Program for New Principals, which launches in September. Only middle and high school principals need apply, though, because the elementary section is full. Register today at <http://www.ncpep.org/rplpnp.html>.

**NEW RESIDENTIAL PROGRAM FOR EXPERIENCED PRINCIPALS:** PEP's Inaugural Leadership Program for Experienced Principals (LPXP) will commence in early 2006. This four-session program will focus on the critical needs of veteran principals. For more information, visit <http://www.ncpep.org/rplpxp.htm>.

**NEWS FROM PEP ABOUT THE PROPOSED STATE BUDGET:** Read a bulletin from PEP Director Brad Sneed about Governor Easley's proposed new state budget, the budgeting process in general, and budget implications for educators and LEAs. Visit PEP's homepage and click inside the "What's New" box, or go directly to <http://www.ncpep.org/budgetletter-6.pdf>.

**PEP LEADERSHIP ACHIEVER:** Jana Rawls, Principal of Tyrrell County's Columbia HS, Named "Leadership Achiever" Click here, <http://www.ncpep.org/L%27shipAch.vol.2no.1.pdf> to see a PDF file of PEP's latest edition of Leadership Achievers.

**SPECIAL EDUCATION LAW CONFERENCE SCHEDULED FOR SEPTEMBER:** Educating students with special needs presents a unique challenge, made even more complicated by the requirements of No Child Left Behind. Mark your calendar today and plan to come to the Friday Center in Chapel Hill, September 27, for a one-day conference designed to provide information about the new IDEA 2004 and other related issues. More information will be available in the May PEP listserv.

**NAME CHANGE FOR PEP'S PROGRAM FOR ASSISTANT PRINCIPALS:** (Don't worry grads; it'll still be LPAP.) As originally presented in 1992, PEP's executive program for assistant principals welcomed as participants all assistant principals - those who viewed the assistant principalship as a gateway to the principalship as well as those who had no wish to take charge of a school. In recent years, though, the program's focus has changed in keeping with PEP's evolving mission. Today, the Leadership Program for Assistant Principals concentrates almost exclusively on teaching participants the skills

they need to become school leaders. To better reflect that focus and to alert superintendents to the goals and realities of LPAP, PEP will change the third word of the program's name from "Assistant" to "Aspiring." The Leadership Program for Aspiring Principals will continue to serve assistant principals exclusively, but preference for acceptance into the program will be given to those who intend to actively pursue positions as principals.

RECOMMENDED WEB SITE FROM PEP'S TECHNOLOGY DIRECTOR: PEP Assistant Director Deborah Pedersen says <http://www.schoolmatters.com> is the most comprehensive aggregation of statistics on school performance she's ever seen. This brand new website, a free service of the Education Data Partnership, which is a collaborative effort of the Council of Chief State School Officers, The Gates Foundation, and others, bills itself as "the largest easily searchable collection of education data ever assembled."

IN MEMORIAM: Harvey Elliot Sadoff, 62, of Mooresville, died of cancer last month. A 1997 recipient of PEP's Jack McCall Award, Mr. Sadoff was twice named principal of the year in Vance County. The PEP family grieves the passing of this fine educator.

FOR INFORMATION AND TO REGISTRATION FOR ALL CURRENT PEP PROGRAMS PLEASE VISIT <http://www.ncpep.org/programs.html>.

CONTACT US: Need help from anyone at PEP? Need info about programs, services, anything at all? Help is only a click away at, <http://www.ncpep.org/staff.html>.

#### **ARTICLES OF INTEREST:**

NCLB's affect on Wake County Schools

[http://www.nceducationalliance.org/research/display\\_story.html?id=2371](http://www.nceducationalliance.org/research/display_story.html?id=2371)

NCEA

Educating school leaders, a study

[http://www.johnlocke.org/acrobat/articles/edschools\\_leaders.pdf](http://www.johnlocke.org/acrobat/articles/edschools_leaders.pdf)

Spellings: Flexibility on 'No Child Left Behind

<http://www.npr.org/templates/story/story.php?storyId=4581560>

Larry M. Simmons, Section Chief  
NC DPI School Personnel Support  
Division of School Business  
919.807.3364

## Weekly Message for April 18-22, 2005

Colleagues,

The Education Appropriations subcommittee is scheduled to meet today, and it is expected that the proposed education budget will be reviewed at this time. The committee has been directed to cut at least \$172 million from the public schools budget. Many of you may have seen this in your Friday email from Linda Suggs, our legislative liaison. Also, the Senate budget is expected to be released today. Watch for a follow-up email with summary information. Additionally, the Joint Appropriations Subcommittee on Education met this afternoon and attached for your information is a draft copy of the recommended budget as well as a draft preliminary joint money report provided to finance officers. I hope this information is helpful to you.

Here's the latest\*

**1. MAY 1 DEADLINE REMINDER:** G.S. 115C-287.1(d) states, in part,\*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.

**2. OPTIONS FOR MEETING THE COMPETENCY REQUIREMENT:** In response to HB 801 from Session Law 2003-275, the State Board of Education (SBE) has approved multiple options for meeting the Competency Requirements as stipulated in SBE policy HSP-N-000. The available alternate means and standards may be found at <http://www.ncpublicschools.org/accountability/parents/highschool> under "Options for Meeting the Competency Requirements." For more information, please contact Sarah McManus, Testing Policy and Operations, NCDPI/Accountability Division, 919/807-3776, or by email, [SMcmanus@dpi.state.nc.us](mailto:SMcmanus@dpi.state.nc.us).

**3. "WORDS TO THE WISE" NEWSLETTER ONLINE:** The "Words to the Wise" newsletter is back and online with all the latest information about NC WISE. In this issue are articles on the completion of the Wave 1 Deployment, NC WISE Wave 1 converts, list of schools scheduled for conversion in Wave 2, and photos from the NC WISE Symposium. To read or download the newsletter, please go online to [http://www.ncwise.org/newsletter/wise\\_newsletter\\_041505.pdf](http://www.ncwise.org/newsletter/wise_newsletter_041505.pdf).

**4. NC WISE READINESS MANAGER NAMED:** Lisa Ballance is the NC WISE Deployment Team's new Readiness Manager. Ballance was the former SIMS/NC WISE Coordinator for Nash-Rocky Mount Schools and previously worked at NCDPI on the SIMS Help Desk. Please contact her with any questions or concerns regarding readiness for NC WISE by calling 919/807-3583, or [lballance@dpi.state.nc.us](mailto:lballance@dpi.state.nc.us).

**5. EDUCATION BUILDING INSTALLS NEW IDENTIFICATION SYSTEM:** On April 11, 2005, a new visitor ID system was installed in the lobby of the Education building. All visitors will be expected to show a valid driver's license or picture ID to enter the building. Visitors will then electronically sign in and receive a picture ID sticker to wear while in the building. Please be prepared for this security measure when you or your staff visits the Education building in Raleigh.

**6. 2005-06 SUPPLEMENTAL EDUCATIONAL SERVICE PROVIDER APPLICATIONS AVAILABLE:** Information and applications for potential Supplemental Educational Services Providers are now online. Visit <http://www.ncpublicschools.org/nclb/choicesupp/sesproviders> to download the complete packet. The application deadline is May 13, 2005.

**7. LEA FINANCE OFFICE GUIDE AVAILABLE:** Geared towards those who work with school finance, the "LEA Finance Office Guide" is designed to help LEA financial professionals responsible for bank reconciliation, financial report reconciliation, and generally all of the work that goes into producing clean and accurate financial records. Download this PDF guide at <http://www.ncpublicschools.org/fbs/leafg.pdf>.

**8. CLASS SPECIFICATIONS FOR NON-CERTIFIED PUBLIC SCHOOL EMPLOYEES:** This document contains class specifications that have been developed in compliance with General Statute 115C-12(15). The purpose of this document is to assist Local Education Agencies with the tools and skills to develop and manage a comprehensive, equitable personnel management system. Visit [http://www.ncpublicschools.org/school\\_personnel\\_support/jobclass.html](http://www.ncpublicschools.org/school_personnel_support/jobclass.html) for more information.

**9. ALLOTMENT POLICY MANUAL:** The "Allotment Policy Manual" contains all of the legislative, State Board of Education and departmental policies regarding the current school year's state and federal funding categories. Visit <http://www.ncpublicschools.org/fbs/allot/index.html> to view this revised resource.

**10. EDUCATION ACRONYMS (NEW):** In education, as in most specialized professions, educators use terms that may be unfamiliar. It's not surprising that parents and others new to public schools often feel confused. This brochure presents the more commonly used acronyms, like ABCs and IEP, and their meaning.  
SR160, 2005, \$6.00 (pack of 30 brochures)

Larry M. Simmons, Section Chief  
NC DPI School Personnel Support  
Division of School Business  
919.807.3364

## Weekly Message for April 25-29, 2005

Colleagues,

There is a lot of activity here in Raleigh, and with your staffing activities beginning to really occupy your time, I hope you can appreciate a short message this week.

Here's the latest\*

**FINANCIAL AND BUSINESS SERVICES SUMMER CONFERENCE:** On July 27-28, 2005, the Office of Financial and Business Services will conduct its annual conference at the Sheraton Imperial Hotel and Convention Center, Research Triangle Park. The conference will provide essential information about new and continuing financial and personnel policies that impact local education agencies and charter schools. More information will be available in the coming weeks. Should you have questions you may contact Doris McCain at [dmccain@dpi.state.nc.us](mailto:dmccain@dpi.state.nc.us) or 919.807.3700.

**WORKERS COMPENSATION FIRST REPORT OF INJURY -FORM 19:** Most of you are aware of the enormous cost associated with our workers compensation claims and the administration of this program. Recently, I have been advised that about 54% of our school systems have been utilizing the Key Risk First Report of Injury submission available on the Internet at [www.keyrisk.com](http://www.keyrisk.com).

You will find that submitting First Report of Injury (FR-19) claims electronically will save you time. The claim will electronically register with the Key Risk adjuster and submission in this format will save DPI money. Key Risk currently charges DPI \$25.00 for First Response of Injury claims faxed or mailed to them. Reports submitted online are not charged to our account. Consequently, I urge you to take the time to discuss this matter with your workers' compensation administrator or the individual responsible for filing workers' compensation claims with Key Risk and request that First Report of Injury claims are submitted electronically. With questions on how to submit claims electronically please contact Key Risk or Eileen Townsend, Section Chief, DPI at (919) 807-3522 or [etownsen@dpi.state.nc.us](mailto:etownsen@dpi.state.nc.us).

**RETIREMENT PLANNING CONFERENCES:** The Educational Retirement Group of the Retirement Systems Division with the Department of State Treasurer will be conducting retirement conferences for members of the Teachers' and State Employees' Retirement System and the Local Governmental Employees' Retirement System. The conferences are an orientation for newer members, pre-retirement planning information for members closer to that golden moment and educational for personnel officers and other persons who handle retirement matters. Additional sessions in various locations throughout the state will be announced later this year. Registration is not required.

The schedule on the Home Page for the State Treasurer at:

<http://www.treasurer.state.nc.us/NR/rdonlyres/7B09C820-89F6-4C9C-96AC-F772B622E07B/0/RetirementPlanningConferences05.pdf>.

You can also get to the information by going to the State Treasurer's site at:

<http://www.treasurer.state.nc.us/DSTHome> and clicking on: Hot Topics: 2005 Retirement Planning Conferences.

Larry M. Simmons, Section Chief  
NC DPI School Personnel Support  
Division of School Business  
919.807.3364

## Weekly Message for May 2-6, 2005

Colleagues,

The legislative update Web page at [http://149.168.35.203/legislative\\_report/](http://149.168.35.203/legislative_report/) is a great source for you to stay current on legislation affecting education. I encourage you to regularly visit this site and stay informed. I'm certain that you are aware of the proposed budget cuts and the effects these cuts could have on your human capital as well as program initiatives. Your legislators need to hear your concerns.

Here's the latest\*

**1. NEW IDENTIFICATION SYSTEM:** Just a reminder to you that a new visitor ID system has been installed in the lobby of the Education building in Raleigh. All visitors are now expected to show a valid driver's license or picture ID to enter the building. Visitors will then electronically sign in and receive a picture ID sticker to wear while in the building. Please be prepared for this new security measure when visiting the Education building.

**2. STATE BOARD SCHEDULES MAY MEETING:** The State Board of Education will hold its May meeting Wednesday and Thursday, May 4-5, 2005, in the 7th Floor Board Room, Education Building, 301 N. Wilmington Street, Raleigh. Agenda items include an Issues Session on per pupil expenditures at the local level and trends over time, as well as action on High School Exit Standards, the evaluation of the validity of the ABCs accountability system based on House Bill 1414, the proposed revision of lateral entry licensure policies, and NCLB Highly Qualified requirements for Exceptional Children and ESL teachers. Discussion items include standards for AP social studies courses, a proposed parent/family involvement policy, and No Child Left Behind HOUSSE components for Exceptional Children teachers and teachers of multiple subjects. The complete agenda is available online at [http://www.ncpublicschools.org/sbe\\_meetings/index.html](http://www.ncpublicschools.org/sbe_meetings/index.html) by clicking on the appropriate link. As a reminder, the monthly State Board of Education meetings are now being audio streamed for those who can't attend. To listen to the sessions, please go online to [http://www.ncpublicschools.org/sbe\\_meetings/index.html](http://www.ncpublicschools.org/sbe_meetings/index.html) and scroll to the Live Audio Stream links.

**3. \*FEEDBACK ON DRAFT PROTOCOL FOR TITLE II:** Your feedback is requested on the "DRAFT" protocol for the Title II and Initial Licensure Program Monitoring Process that you received at the PANC conference. Please schedule some time to discuss the document with your Title II Director and ILT Coordinator (and others affected by the monitoring visit) and give us your feedback. Send comments in writing to Gayenell Gull at [ggull@dpi.state.nc.us](mailto:ggull@dpi.state.nc.us) or 6330 Mail Service Center, Raleigh, NC, 27699-6330, by May 15, 2005. A representative committee including Personnel

Directors, Title II Directors and ILT Coordinators, will meet on May 17, 2005, to review comments and make suggestions. Remember this is a draft for discussion and your feedback is greatly appreciated.

#### **4. GOVERNOR ANNOUNCES NATION'S FIRST CENTER FOR 21ST CENTURY**

**SKILLS:** Gov. Easley recently announced the creation of the nation's first Center for 21st Century Skills to "help students acquire the knowledge and ability needed for success in the global economy." Easley said the Center will be a public-private partnership supported by the North Carolina Business Committee for Education and other corporations and will work with public school systems, community colleges, university teacher educational institutions to redesign school curriculum, update teacher training programs and provide improved assessments of student skills. The Center will focus on changes to teaching and education practices with an initial emphasis on high schools. For more information about the Partnership for 21st Century Skills, please go online to [www.21stcenturyskills.org](http://www.21stcenturyskills.org).

#### **5. 2005-06 TEACHER OF THE YEAR TO BE ANNOUNCED TUESDAY NIGHT:**

North Carolina's 2005-06 Teacher of the Year will be announced Tuesday night, May 3, 2005, at 7 p.m., at The Embassy Suites, Cary. This year's event coincides with national Teacher Appreciation Week. The eight regional representatives vying for the honor are all dedicated and highly skilled teachers who have proven capable of inspiring students of all backgrounds and abilities to learn. The winner will succeed the 2004-05 Teacher of the Year, Lizbeth Alfaro, a K-6 English as a Second Language teacher at Lyle Creek Elementary School, Catawba County Schools.

The regional winners are:

- North Central Region: Jo Anne Honeycutt, Cleveland Middle, Johnston County Schools
- Northeast Region: Caroline Pearce, First Flight High, Dare County Schools
- Northwest Region: Paula Gambill, W.M. Jenkins Elementary, Hickory City Schools
- Southeast Region: Wendy Miller, James W. Smith Elementary, Craven County Schools
- Southwest Region: Gloria Schwartz, Matthews Elementary, Charlotte/Mecklenburg Schools
- Sandhills/South Central Region: Kim Brown, Scotland Accelerated Academy, Scotland County Schools
- Piedmont-Triad/Central Region: Susan Poindexter, Jefferson Elementary, Guilford County Schools
- West Region: Sally Hundley, Waynesville Middle, Haywood County Schools

In addition to a one-time stipend of \$7,500, a technology package from the SMARTer Kids Foundation, and a trip to a national conference, the winner also receives one of

the following four automobiles thanks to the North Carolina Automobile Dealers Association: a 2005 Toyota Corolla, a 2005 Chevy Cobalt, a 2005 Hyundai Elantra or a 2005 Mazda 3. In addition, the state Teacher of the Year serves as a full-time ambassador for education and as an advisor to the State Board of Education for two terms. Regional winners will receive a one-time stipend of \$5,000 and will serve on the 2005-06 Teacher of the Year Team, which assists the State Board of Education and the Department of Public Instruction in teacher recruitment and retention activities.

The Public Schools of North Carolina and the North Carolina Automobile Dealers Association sponsor the North Carolina Teacher of the Year Program. For more information, please contact the Department of Public Instruction's Communications Division at 919/807-3450.

**6. HEALTHY ACTIVE CHILDREN POLICY UPDATE:** At its April meeting, State Board of Education members approved a revision of its Healthy Active Children Policy to include a requirement for a minimum of 30 minutes of daily physical activity in grades K-8 beginning in the 2006-07 school year. While this activity time can be received through physical education, it is not a physical education mandate. The physical activity can be achieved through physical activity based curriculum such as Energizers, developed by NCDPI and available on the NC Healthy Schools Web site <http://www.nchealthyschools.org/> as well as recess, intramurals, or sessions led by the physical education teacher on closed-circuit TV. In addition, physical activity can be received in increments of 10 minutes at a time, three times per day. The time is cumulative, and while it is best to receive it at one setting, it is not mandatory. Most schools already have been working on this through the Local School Health Advisory Councils. In addition, the State Board is setting up a study committee to implement 150 minutes of elementary PE and 225 minutes of Health/PE (which is one curriculum in NC) at middle school. The State Board is continuing its mandate that physical activity should not be taken away as a punishment and adding that inappropriate and severe physical activity cannot be used as punishment. For more information, please contact Kymm Ballard, Instructional Services, NCDPI, 919/807-3858, or by email, [kballard@dpi.state.nc.us](mailto:kballard@dpi.state.nc.us).

**7. E-LEARNING COMMISSION TO MEET:** The next meeting of the E-Learning Commission, chaired by John Boling and Larry Seigler, has been set for Tuesday, May 24, 2005, from 10:00 AM - 3:00 PM., at the SAS Institute in Cary. For more information, please contact Myra Best, Business Education Technology Alliance, at 919/832-7215, or by email, [bestmyra@bellsouth.net](mailto:bestmyra@bellsouth.net).

**8. "WORDS TO THE WISE" NEWSLETTER ONLINE:** The "Words to the Wise" newsletter is back and online with all the latest information about NC WISE. In this issue are articles on the completion of the Wave 1 Deployment, NC WISE Wave 1 converts, list of schools scheduled for conversion in Wave 2, and photos from the NC WISE Symposium. To read or download the newsletter, please go online to [http://www.ncwise.org/newsletter/wise\\_newsletter\\_041505.pdf](http://www.ncwise.org/newsletter/wise_newsletter_041505.pdf).

**9. NEW PERSONNEL ADMINISTRATOR'S ORIENTATION:** New personnel administrators are encouraged to make plans to attend this orientation scheduled for September 12-14, 2005. Additional information will be forthcoming. A block of rooms have been reserved at the Holiday Inn Brownstone-Raleigh Downtown.

**10. INAUGURAL PROFESSIONAL DEVELOPMENT WEEK SCHEDULED:** A number of educator associations are sponsoring an inaugural Professional Development Week from Aug. 9-11, 2005. Teachers can earn 2.5 renewal credits by participating in one of four sessions that help educators reach and teach all learners. Sessions will be held in Boone, Rocky Mount and Greenville. The registration fee is \$50 and includes lunch, break and materials. The registration deadline is June 15, 2005. For more information on the sessions and registration, please go online to <http://www.ncae.org/pod/profdevelop05.shtml> or call Angela Farthing, NCAE Center for Teaching and Learning, 800/662-7924, ext. 230, or by email, [Angela.Farthing@ncae.org](mailto:Angela.Farthing@ncae.org).

#### **ARTICLES OF INTEREST:**

Report tells how Wake can keep top teachers

<http://www.newsobserver.com/news/v-printer/story/2356815p-8734154c.html>

Douglas Byrd freshman academy backed

<http://www.fayettevillenc.com/story.php?Template=local&Story=6978341>

**INNOVATIONS IN EDUCATION:** The Office of Innovation and Improvement at the U.S. Department of Education has published the final two books in its Innovations in Education series. "Alternative Routes to Teacher Certification" looks at six programs that prepare people who already have content knowledge -- such as mid-career professionals, liberal arts graduates, retired military personnel, and other college graduates -- to teach. "Alternative Pathways to School Leadership" provides examples of successful strategies to prepare candidates for school leadership positions. To receive two copies of each new book, write to Courtney Phillips at

[Courtney.Phillips@ed.gov](mailto:Courtney.Phillips@ed.gov) , or visit:

<http://www.edpubs.org/webstore/content/itemDetails.asp?strItem=EU+0117P>.

"BROAD SUPERINTENDENTS ACADEMY": The Broad Superintendents Academy is a rigorous, ten-month executive management program designed to prepare the next generation of public school chief executives. They are seeking:

- (1) Outstanding senior executives from business, government, the military, higher education and nonprofit organizations who have successfully managed large, complex organizations;
- (2) Educators with a proven track record of success: superintendents from non-urban communities; deputy, associate and area superintendents from medium and large-sized urban districts; and executives from private school and charter school systems; and
- (3) Dynamic entrepreneurs and risk takers who challenge the status quo.

Do you know of leaders who fit this profile? Public education needs them. Applications are accepted on a rolling basis and are reviewed each month. The final application deadline is September 15, 2005. To submit a nomination or find more information about the application process, contact Mollie Mitchell, Director of Recruitment at 310-954-5082 or [mm@broadcenter.org](mailto:mm@broadcenter.org) or visit: <http://www.broadacademy.org/>.

"U.S. DEPT. OF EDUCATION COMMUNITY PARENT RESOURCE CENTERS": U.S. Dept. of Education Community Parent Resource Centers program to ensure that parents of children with disabilities receive training and information to help improve results for their children. Maximum Award: \$100,000. Eligibility: Local parent organizations, which must involve individuals with disabilities or parents of individuals with disabilities, ages birth through 26, in planning, implementing, and evaluating the projects.

Deadline: May 20, 2005.

<http://a257.g.akamaitech.net/7/257/2422/01jan20051800/edocket.access.gpo.gov/2005/05-6744.htm>

FUND FOR TEACHERS: Fund for Teachers provides funds for direct grants to teachers to support summer learning opportunities of their own design. Maximum Award: \$5,000. Eligibility: teachers who work with students from pre-K through 12th grade, with a minimum of three years teaching experience, full time, spending at least 50% of the time in the classroom at the time grants are approved and made. Deadline: varies by state. <http://www.fundforteachers.org/how.html>

Larry M. Simmons, Section Chief  
NC DPI School Personnel Support  
Division of School Business  
919.807.3364

## Weekly Message for May 9-13, 2005

Colleagues,

I hope the information you received last week from Linda Suggs concerning the Senate budget and from Dr. Kathy Sullivan on licensure issues are helpful as you plan for the upcoming school year.

Here's the latest\*

**1. STATE BOARD MEETING HIGHLIGHTS:** The Board approved new high school exit standards effective with the ninth grade class of 2006-07 (graduating class of 2010). The new standards require students to pass the five core end-of-course tests and successfully complete a senior project. Also, the Board approved a new formula for the ABCs accountability model, a result of the comprehensive review of the ABCs that began last fall. Complete highlights of the Board meeting will be posted online by Wednesday morning at <http://www.ncpublicschools.org/sbehighlights/>.

**2. PROJECT RECOVERY UPDATE:** The State Board of Education last week approved the use of its reserve funds for Innovative/Special Projects to support its Project Recovery online courses for middle and high school students. The funds would be used to pay for licensing of courses for at-risk students this summer. The funds will support about 1,200 students in one-half credit courses focusing on Algebra I, Geometry, Biology, US History, and English I. Schools will provide the instructors and facilities for the courses. The Board's funds will support course licensing, hosting, training, and technical support, as well as an instructional team leader who will serve as a mentor for both content and online pedagogy. (Other courses are available but will not have an instructional coordinator/mentor assigned.) This joint effort of LEARN NC, Class.com, and the Department of Public Instruction provides a Web-based means for students to recover credit from failed courses. Teachers will learn how to use Class.com materials in summer school to reach students who struggled during the school year. Two day training sessions are scheduled for May 23-24, May 31-June 1, and June 6-7 in Chapel Hill. Limited travel subsidies are available. There also will be an informational videoconference on May 16 at 3 p.m. (A streamlining Web cast will be available for those unable to attend a NC Information Highway site.) School systems must register teachers by May 20 to be eligible for Project Recovery funding this year. For more information, including registration, please go online to <http://rattler.learnnc.org/support/project-recovery> or contact Ross White, Director of Online Learning, at [ross@learnnc.org](mailto:ross@learnnc.org).

**3. CRISIS IN SUDAN:** Superintendents are asked to pass along the following program information to principals and teachers. An educational program about genocide and current events in Darfur will be held Friday, May 13, at 6:30 p.m., at Exploris Museum, Raleigh. The guest speaker is Suliman Giddo, Co-Founder and President of Darfur Peace and Development. This organization works to raise awareness of the conflicts currently taking place in the Darfur region of the Sudan and to provide humanitarian aid to victims of the conflict. It is estimated that over 300,000 people have died and 2.5 million have been displaced since the conflict began. Giddo's diverse experiences in both the business and non-profit community have given him a unique perspective on the humanitarian crisis in the Sudan. The North Carolina Council on the Holocaust is cosponsoring the event. To reserve seats for this free educational program, please send an email to [Brisket234@aol.com](mailto:Brisket234@aol.com).

**4. SUMMER ITEM DEVELOPMENT INSTITUTE 2005:** A Summer Item Development Institute will be held Aug. 1-4 at the McKimmon Center in Raleigh. This NCDPI professional development opportunity is designed for K-12 teachers of Social Studies, Mathematics, Science, and English Language Arts as well as Children with Exceptionalities and ESL. Participants will learn to write multiple-choice and performance test items aligned to the "NC Standard Course of Study." Participants who complete the institute will receive a certificate of attendance for 3.2 teacher renewal credits. For more information, please go online to <https://cuacs8.mck.ncsu.edu/itemwriting/siwi> or Jerrie Brown via email at [jbrown@dpi.state.nc.us](mailto:jbrown@dpi.state.nc.us) or by phone at 919/515-1345.

**5. 2004-05 HIGH SCHOOL GRADUATE SURVEY:** The graduate survey is designed to collect the names and intentions of high school graduates. Users of the postgraduate intentions data include the state university system, the Employment Security Commission, the N. C. Department of Community Colleges, military recruiters, researchers, and many other agencies and individuals. Survey totals for each LEA and the state are published each year in the North Carolina Public Schools Statistical Profile. The lists of graduates' names are preserved in the State Archives, and occasionally have become the only existing record of an individual's graduation. This survey must be completed by all schools with 2005 graduates or 2004 summer school graduates. The survey with instructions can be found on the website at <http://www.ncpublicschools.org/fbs/> under "What's New". All results must be received by June 28th.

This annual survey is usually completed by the guidance counselor at the high school. This year is the first year that we have requested that they complete it electronically in a Microsoft Excel form.

## **6. JOIN AASPA FOR THESE UPCOMING PROFESSIONAL DEVELOPMENT**

**OPPORTUNITIES:** Dr. Bob McGratten, PANC President, has asked us to share this information with you:

### **Personnel Administrator BOOT CAMP**

June 27-28, 2005 - Hilton Memphis - Memphis, TN

Register by May 27th to get the early registration discount! Register at [www.aaspa.org/pdev.htm](http://www.aaspa.org/pdev.htm)

AASPA is accepting recruits for Boot Camp to learn basic and advanced maneuvers of survival on the school personnel battlefield. This two-day operation will offer basic and advanced training in various areas, including: Organization of the Personnel Office, Record Keeping & Documentation, Federal Law Compliance, Technology, Interviewing Skills, Employee Supervision, Negotiations, HR Audits, and more!

For hotel reservations, call the Hilton Memphis at 901-684-6664 and mention the AASPA Boot Camp.

### **AASPA Summit 2005: JUST ANNOUNCED!**

The Personnel Administrator's Role in NCLB: Ensuring Quality Instruction  
July 11-12, 2005 - Hyatt Regency Crown Center - Kansas City, MO

Back by popular demand! This 1 1/2 day conference will allow you to:

- Learn about the implications of NCLB and the HR department
- Discuss with fellow colleagues important aspects and updates of NCLB
- Explore such topics as: Teacher retention, Recruiting high-quality teachers, Incentives for staffing hard-to-staff schools, Alternative certification, Teacher Evaluation & Supervision, and Mentoring.

Register at [www.aaspa.org/pdev.htm](http://www.aaspa.org/pdev.htm). For hotel reservations, call the Hyatt at 816-421-1234 and mention the AASPA Summit.

### **AASPA's 67th Annual Conference: REGISTRATION IS AVAILABLE!**

Set Your Compass for San Diego

October 5-8, 2005 - San Diego Marriott Hotel & Marina - San Diego, CA

Set Your Compass for San Diego, featuring over 70 educational opportunities. You'll learn about the latest ideas in school personnel, network with your colleagues, and discover vendor products and services, all while enjoying the breathtaking view of the beautiful San Diego Bay. Register at [www.aaspa.org/annual\\_conf.htm](http://www.aaspa.org/annual_conf.htm). For hotel reservations, call the San Diego Marriott at 619-234-1500 and mention the AASPA Annual Conference.

## **7. PEP'S UPDATE OF PROGRAMS AND ITEMS OF INTEREST TO NC PUBLIC SCHOOL ADMINISTRATORS:**

NEW TOPICAL SEMINAR: CURRICULUM MAPPING

Go to <http://www.ncpep.org/programs.html#topical> for more information and to register.

DEVELOPING FUTURE LEADERS (DFL) - "TRAIN THE TRAINER" SESSIONS

<http://www.ncpep.org/rpdf.html>

NOVICE HIGH SCHOOL PRINCIPALS WANTED

<http://www.ncpep.org/rplpnp.html>

SPECIAL EDUCATION LAW CONFERENCE SCHEDULED FOR SEPTEMBER

SAVE THIS DATE! - PEP's 2005 statewide School Administrators' Conference, "Rethinking Professional Development," is scheduled for November 8-10 at the Sheraton Imperial Hotel in Research Triangle Park. Last year's event drew more than four hundred participants. This year's should be even more popular. See next month's PEP listserv for more details.

FOR INFORMATION AND TO REGISTER FOR ALL CURRENT PEP PROGRAMS PLEASE VISIT <http://www.ncpep.org/programs.html>

**8. NEW IN PUBLICATIONS AT NCDPI:** To order, please call 800.663.1250 or visit Publication Sales on the Web at <http://www.ncpublicschools.org>.

NC APPROVED TEACHER EDUCATION PROGRAMS (NEW): The "Approved Teacher Education Programs" document lists all colleges and universities in the state of North Carolina that have approved teacher education programs that lead to licensure. For each college a phone number, Web site, and licensure officer is listed. A grid indicates the level(s) offered at each college for each licensure area.

AC117, 2005, \$2.25

**9. WHAT'S NEW ON THE WEB:** Resources Available for Special Education Teachers Limited spring tuition awards are available for special education teachers seeking reading and/or conversational foreign language courses. Under this tuition and fees program, bachelor level special education teachers may receive the actual cost of tuition for courses up to \$140 per semester hour. These awards are made on a "first come, first served" basis until the federal grant funds are allocated. Whenever possible, teachers should seek funding through other sources such as university grants. This will permit this grant to help more teachers who do not have any other funding source. To obtain more information, visit

<http://www.ncpublicschools.org/ec/specialprograms/funding/reading/> and click on the appropriate link.

**10. GOVERNOR'S SCHOOL NOMINATION PACKETS ONLINE:** Forms for this summer program for academically or intellectually gifted high school students is available on the Web. Visit <http://www.ncgovschool.org/nomination/> for instructions, applications, and further details.

**11. NEW DATA AND REPORTS SECTION ADDED TO EC SITE:** North Carolina is authorized to collect and report data for programs under the Individuals with Disabilities Education Act (IDEA). These data are collected annually and reported to WESTAT and the U.S. Department of Education, Office of Special Education Programs (OSEP). This Web site provides the most current data on children with disabilities served under the Individuals with Disabilities Education Act (IDEA). Visit <http://www.ncpublicschools.org/ec/data/> to learn more.

## **12. ARTICLES OF INTEREST:**

**GREENER PASTURES:** Rural districts usually have a tough time attracting new teachers. But one in North Carolina is defying the odds.

<http://www.edweek.org/tm/articles/2005/03/01/05greener.h16.html>

**SOUTH CAROLINA KILLS SCHOOL CHOICE BILL:** Gov. Mark Sanford's plan to give tax credits to parents who send their children to private schools died on the floor of the State House of Representatives. With no discussion, the House voted 60-53 to kill the bill that had been debated by educators, parents groups, clergy and civil rights groups outside the Statehouse for months. What had been expected to take hours of wrangling and arguments was over in 11 minutes. The original bill called for a statewide program of tax credits for private school tuition. It would have given tax breaks to parents transferring their children from public schools. The credit could have been used to pay tuition at independent schools, for home-schooling or to transfer to other public schools. "People in this chamber said we support public schools and we don't need an alternative school system," said Rep. John Scott, D-Columbia. According to Rep. James Smith, D-Columbia, the "issue is dead for today, but it will be back." And "it will continue to come back unless we elect a new leader" in the governor's office.

<http://www.thestate.com/mld/thestate/11562771.htm>

**HOMEGROWN:** Desperate for quality teachers who won't flinch at a challenge, educators in one Florida district are offering full scholarships and guaranteed jobs to a local corps of high schoolers.

<http://www.edweek.org/tm/articles/2005/05/01/06homegrown.h16.html>

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## Weekly Message for May 16-20, 2005

It's hard to believe that another school year is coming to a close. Before you get into the summer crunch time, plan some stress free time to help make the summer more productive. We'll keep you informed of the latest General Assembly actions as they occur.

Here's the latest\*

### **1. REMINDER OF DEADLINES FOR DECISIONS AND NOTICES TO TEACHERS:**

Just a reminder to you as the school year comes to a close\*

- a. Submit to the local 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).
- b. The local board shall vote on whether to grant career status and give the teacher written notice of the decision by June 15. (G.S. 115C-325(c) (1).
- c. A probationary teacher whose contract will not be renewed shall be notified of the fact by June 15. (G.S. 115C-325(o).

**2. STATE BOARD MEETING HIGHLIGHTS:** The Board approved new high school exit standards effective with the ninth grade class of 2006-07 (graduating class of 2010). The new standards require students to pass the five core end-of-course tests and successfully complete a senior project. Also, the Board approved a new formula for the ABCs accountability model, a result of the comprehensive review of the ABCs that began last fall. Complete highlights of the Board meeting are posted online at <http://www.ncpublicschools.org/sbehighlights/>.

**3. GOV. EASLEY MAKES STATE BOARD APPOINTMENTS:** Last week, Gov. Mike Easley reappointed Howard Lee of Chapel Hill and appointed Melissa Bartlett of Statesville and Shirley Harris of Troy to the State Board of Education. Lee is chairman of the State Board of Education and served in the North Carolina Senate for 13 years. He also is a member of the N.C. State Utilities Commission. Bartlett is a teacher at Lakeshore Middle School in Mooresville (Iredell-Statesville Schools) and has taught in North Carolina middle and high schools and community colleges for more than 13 years. She also was the N.C. Teacher of the Year and one of four finalists for National Teacher of the Year for 2002-03. Harris is a N.C. Teacher Academy Fellow for High Priority Schools and provides professional development and school improvement assistance to teachers and administrators. She also has taught in elementary, middle and high schools in Richmond and Montgomery counties for more than 25 years. State Board members serve eight-year terms. The appointments are awaiting General Assembly confirmation.

**4. FINANCIAL AND BUSINESS SERVICES' SUMMER CONFERENCE:** NCDPI's Financial and Business Services will hold its annual Summer Conference on July 27-28 at the Sheraton Imperial Hotel and Convention Center, Research Triangle Park. Conference information, including registration and hotel information, is available online at [www.ncpublicschools.org/fbs](http://www.ncpublicschools.org/fbs) under What's New.

**5. NORTH CAROLINA HIGH SCHOOLS LISTED IN TOP 100 HIGH SCHOOLS IN US:** Last week, "Newsweek" Magazine released its list of the 1,000 Best High Schools in America and the following nine North Carolina public high schools were included in the top 100: Raleigh Charter (9); Harding University (25) and Myers Park (37) (Charlotte-Mecklenburg Schools); East Chapel Hill (38) (Chapel Hill-Carrboro Schools); Enloe (52) (Wake County Schools); North Mecklenburg (56) (Charlotte-Mecklenburg Schools); Grimsley (67) (Guilford County Schools); Chapel Hill (74) (Chapel Hill-Carrboro Schools); Butler (88) (Charlotte-Mecklenburg Schools). Public schools were ranked according to a ratio devised by taking "the number of Advanced Placement or International Baccalaureate tests taken by all students at a school in 2004 divided by the number of graduating seniors." To view the complete list, please go online to <http://www.msnbc.msn.com/id/7761678/site/newsweek/>.

**6. PROJECT RECOVERY ONLINE COURSES:** The State Board of Education last week approved the use of its reserve funds for Innovative/Special Projects to support its Project Recovery online courses for middle and high school students. The funds would be used to pay for licensing of courses for at-risk students this summer. The funds will support about 1,200 students in one-half credit courses focusing on Algebra I, Geometry, Biology, US History, and English I. Schools will provide the instructors and facilities for the courses. The Board's funds will support course licensing, hosting, training, and technical support, as well as an instructional team leader who will serve as a mentor for both content and online pedagogy. (Other courses are available but will not have an instructional coordinator/mentor assigned.) This joint effort of LEARN NC, Class.com, and the Department of Public Instruction provides a Web-based means for students to recover credit from failed courses. Teachers will learn how to use Class.com materials in summer school to reach students who struggled during the school year. Two day training sessions are scheduled for May 23-24, May 31-June 1, and June 6-7 in Chapel Hill. Limited travel subsidies are available. There also will be an informational videoconference on May 16 at 3 p.m. (A streamlining Web cast will be available for those unable to attend a NC Information Highway site.) School systems must register teachers by May 20 to be eligible for Project Recovery funding this year. For more information, including registration, please go online to <http://rattler.learnnc.org/support/project-recovery> or contact Ross White, Director of Online Learning, at [ross@learnnc.org](mailto:ross@learnnc.org).

**7. FULBRIGHT EXCHANGE OPPORTUNITIES:** The Fulbright Teacher/Administrator Exchange Program is currently seeking teachers for the following exchange opportunities. Specific details about each of these programs, the applications and application instructions can be found online at <http://www.fulbrightexchanges.org/View/ViewOtherOpps.asp>.

- Uruguay. Teachers or administrators with general proficiency in Spanish and strong cross-cultural skills are being sought to act as teacher trainers and make presentations on general education topics in Uruguay for six weeks this summer. The deadline to apply is May 27.
- Morocco. Teachers (grades 9-12) of English as a second language, French or Arabic are being sought to travel to Morocco for a three or six-week job-shadowing exchange in the fall 2005. In spring 2006, U.S. teachers will host Moroccan teachers for a six-week job-shadowing exchange in the U.S.

## **8. ARTICLES OF INTEREST:**

School fund raising takes twist

<http://www.newsobserver.com/news/v-printer/story/2392386p-8770374c.html?BMIDS=13210810-2cf384ef-61485>

Unify or break up? N.C. legislators differ on school districts

<http://www.heraldsun.com/tools/printfriendly.cfm?StoryID=605268&BMIDS=13210810-2cf384ef-61485>

Larry M. Simmons, Section Chief  
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## Weekly Message for May 23-27, 2005

Colleagues,

Just a reminder concerning reemploying retired teachers. The provision allowing retired teachers to be reemployed exempt from the earnings cap is scheduled to expire June 30, 2005. As you are aware, the proposed Senate budget contains proposals that would change this provision. Keep this in mind as you consider reemploying retired teachers.

You should have received a memo from Eileen Townsend, Section Chief for Insurance at DPI, concerning dismissal issues as it relates to teacher assistants and NCLB. Hopefully, dismissals will be minimal. I urge you to revisit your documentation methods and ensure that they include at a minimum, clearly defined expectations and an acknowledgement of understanding.

Additionally, a memo from Gayenell Gull in Licensure announcing various dates for the 2005 Licensure Update was sent to personnel administrators. The memo requested that you register for these sessions. If you have not received the memo, please contact Gayenell at [ggull@dpi.state.nc.us](mailto:ggull@dpi.state.nc.us).

As you are about to begin the summer crunch months, I know you'll be involved with local job fairs, transfers and other staffing issues. We'll keep you abreast of the latest developments with the budget and other legislative issues that impact you.

Oh, by the way, don't forget to plan some down time for you.

Here's the latest\*

**1. SCHOOL CLOSINGS SURVEY REMINDER:** All LEAs and Charter Schools are required to complete the School Closings Survey for school year 2004-05. Please complete the on line survey and submit by May 19, 2005. The survey can be found on the Financial Business Services website at <http://www.ncpublicschools.org/fbs> under "What's New". If you have questions about the survey, please contact Kendall Jordan at [kjordan@dpi.state.nc.us](mailto:kjordan@dpi.state.nc.us) or 919-807-3721.

**2. 2004-05 HIGH SCHOOL GRADUATE SURVEY -** (Please forward to appropriate person): The graduate survey is designed to collect the names and intentions of high school graduates. Users of the postgraduate intentions data include the state university system, the Employment Security Commission, the N. C. Department of Community Colleges, military recruiters, researchers, and many other agencies and individuals. Survey totals for each LEA and the state are published each year in the North Carolina Public Schools Statistical Profile. The lists of graduates' names are preserved in the State Archives, and occasionally have become the only existing record of an individual's

graduation. This survey must be completed by all schools with 2005 graduates or 2004 summer school graduates. The survey with instructions can be found on the website at <http://www.ncpublicschools.org/fbs/> under "What's New". All results must be received by June 28th.

### **3. HIGH SCHOOL REFORM OCCURRING OUTSIDE THE NEW SCHOOLS**

**PROJECT:** NCDPI's Instructional Services staff recently has received a number of queries regarding waivers for high school innovation occurring outside of the New Schools Project. The Innovative Education Initiatives Act (Senate Bill 656) of the 2003 Session of the General Assembly authorizes the waiver requests, sets the time line for their submission and describes the program components that should be submitted with waiver requests. A packet containing this information was mailed to each LEA last year. Please keep in mind that calendar waiver requests should be annually submitted by Aug. 10. Program descriptions and waiver requests should be annually submitted by Nov. 1. Should any of the time lines and conditions change, you will be informed as quickly as possible. If you have questions, please contact Elsie Leak, Associate Superintendent for Curriculum and School Reform Services, NCDPI, 919/807-3761 or [eleak@dpi.state.nc.us](mailto:eleak@dpi.state.nc.us).

### **4. SBE AD HOC COMMITTEE ON ACADEMIC RIGOR, RELEVANCE AND**

**RELATIONSHIPS TO MEET:** The State Board of Education's Ad Hoc Committee on Academic Rigor, Relevance, and Relationships will meet on Thursday, June 2, 2005, from 10 a.m. \* 1 p.m., in the 7th Floor State Board Lounge, Education Building, Raleigh. At this meeting, Committee members will hear from DPI Education Program Director Dr. Gongshu Zhang regarding the impact of adding a fifth level of achievement to the existing ABCs achievement levels. For more information, please contact Jane Worsham, State Board of Education, 919/807-3400, or by email, [jworsham@dpi.state.nc.us](mailto:jworsham@dpi.state.nc.us).

**5. NATIONAL BOARD RENEWAL:** It's never too early for National Board Certified teachers (NBCT) to start thinking about renewal of their National Board Certification. The Profile of Professional Growth is designed so that NBCTs show the connections they make between their continued professional growth and student learning. NBCTs may begin the renewal of their National Board Certification in their eighth year of certification. Currently the fee for certificate renewal is \$1,150, including a non-refundable \$300 application and supplies fee. For more information about NBC renewal, visit the NBPTS Web site at <http://www.nbpts.org/standards/renewal.cfm>.

**6. NATIONAL BOARD CERTIFIED TEACHERS' CONFERENCE SCHEDULED FOR AUGUST:** High-needs schools need accomplished teachers. How can NBCTs support accomplished teaching in high-needs schools? This issue will be the subject of a daylong conference, "A Policy Summit on Supporting and Staffing High-Needs Schools: Conversation Among North Carolina's NBCTs - to be held on Aug. 17, 2005, at the Koury Convention Center, Greensboro. For more information, please contact Karen Garr, SE Region Manager of NBPTS, via email at [kgarr@nbpts.org](mailto:kgarr@nbpts.org), or by phone, 919/828-1236.

**7. ELEMENTARY SCHOOL CONFERENCE COMMITTEE ISSUES CALL FOR PROPOSALS:** NCDPI's Elementary School Conference committee has issued a Call for Proposals for its Second Annual Elementary School Conference. The conference will be held Oct. 10-11, 2005, at the Sheraton Imperial Hotel & Convention Center, RTP. Proposals should reflect the conference's theme, "Building on Success." Conference information can be found online at <http://www.ncpublicschools.org/curriculum/elemconf/proposal.html> by clicking on the appropriate links. The deadline to submit a proposal has been extended to June 3, 2005. For more information, please contact Laura White, Instructional and Accountability Services, NCDPI, via email at [lwhite@dpi.state.nc.us](mailto:lwhite@dpi.state.nc.us), or by phone, 919/807-3938.

**8. SCHOLARSHIP OPPORTUNITY:** Ackinson Consulting is offering all juniors and seniors a chance to receive a scholarship in the amount of \$1,750. Students must submit via email ([scholarship@ackinson.com](mailto:scholarship@ackinson.com)) a short answer (not to exceed 1,000 words) to the question, "Where do you see yourself five years after attaining your desired post-secondary education?" The scholarship question will change periodically to help differentiate potential candidates. Students may view any changes to the question at <http://www.ackinson.com/scholarships.htm>. The deadline to send in your response is Sept. 25. The scholarship will be awarded on Nov. 6. For more details, please go online to [www.ackinson.com/scholarships.htm](http://www.ackinson.com/scholarships.htm).

**9. GRANT OPPORTUNITIES:**

- "The Melody Program of the Mr. Holland's Opus Foundation" is designed to provide musical instruments and instrument repairs to existing K-12 school music programs that have no other source of financing to purchase additional musical instruments and materials. Grant awards are between \$500-\$5,000. There is no deadline to apply. For eligibility requirements, please go online to <http://www.mhopus.org/apply.htm>.
- "Captain Planet Foundation" funds hands-on environmental projects to encourage youth around the world to work individually and collectively to solve environmental problems in their neighborhoods and communities. The maximum

grant award is \$2,500. Deadlines to apply are June 30, Sept. 30, and Dec. 31. For more information, please go online to

[http://www.captainplanetfdn.org/aboutUs.html#policies\\_grant\\_guidelines](http://www.captainplanetfdn.org/aboutUs.html#policies_grant_guidelines).

- "Presidential Freedom Scholarships" are designed to promote student service and civic engagement and honor outstanding service to the community. The maximum award is \$1,000. Only high school students are eligible for this award. The deadline to apply is July 1. For more information, please go online to <http://www.nationalservice.gov/scholarships/>.
- "Toshiba America Foundation" makes grants for projects in math and science designed by classroom teachers to improve instruction for K-12 students. The maximum award is \$5,000. Decisions about grants under \$5,000 are made on a rolling basis and applications are accepted throughout the year. Go online to <http://www.taf.toshiba.com> for more information.
- NEA FOUNDATION GRANTS: The NEA Foundation provides grants for the purpose of engaging in high-quality professional development or implementing project-based learning and break-the-mold innovations that raise student achievement. Maximum Award: \$5,000. Eligibility: public school teachers, public school education support professionals, and faculty and staff in public higher education institutions. Deadline: June 1, 2005. <http://www.nfie.org/grants.htm>
- SHOW ME THE MONEY: Tips & Resources for Successful Grant Writing" - Many educators have found that outside funding, in the form of grants, allows them to provide their students with educational experiences and materials their own districts can't afford. Learn how they get those grants - and how you can get one too. Included: Practical tips to help first-time grant writers get the grants they need. [http://www.educationworld.com/a\\_curr/profdev/profdev039.shtml](http://www.educationworld.com/a_curr/profdev/profdev039.shtml)

## 10. WHAT'S NEW ON THE WEB:

DON'T MISS THE REDESIGNED PUBLICATIONS SITE: Created with you in mind, the new Publications Web Site is the source for the latest manuals, brochures, posters, CDs, videotapes and other materials produced by DPI. This revamped resource includes more user-friendly features including: title/keyword searches, browse by subject, grade range or product type as well as an item number search. The site also includes ordering information and links to sign up for the Publications e-group. Update your bookmarks to <http://www.ncpublicschools.org/publications/> today!

INFORMATION ADDED FOR NATIONAL BOARD CANDIDATES: Three new items have been added to the NC National Board Certification Candidate Resource Center site. "The Standards: Defining Accomplished Teaching" outlines what seasoned teachers and other education experts feel that accomplished teachers should know and be able to do. Also new to the site are two presentations - one about National Board Certification in North Carolina and the other a guide to video taping tips. For this and additional information, visit <http://www.ncpublicschools.org/nbpts/resource.html> and click on the appropriate links.

## **11. NEW IN PUBLICATIONS AT NCDPI:**

To order, please call 800.663.1250 or visit Publication Sales on the Web at <http://www.ncpublicschools.org>.

NC Reading Comprehension Sample Selections and Items: This series of sample test items for grades 3-8 provides students, teachers, parents and administrators with access to items similar to those that appear on the end-of-grade tests aligned to the 1999 and 2003 English Language Arts curriculum. (2005)

Grade 3, RE119, \$4.50

Grade 4, RE121, \$4.50

Grade 5, RE123, \$4.50

Grade 6, RE125, \$4.50

Grade 7, RE127, \$4.50

Grade 8, RE129, \$4.50

K-2 Math Assessment, Part II: This one hour teleconference, held on May 4, 2005, focuses on the third quarter, on-going assessments and the 2005 Summative Assessments for K-2. MA175, 2005, \$9.00

Larry M. Simmons, Section Chief  
NC DPI School Personnel Support  
Division of School Business  
919.807.3364

## Weekly Message for May 30-June 3, 2005

Colleagues,

Memorial Day is a time to reflect on those things that are worth remembering. I hope you had an opportunity this past weekend to reflect on those things and to recognize the contributions others have made that have enabled us to enjoy some of life's little pleasures.

Here's the latest\*

**1. LICENSURE UPDATES SESSIONS:** Just a reminder that June 6, 2005, is the deadline for registering for the Summer 2005 Licensure Update Sessions. An additional session has been scheduled for June 9, 2005, at Buncombe County Schools Central Office. Anyone with questions can contact Gayenell Gull at [ggull@dpi.state.nc.us](mailto:ggull@dpi.state.nc.us) or 919-807-3377.

**2. SBE AD HOC COMMITTEE ON ACADEMIC RIGOR, RELEVANCE AND RELATIONSHIPS TO MEET:** The State Board of Education's Ad Hoc Committee on Academic Rigor, Relevance, and Relationships will meet on Thursday, June 2, from 10 a.m.-1 p.m., in the 7th Floor State Board Lounge, Education Building, 301 N. Wilmington Street, Raleigh. At this meeting, Committee members will hear from DPI Education Program Director Dr. Gongshu Zhang regarding the impact of adding a fifth level of achievement to the existing ABCs achievement levels. For more information, please contact Jane Worsham, State Board of Education, 919/807-3400, or by email, [jworsham@dpi.state.nc.us](mailto:jworsham@dpi.state.nc.us).

**3. HURRICANE PREPAREDNESS TIPS AVAILABLE ONLINE:** Hurricane Season officially begins June 1st and continues through the end of November. When disaster strikes, being Pro-Active can reduce loss and speed recovery. The School Insurance Section urges you and your Maintenance Directors to visit our Web Site - NEWS - link, <http://www.ncpublicschools.org/fbs/insurance/news.html>, for Hurricane Preparedness Tips. For more information, please contact Joseph Gramer, School Support, NCDPI, 919/807-3532 or by email, [jgramer@dpi.state.nc.us](mailto:jgramer@dpi.state.nc.us).

**4. GOV. EASLEY ANNOUNCES GRANT TO SUPPORT TECHNOLOGY-THEMED HIGH SCHOOLS:** Gov. Mike Easley announced earlier this month that the following seven school districts in North Carolina will receive grants to create technology-themed high schools aimed at better preparing students for the workforce and college: Alamance-Burlington Schools, Camden County Schools, Charlotte-Mecklenburg Schools, Cherokee Central Schools, Public Schools of Robeson County, Scotland County Schools

and Wake County Schools. The districts will receive a total of \$300,000 in financial support and services to replicate the New Technology High School (NTHS) model. The NTHS is located in Napa, CA. The school has been replicated at 11 sites across the country. Characteristics of NTHS include small school size, project- and problem-based learning, technology that supports the curriculum and higher education and business partnerships. Districts receiving the grants plan to open the new schools by fall 2006. These grants are a part of Easley's 21st Century High Schools initiative to reform high schools across the state.

**5. GOV. EASLEY MAKES STATE BOARD APPOINTMENTS:** Earlier this month, Gov. Easley reappointed Howard Lee of Chapel Hill and appointed Melissa Bartlett of Statesville and Shirley Harris of Troy to the State Board of Education. Lee is chairman of the State Board of Education and served in the North Carolina Senate for 13 years. He also is a member of the N.C. State Utilities Commission. Bartlett is a teacher at Lakeshore Middle School in Mooresville (Iredell-Statesville Schools) and has taught in North Carolina middle and high schools and community colleges for more than 13 years. She also was the N.C. Teacher of the Year and one of four finalists for National Teacher of the Year for 2002-03. Harris is a N.C. Teacher Academy Fellow for High Priority Schools and provides professional development and school improvement assistance to teachers and administrators. She also has taught in elementary, middle and high schools in Richmond and Montgomery counties for more than 25 years. State Board members serve eight-year terms. The appointments are awaiting General Assembly confirmation.

**6. NORTH CAROLINA HIGH SCHOOLS LISTED IN TOP 100 HIGH SCHOOLS IN US:** Last week, "Newsweek" Magazine released its list of the 1,000 Best High Schools in America and the following nine North Carolina public high schools were included in the top 100: Raleigh Charter (9); Harding University (25) and Myers Park (37) (Charlotte-Mecklenburg Schools); East Chapel Hill (38) (Chapel Hill-Carrboro Schools); Enloe (52) (Wake County Schools); North Mecklenburg (56) (Charlotte-Mecklenburg Schools); Grimsley (67) (Guilford County Schools); Chapel Hill (74) (Chapel Hill-Carrboro Schools); Butler (88) (Charlotte-Mecklenburg Schools). Public schools were ranked according to a ratio devised by taking "the number of Advanced Placement or International Baccalaureate tests taken by all students at a school in 2004 divided by the number of graduating seniors." To view the complete list, please go online to <http://www.msnbc.msn.com/id/7761678/site/newsweek/>.

**7. SUPERINTENDENT VACANCY ANNOUNCED:** The Pitt 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. The successful candidate is

required to live in Pitt County. The application deadline is July 1. Electronic versions of the application 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 also can 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, or email [aschafer@ncsba.org](mailto:aschafer@ncsba.org). All inquiries will be kept confidential.

**8. NCLB ACTION BRIEFS: STATE & LOCAL REPORT CARDS:** This new action brief from Public Education Network outlines the information and data that state education agencies are required to disseminate as required by No Child Left Behind. A valuable resource for school, community, and parent leaders. [http://www.publiceducation.org/portals/nclb/report\\_cards/report\\_cards.asp](http://www.publiceducation.org/portals/nclb/report_cards/report_cards.asp)

#### **9. GRANT INFORMATION:**

FOUNDATIONS FOR LEARNING PROGRAM: U.S. Dept. of Education Foundations for Learning Program supporting projects to help eligible children become ready for school. Maximum Award: \$200,000-\$300,000. Eligibility: (1) Local educational agencies (LEAs); (2) Local councils; (3) Community-based organizations (CBOs), including faith-based organizations; (4) Other public or nonprofit private entities; or (5) A combination of such entities. Deadline: June 20, 2005  
<http://a257.g.akamaitech.net/7/257/2422/01jan20051800/edocket.access.gpo.gov/2005/05-9132.htm>

GRANTS FOR ADDRESSING CHILDHOOD LANGUAGE DISORDERS: The Bamford-Lahey Children's Foundation Program for Childhood Language Disorders funds projects that have broad implications for the learning and use of spoken language in children with developmental language disorders. Maximum Award: \$20,000. Eligibility: hospitals, universities, or public schools. Deadline: variable. <http://www.bamford-lahey.org/>

Larry M. Simmons, Section Chief  
NC DPI School Personnel Support  
Division of School Business  
919.807.3364

## Weekly Message for June 6-10, 2005

Colleagues,

The Regional Licensure Update Sessions will begin this week. This is an excellent opportunity to get the latest information on licensure issues. Sessions are scheduled for Buncombe, Guilford, Burke, Onslow, Mecklenburg and Martin Counties. Each session begins at 10 AM and lasts until 3 PM. Hopefully, you or an appropriate staff member has registered and are planning on attending one of the sessions.

Here's the latest\*

**1. REGISTRATION REMINDER FOR SBE LUNCHEON:** Superintendents are reminded to please register for the June 29 luncheon with State Board of Education members at the Grove Park Inn by June 20. To register, please email Betsy West, Assistant Executive Director, State Board of Education, at [bwest@dpi.state.nc.us](mailto:bwest@dpi.state.nc.us) or fax to (919) 807-3198.

**2. NCLB CHANGES LISTED ONLINE:** Several NCLB-related changes have been made in testing, proficiency target goals and AYP calculations for 2004-05 and 2005-06. In addition, North Carolina made its first incremental increase in AYP proficiency target goals in 2004-05 as part of NCLB requirements to raise all students to grade level by 2013-14. These changes are outlined for school and district personnel in the document, "NCLB Accountability Changes for North Carolina," available online at <http://www.ncpublicschools.org/nclb>.

**3. NCLB ISSUES PACKETS COMING SOON:** This summer, packets designed for school and district personnel dealing with NCLB issues including public school choice, supplemental educational services, corrective action, Title I LEA Improvement, announcing AYP results, and "Highly Qualified" teachers will be posted on the Web at <http://www.ncpublicschools.org/nclb> and linked from <http://www.ncpublicschools.org/schoolimprovement/comped/>. For each topic, the packets will include sample parent materials, key messages for school and district administrators, PowerPoint presentations, fact sheets and FAQ's. The sample parent materials should help districts in meeting NCLB law requirements in as parent-friendly manner as possible.

**4. REQUEST FOR INFORMATION:** An LEA is conducting a study of leave procedures. If you are using policies and/or leave procedures expressed in hours rather than whole or half days, send an email indicating the same to [lsimmons@dpi.state.nc.us](mailto:lsimmons@dpi.state.nc.us).

**5. SUPERINTENDENT VACANCY ANNOUNCED:** The Newton-Conover 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 is preferred, but not required. Building level experience also is preferred. The successful candidate is required to live in Newton or the surrounding area. The application deadline is Aug. 1. Electronic versions of the application 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 also can 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](mailto:aschafer@ncsba.org). All inquiries will be kept confidential.

**6. PEP ANNOUNCES NEW PROGRAMS:** For information and to register for all current pep programs please visit <http://www.ncpep.org/programs.html>.

## **7. GRANT INFORMATION:**

2005 SHARING THE DREAM GRANT: Principals across the country have good ideas about how to connect schools and communities and often just need a little support to raise test scores, keep schools safe and create effective learning communities for all children. To support these principals, the National Association of Elementary School Principals (NAESP) and The MetLife Foundation announce the 2005 Sharing the Dream grant competition to support elementary and middle-level principals in their work to foster and encourage strong school-community relationships. NAESP and The MetLife Foundation will provide a grant to up to 30 schools and a toolkit of resources to develop programs committed to heightening community leadership, communication, ownership and involvement in the school with the goal of improving achievement for all students. Projects will take place during the 2005-2006 school year. Grant applications are due June 24, 2005. Contact Margaret Evans at 703-684-3345 or [mevans@naesp.org](mailto:mevans@naesp.org), or visit: [http://www.naesp.org/client\\_files/SharingtheDreamApp05.pdf](http://www.naesp.org/client_files/SharingtheDreamApp05.pdf).

NOMINATE A TEACHER TO BE AN 'AMERICAN STAR IN TEACHING: The U.S. Department of Education again plans to honor classroom teachers by recognizing the 2005 American Stars of Teaching. The Department's Teacher-to-Teacher Initiative is seeking nominations and information about teachers who are improving student achievement, using innovative strategies, and making a difference in the lives of their students. Teachers across all grade levels and disciplines will be honored this fall. One teacher or team of teachers from each state will be recognized. To learn more or nominate a teacher, please visit: <http://www.ed.gov/teachers/how/tools/initiative/index.html>.

NASA SPACELINK URBAN AND RURAL COMMUNITY ENRICHMENT PROGRAM: NASA Spacelink Urban and Rural Community Enrichment Program for grades 5-8. NASA URCEP specialists train core educators as a team to conduct interdisciplinary aerospace activities in school districts. Major activities include lectures, demonstrations, and hands-on classroom activities that supplement the ongoing curriculum. Eligibility: Teachers of middle school students from rural and urban communities. Deadline: N/A. <http://aesp.nasa.okstate.edu/URCEP/index.html>.

KIDS IN NEED FOUNDATION TEACHER GRANTS: The 2005-06 Kids In Need Teacher Grant applications will become available July 15. This year more than \$105,000 is being offered in grants to certified K-12 teachers at any public, private, or parochial school in the U.S. The grants are from \$100 to \$500 for innovative classroom projects. National sponsors of the program are Jo-Ann Stores, Inc. and Office Depot. Regional sponsors include Fred Meyer, Publix, and Price Less Drug Stores. The website currently has the guidelines posted, which teachers can use to prepare to apply. The deadline to submit applications, which can be completed and submitted online, is September 30, 2005. Applications will be available after July 15 at the sponsors' locations or at: [http://www.shopa.org/shopa\\_foundation/teacher\\_programs.php](http://www.shopa.org/shopa_foundation/teacher_programs.php).

Larry M. Simmons, Section Chief  
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## Weekly Message for June 13-17, 2005

Colleagues,

Larry Simmons asked that I provide you with the weekly update while he is out of the office at the plant operations employees' conference in Mars Hill. Please continue to keep the legislative session in mind. Budget issues are being resolved and it is important for your legislators to know how their decisions affect your school system and your students. The Update includes information from the DPI legislative Snippets and other sources. You can check NCDPI's Legislative Reports on-line at:  
<http://www.ncpublicschools.org/legislative/index?view=legislature>.

**1. LEGISLATIVE ACTIONS:** The House Education Appropriations Subcommittee met for 3 ½ hours Friday morning to examine and approve their proposals for the education budget for 2005-2007. The total budget proposed for education is \$9.49 billion, an increase of 1.57% over the 05-06 continuation budget. The public schools' portion of that figure is \$6,664,313,995, an increase of 1.2%. The education budget proposed by the House is \$57.4 million less than the Senate education budget and \$59 million less than the Governor recommended. For public schools, the proposed House budget is \$22.5 million less than the Senate and \$14.5 million less than the Governor recommended.

The House recommended salaries in the range of 2.5% for school employees. The average to teachers is 2.5% (actual % will vary, depending on where teacher falls on the teacher salary schedule). The average for school-based administrators is 2.34% across the schedule. Central office and non-certified employees will receive the greater of \$500 or 2.5%. (The Senate budget provides 2%). For a more detailed summary, see the 6/10/2005 Legislative Report, House Education Budget Laid Out , at:  
[http://www.ncpublicschools.org/legislative/details?id=189&p=1&orderBy=report\\_date&order=DESC&view=legislature](http://www.ncpublicschools.org/legislative/details?id=189&p=1&orderBy=report_date&order=DESC&view=legislature).

**2. CROSSOVER BILLS:** A complete list of the bills that made crossover deadline by being approved by either the House or the Senate, and have not been ratified or defeated in the other body can be found on the General Assembly's site at:  
[http://www.ncga.state.nc.us/LegislativePublications/researchdivisio\\_/crossover\\_/crossoverlist20/crossoverlist20.pdf](http://www.ncga.state.nc.us/LegislativePublications/researchdivisio_/crossover_/crossoverlist20/crossoverlist20.pdf).

**3. LICENSURE UPDATE:** The Licensure Update Sessions that began last week will continue through June 20. These sessions provide the latest information on licensure issues. Sessions are scheduled for Buncombe, Guilford, Burke, Onslow, Mecklenburg and Martin Counties. The registration deadline was June 6. Representatives from each of the 115 LEAs have registered and additional information will be available on-line at a later date. You can contact Gayenell Gull at [GGull@dpi.state.nc.us](mailto:GGull@dpi.state.nc.us) if you have questions.

**4. NCLB ISSUES PACKETS COMING SOON:** This summer, packets designed for school and district personnel dealing with NCLB issues including public school choice, supplemental educational services, corrective action, Title I LEA Improvement, announcing AYP results, and "Highly Qualified" teachers will be posted on the Web at <http://www.ncpublicschools.org/nclb> and linked from <http://www.ncpublicschools.org/schoolimprovement/comped/>. For each topic, the packets will include sample parent materials, key messages for school and district administrators, PowerPoint presentations, fact sheets and FAQ's. The sample parent materials should help districts in meeting NCLB law requirements in as parent-friendly manner as possible.

**5. RETIREMENT SYSTEM ORBIT SOFTWARE ORIENTATION:** The North Carolina Retirement System will be making changes that will affect the way human resources, personnel, payroll and information technology staff -- interact with Retirement. ORBIT, an acronym for Online Retirement Benefits through Integrated Technology, is a new computer system that will replace the outdated mainframe system that was installed in the 1970s. When fully implemented in 2007, the new technology will help the Retirement System serve agencies, employees and retirees more quickly and more efficiently. The new software will require changes the way human resources, personnel, payroll and technology staff submit information to the Retirement System, as well as the type of information you can access.

ORBIT orientation sessions are being held across the State to introduce this new technology, its implementation, and intervening changes in the months ahead. One session was held June 3 - Hickory Metro Convention Center, Hickory, NC.

The remaining sessions are:

June 17 - McKimmon Center, Raleigh, NC

June 22 - International Home Furnishing Center, High Point, NC

June 28 - City Hotel & Bistro, Greenville, NC

Registration is on-line at: <http://www.empliant.com/survey/FCD4E1693-B0D0-E1B3-41D7/>. Please pass this invitation along to any and all human resources, personnel, payroll and information technology staff in your organization. If you have questions about the sessions, please contact Kirsten Weeks at 919-508-1018 or [kirsten.weeks@nctreasurer.com](mailto:kirsten.weeks@nctreasurer.com).

## **ARTICLES:**

With tax package passed, N.C. House ramps up budget work  
RALEIGH, N.C. -- The state House picked up steam Thursday on its two-year budget, giving final approval to a revenue bill that delays the expiration of a pair of key taxes. After the \$562 million package cleared the chamber on a 63-54 party-line vote, Democrats announced they would start rolling out parts of the budget in rare Friday appropriations subcommittee meetings.

<http://www.herald-sun.com/state/6-614811.html>

## TEN WAYS TO MAKE SCHOOLS GREAT PLACES TO LEARN & WORK

Improving teacher morale can produce enormous benefits for school districts and schools, including reducing costly staff turnover and improving the student learning environment, according to the cover story of the June issue of American School Board Journal. The cover story, by Kathleen Vail, outlines 10 steps designed to improve the work environment in schools: (1) Support new teachers; (2) Clue into climate; (3) Empower teachers and staff; (4) Recognize and reward teachers and staff; (5) Don't ignore administrator morale; (6) Deal with student discipline; (7) Treat teachers like professionals; (8) Ask employees what's going on; (9) Keep facilities tidy; and (10) Develop emotional IQ. The article points out that almost half of all new teachers leave the profession during the first five years and the average cost of recruiting, hiring, and preparing a new teacher is \$50,000. Teachers also should be provided professional development and time to collaborate with colleagues.

<http://www.asbj.com/>

Teacher Excellence for All Children (TEACH) Act of 2005

\* Summary of the Teacher Excellence for All Children (TEACH) Act of 2005

<http://edworkforce.house.gov/democrats/photos/teacherquality.pdf>

\* Robelen, E. "News in Brief: A Washington Roundup - Bill proposed to boost highly qualified teachers"

<http://www.edweek.org/ew/articles/2005/06/08/39fed-2.h24.html>

Education Week, June 8, 2005.

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

## Weekly Message for June 20-24, 2005

Colleagues,

Recent events concerning paraprofessionals and NCLB have generated a lot of calls and emails. I'll use this space to discuss the latest concerning this issue.

On June 17, 2005, Deputy Secretary of Education Ray Simon released a statement regarding No Child Left Behind and the time frame within which all paraprofessionals working in Title I-funded programs must meet certain qualifications. In part, the statement reads, "It's unusual to have a deadline in the middle of the school year, and we believe that the paraprofessional and highly qualified teacher provisions should be consistent. The Department will continue to be supportive of states, school districts and schools, in implementing these particular requirements. Therefore, the Department will align its monitoring and enforcement efforts of states for both the highly qualified teacher and paraprofessional provisions of the law." We interpret this language to mean that the January 8, 2002 date for paraprofessionals to meet NCLB requirements has been extended to June 30, 2006. The extension applies to paraprofessionals hired before January 8, 2002. Paraprofessionals employed after January 8, 2002, must have met requirements before being employed. This extension does not change any other NCLB requirement. I've attached a link to the press release from Deputy Secretary Simon. <http://www.ed.gov/news/pressreleases/2005/06/06172005a.html>

It was good seeing you at the regional licensure update sessions. The sessions were well attended and filled with valuable information. Thanks to Dr. Kathy Sullivan and her staff for their outstanding efforts in providing these updates throughout the State.

Here's the latest\*

**1. PANC STEERING COMMITTEE MEETING:** The PANC Steering Committee met on June 17, 2005, in Thomasville. Plans for the fall conference were the primary focus of the committee. The next meeting is scheduled for July 27, 2005, at the Financial and Business Services Conference. Contact your regional representative if you have ideas or input.

**2. WHAT'S NEW URL CHANGE:** If you have "What's New" bookmarked, please note that our url for this page has changed to <http://www.ncpublicschools.org/whatsnew/>

**3. NEWSROOM SITE LAUNCHES:** The Communications and Information Division is proud to announce a new centralized resource for news and current information about K-12 education events, report releases and other initiatives in North Carolina public schools. The Newsroom features current and archived press releases in an easy-to-use format as well as a "Facts and Statistics" section with links to key information and a "Quick Reference" section. Bookmark <http://www.ncpublicschools.org/newsroom/> today!

**4. TITLE II, PART A APPLICATIONS ONLINE:** Applications for Title II, Part A, a federal program that provides funds to school districts including charter schools and state operated programs, are now online. The primary goals of Title II, Part A are to promote teacher, principal and paraprofessional quality through strategies such as high quality professional development in core subject areas and development of mechanisms and initiatives to promote the retention and hiring of highly qualified teachers, including reducing class size for the purpose of student achievement. The applications, online at <http://www.ncpublicschools.org/nclb/title2/title2A/> should be used by LEAs to apply for Title II, Part A funds. This process includes submitting an annual performance report to explain how the funds were used in the previous year and how well LEAs met expected goals. Visit the above link to learn more.

**5. PROFESSIONAL DEVELOPMENT NOW:** A new section on the Professional Development site, "Professional Development Now," was designed to keep visitors informed about news, opportunities and work in the field of Professional Development. Visit <http://www.ncpublicschools.org/profdev/now/> for more details.

**6. NOMINATE A TEACHER TO BE AN AMERICAN STAR IN TEACHING:** The U.S. Department of Education again plans to honor classroom teachers by recognizing the 2005 American Stars of Teaching. The Department's Teacher-to-Teacher Initiative is seeking nominations and information about teachers who are improving student achievement, using innovative strategies, and making a difference in the lives of their students. Teachers across all grade levels and disciplines will be honored this fall. One teacher or team of teachers from each state will be recognized. To learn more or nominate a teacher to become an American Star of Teaching, please visit: <http://www.ed.gov/teachers/how/tools/initiative/index.html>

**7. PEP E-LAW UPDATE:** PEP E-Law Update, Vol. 05-1

View the Update: <http://www.ncpep.org/law/elist05-1.htm>

Subscribe to this listserv and/or to PEP's regular school law listserv:

<http://www.ncpep.org/law/listserv.htm>

View more information about PEP's Legal Services (e.g., programs, publications, consulting information): <http://www.ncpep.org/law>

Learn more about PEP's professional development programs and services for N.C. school administrators: <http://www.ncpep.org>

Larry M. Simmons, Section Chief  
NC DPI School Personnel Support  
Division of School Business  
919.807.3364

## Weekly Message for June 27-July 1, 2005

Colleagues,

We're experiencing problems with our agency servers, but it appears we're up and running again.

While some of you may be attending the Summer Leadership Conference this week, I encourage you to also consider attending the Financial and Business Services Summer Conference, July 27-28, 2005, at the Sheraton Imperial Hotel and Convention Center, RTP. The conference will provide essential information about new and continuing financial and personnel policies that impact local education agencies and charter schools. Register at

<http://www.zoomerang.com/recipient/survey.zqi?p=WEB224APY54Z5Z>.

Last week's message contained information pertaining to the paraprofessional requirements as it relates to NCLB. In particular, the January 6, 2006 date for meeting NCLB requirements has been extended to June 30, 2006. As stated in last week's message, the June 30, 2006 date applies to paraprofessionals hired before January 6, 2002. Paraprofessionals hired after January 6, 2002, should meet the requirements before being employed.

I need to make you aware of another requirement regarding paraprofessionals. Under the parents right-to-know provision of NCLB, when you notify parents regarding the professional qualifications of the student's classroom teachers, you must also include information that addresses "whether the child is provided services by paraprofessionals and, if so, their qualifications." At a minimum, a statement in the notification that the paraprofessional has "met requirements to be Qualified under NCLB" is, in my opinion, sufficient. This language is suggestive and should not be taken as a prohibition against referencing the actual credentials the paraprofessional possesses. Quick and easy access to documentation supporting the credentials is essential to ensuring compliance.

You should have received by now, information pertaining to the on-line NCLB reporting. Now is a good time to conduct an assessment of your monitoring and compliance methods. The burden of proof, with respect to compliance, is yours.

Another issue that needs your attention is the State Health Plan and Reduction in Force (RIF) action. A provision (statute) in the State Health Plan provides that employees whose positions are eliminated because of reduction in funds are entitled to 12 months of non-contributory coverage, followed by a right to contributory coverage thereafter. This applies to both 10-month and 12-month employees. As you are aware, the proposed State budget includes reductions in personnel. These reductions, if approved, could result in reduction in force action on your part, due to funding. In this case, State funds are used to pay for 12 months of health coverage for employees whose jobs were eliminated due to a reduction in funds. Additionally, by paying the full cost of coverage, these employees, after the initial 12-month separation period, can re-enroll in the State

Health Plan. This may not be a well-known fact. I think it's important for you to be aware of this provision as you plan for possible budget reductions. Separation from employment as a result of non-compliance with NCLB requirements, should not be considered a reduction in force due to funds. The following link directs you to the State Health Plan provision that addresses this issue.

<http://statehealthplan.state.nc.us/benefits/PDFs/SHPBENEFITBOOKLET.pdf>

See Section II, Eligibility and Enrollment.

Here's the latest\*

**1. STATE BOARD SCHEDULES JUNE/JULY MEETING:** The State Board of Education will hold its June/July meeting, Wednesday and Thursday, June 29-30, in Asheville. Wednesday's meeting will be held from 2-5:45 p.m., at the Grove Park Inn, 290 Macon Avenue. Thursday's meeting will be held from 8:30-11 a.m., at the Asheville City Schools' Administrative Office, 85 Mountain Street. Agenda items include an Issues Session on a report from the E-Learning Commission, as well as action on the Disadvantaged Student Supplemental Funding Program for 2005-06, school calendar waiver requests, identification of persistently dangerous schools, and a proposed policy for parent/family involvement. Discussion items include a policy for delineating the test development process for the North Carolina Writing Assessment, and recommendations for preliminary approval of 2005 Charter School applications. The complete agenda is available online at [http://www.ncpublicschools.org/sbe\\_meetings/index.html](http://www.ncpublicschools.org/sbe_meetings/index.html) by clicking on the appropriate link.

**2. FYI \*RESPONSE TO THE HOUSE AND SENATE BUDGETS:** Attached is a response from Phillip Price, Associate State Superintendent, Financial and Business Services, sent to finance officers last week. I thought it would be of interest to you.

### **3. ARTICLES OF INTEREST:**

#### **LOTTERY FOR EDUCATION: WHAT ARE THE CHANCES OUR SCHOOLS WIN?**

Presently North Carolina has a crippling budget crisis and is finding it very difficult to provide all public services, including education, by relying exclusively on broad-based taxes. This comes at a time when the courts are mandating that the State provide a basic education to all. Many states have turned to lotteries to help increase their coffers. As a result, there have been renewed discussions about bringing a lottery to North Carolina to help fund public education. Before deciding whether a North Carolina lottery for education would benefit students, Charlotte Advocates for Education, a local education fund, sought to answer whether a lottery is an effective alternative way to fund education by looking at the experiences of states with a lottery. This research

paper seeks to examine: (1) The impact of lotteries on funding for education, both negative and positive impact; (2) Whether lotteries are a reliable, sustainable source of annual income for education; and (3) Methods that could be used to ensure lottery funding supplements education funding and does not merely supplant existing funding. <http://www.advocatesfored.org/research.htm#Lottery>

#### THOUSANDS RALLY AGAINST EDUCATION CUTS:

A record throng of 11,000 chanting, sign-toting public school supporters invaded the Michigan Capitol lawn for an education funding rally recently, ignoring the oppressive heat and predictions that their cause is futile. Teachers, students, parents, school administrators and others from hundreds of local school districts showed up to protest education cuts and to back a pair of bills that guarantee yearly state school aid increases of 5 percent or inflation, whichever is less. The state has not increased the minimum \$6,700-per-pupil school aid grant in three years and has made mid-year cuts averaging \$75 a student the last couple years. Educators contend the state needs to do something dramatic to overhaul education funding because the current system has led to program cuts, teacher layoffs, rainy day-fund raids and school closings. Even after the budget cuts, reports Mark Hornbeck, many districts are slipping into deficits. <http://www.detnews.com/2005/schools/0506/22/B01-224078.htm>

#### ACHIEVING SUCCESS AT SCALE IN HIGH SCHOOLS:

Tom Vander Ark, executive director of the Bill & Melinda Gates Foundation's education initiatives explains what the foundation has learned about high school reform: (1) Public education should have a clear focus on the goal: helping all students graduate ready for college, work, and citizenship; (2) New-school development is a promising strategy. Well-defined school models and strong support lead to success at scale; (3) High school improvement remains a difficult challenge. Improvement strategies should include a focus on curriculum, instruction, and structure; (4) School districts should incorporate the promising elements of managed instruction and school choice; and (5) Leadership matters. The problem is not going to go away by itself. If we continue to allow or even encourage low-income and minority students to take disconnected, poorly taught, dead-end courses with no guidance and limited support, the problem will not go away. If we want students to work twice as hard, especially those below grade level, we need secondary schools that are more challenging, more interesting, and more supportive. <http://www.edweek.org/ew/articles/2005/06/22/41vanderark.h24.html>

#### REINVENTING THE ROUTE TO THE DIPLOMA:

Starting in fall 2006, the Washington DC Public Schools plan to offer the option of a fifth year at its high schools -- with smaller classes, tutoring and other support services -- for students who need more time to complete their requirements. The goal is to provide flexibility to teenagers who might be juggling school with job and parenting

responsibilities -- and to retain students who, after falling behind, might otherwise drop out well before 12th grade. The district also plans to establish a three-year track for students who want to graduate early, reports V. Dion Haynes. School officials said those moves are part of an effort to reinvent high schools. Other measures, they said, might include staggering class schedules so some students can start and end their school day later; expanding apprenticeship programs in various trades; and allowing students to enroll in community college while in high school.

<http://www.washingtonpost.com/wp-dyn/content/article/2005/06/19/AR2005061900750.html>

Larry M. Simmons, Section Chief  
NC DPI School Personnel Support  
Division of School Business  
919.807.3364

## **Weekly Message for July 4-8, 2005**

Colleagues,

I hope that your 4th of July provided an opportunity both for renewal and reflection. There are certainly enough concerns and crises today, but I find it helpful to see that as a country we have experienced and addressed greater crises in our past.

I hope that you've been following the development of the public school's budget. When enrollment increases are considered, the proposed House and Senate public schools budgets are not adequate to provide funding at the same level as last year. Unless funds are added there will be less money per pupil, on average, in 2005-2006 than this year.

I am indebted to Linda Suggs who serves as the legislative liaison for the State Board of Education and DPI for her information on the legislative process and for her work with the General Assembly on behalf of the public schools. As noted in Item 1 below, a continuing resolution has been passed to temporarily fund operations while the work on the budget continues.

### **1. CONTINUING BUDGET AUTHORITY IS ENACTED:**

The House and Senate passed the conference report for the continuing resolution (House Bill 1630). It basically authorizes continuation of spending at current levels (FY 2004-05) until July 20, 2005. A memorandum from the Office of State Budget and Management, regarding the continuing budget authority for fiscal year (FY) 2005-06, states that LEAs may continue to operate as planned for the 2005-06 school year. However, conservative measures should be taken where the Senate or House budgets differ and where reductions are proposed. In addition, the CR provides:

- Public school employees paid on the teacher salary schedules and all other personnel paid from state or federal funds shall not move up on any salary schedules or receive any increase until authorized by the General Assembly.
- It extends the deadline for retired teachers employed under the waiver exempting their earnings from the retirement earnings cap to June 30, 2007. It contains no other changes to current law regarding employment of retirees, so the 2004-05 provisions remain in effect at this time.

House Bill 1630 the 2005 Continuing Budget Authority can be viewed on-line at:

<http://www.ncga.state.nc.us/Sessions/2005/Bills/House/HTML/H1630v6.html>

### **2. SBE APPROVES LICENSURE SECTION CHIEF:**

At its meeting on Thursday, June 30th the State Board of Education approved Ms. Algina Mitchell as the new Section Chief for Licensure. She is currently serving in the Nash Rocky-Mount Regional Alternative Licensure Center. Prior to her employment with the Licensure Center, Ms. Mitchell served as a personnel administrator with the Halifax

County Schools and as a licensure specialist in the Department of Public Instruction. She will begin work as the Licensure Section Chief July 11th.

### **3. PEP PROGRAMS AND CONFERENCES:**

--PEP'S FIRST SPECIAL EDUCATION LAW CONFERENCE-- September 27, 2005  
"Educating Children with Disabilities: An Overview of the Individuals with Disabilities Education Improvement Act (IDEIA) of 2004," PEP's inaugural, one-day, special education law conference. Dr. Nancy Dominick, the Center for School Leadership Development's newly installed special education specialist, along with PEP Assistant Director and staff attorney Janine Murphy, will guide principals and assistant principals through the provisions of the latest federal law regarding children with disabilities.

--November 8-10, 2005--PEP'S STATEWIDE LEADERSHIP CONFERENCE for School Administrators, "Rethinking Professional Development," at the Sheraton Imperial Hotel in Research Triangle Park.

--TEACHER RETENTION CONFERENCE--March 16-17, 2006

In partnership with Governor Easley's office and the NCDPI, PEP will present a statewide conference to teach school leaders techniques and strategies for retaining quality teachers. Open not only to principals but also to central office administrators, government policymakers, and university-level educators. The conference will feature presentations by Dr. Richard Ingersoll of the University of Pennsylvania, a nationally known expert on issues related to teacher turnover and teacher quality, and Ellen Moir of the University of California, Santa Cruz, a specialist in new teacher and new administrator induction programs.

--JACK MCCALL'S THOUGHTS: PEP founding partner and master teacher Jack McCall - in whose honor PEP's highest individual award is named - has agreed to share his thoughts with school leaders via a weekly web log posted on PEP's website with a new message each Monday.

--THE NEW PEP WEBSITE PROVIDES: A staff directory, Jack McCall's web log, and information on programs, including PEP's Leadership Program for New Principals (LPNP), which launches in September, an inaugural Leadership Program for Experienced Principals can be found on the PEP web site at: <http://www.ncpep.org/>

### **4. FINANCIAL AND BUSINESS SERVICES SUMMER CONFERENCE:**

On July 27-28, 2005, the Office of Financial and Business Services will conduct its annual conference at the Sheraton Imperial Hotel and Convention Center, Research Triangle Park. Conference, registration, and hotel information is available on our web site at [www.ncpublicschools.org/fbs/](http://www.ncpublicschools.org/fbs/). The conference registration fee per participant is \$80.00. The registration date has been extended through July 15, 2005. After that time, the registration fee per participant will be \$95.00. If you have questions about the conference call Doris McCain at 919.807.3700.

## 5. NCDPI WEB TIPS:

The url <http://www.ncpublicschools.org/> for the DPI web-site remains the same, but the site continues to grow and change. You may find that the following to be useful.

- Search engine powered by Google (top) - You can search all of the pages on the Public Schools web-site or on the world wide web.

<http://www.ncpublicschools.org/search.htm>

- Online directory - Lists DPI staff by section, alphabetical staff listing, and by specialty

<http://www.ncpublicschools.org/nceddirectory/>

## ARTICLES OF INTEREST:

### N.C. LEGISLATURE REACHES DEAL TO KEEP GOVERNMENT RUNNING

Raleigh, N.C. The General Assembly reached a deal Thursday that will keep state government running while legislators work out a final budget and tax agreement in the next few weeks. The compromise agreed to by House and Senate leaders would keep in place a half-cent of the sales tax set to expire Thursday night until the final two-year budget is approved.

<http://www.herald-sun.com/state/6-621419.html>

### STRENGTHENING PUBLIC SCHOOLS

"How to Save Public Education," scores of approaches, from easily accomplished tasks like greeting students individually every morning to bigger projects like improving teacher training, reworking the school year, and taking a stand against attacks on the teaching of standard science are addressed as possible ways to strengthen public school advocacy efforts and to build new partnerships for school improvement. Within this issue are goals that can be accomplished in five minutes, five days, five weeks, five months, and five years. To read more, please go online to

[http://www.edutopia.org/magazine/ed1article.php?id=art\\_1285&issue=jun\\_05&d=0615](http://www.edutopia.org/magazine/ed1article.php?id=art_1285&issue=jun_05&d=0615)

### IS TEACHER PAY REALLY TOO LOW?

The National Council on Teacher Quality (NCTQ) released a debate between two respected economists over one of education's most contentious questions: are our teachers paid enough? While University of Missouri Professor Michael Podgursky argues that teachers are adequately paid; Lawrence Mishel, President of the Economic Policy Institute, strongly disagrees. These two different verdicts stem from Podgursky's and Mishel's different evaluations of how teachers' pay compares to that of other professionals. Going against popular perception, Podgursky claims that in light of teachers' shorter workday and work year, their average hourly pay is actually greater than that of engineers, computer programmers, and accountants. Writing with his colleague Sean Corcoran, Mishel argues that teachers actually work more hours per week than Podgursky suggests, resulting in a 14 percent wage gap between teachers and professionals in 16 comparable fields, including clergy, accountants, and reporters.

Particularly in recent months, teacher pay has been on the front burner of issues for the nation's governors, many of whom are seeking to promote the notion that some teachers should be paid more than others on the basis of taking difficult teaching assignments, teaching a subject in a "shortage area," or showing an exceptional ability to raise student achievement. In its call for reforming the profession, The Teaching Commission recently called for a 10 percent across-the-board hike in teacher pay, as well as the introduction of merit pay and other kinds of pay.

<http://www.nctq.org/nctq/publications/debate.jsp>

#### STUDY: STATES MISLEAD PUBLIC WITH FAULTY GRADUATION RATES

Most states are reporting lofty high school graduation rates that far exceed reality and mislead the public about how schools are performing, a private analysis found. The majority of states -- 36 of them -- say 80 percent to 97 percent of their high school students graduate on time, according to state figures provided to the Education Department. Those numbers show "rampant dishonesty," said Kati Haycock, director of The Education Trust. The Trust reviewed the 2002-03 graduation rates that states had to provide this year. A series of independent analyses shows the graduation rate across the states is closer to 70 percent, meaning almost one-third of students don't finish on time -- or at all. The nation's governors have agreed, which puts their position at odds with their own state data. Even President Bush and Education Secretary Margaret Spellings have said this year that only 68 of every 100 ninth-graders will graduate on time. Yet only 11 states put their graduation rate somewhere in the 60 percent or 70 percent range, the new report finds. Three states and the District of Columbia reported no graduation rate data at all. Under federal law, reading and math tests are the main way states must judge student progress, but high schools must also count graduation rates. States are generally allowed to calculate the rates however they want, which makes comparisons across states fairly meaningless.

<http://www.cnn.com/2005/EDUCATION/06/23/graduation.rates.ap/index.html>

#### QUOTE OF THE WEEK:

"Man's mind, once stretched by a new idea, never regains its original dimensions" --  
Oliver Wendell Holmes, Jr., American jurist

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

## Weekly Message for July 11 -15, 2005

Colleagues,

Here's the latest\*

### **1. FOLLOW-UP TO SUMMER LEADERSHIP CONFERENCE WORKING LUNCH:**

SBE Chairman Howard Lee, on behalf of all the members of the State Board of Education, wants to thank those superintendents who joined the Board for a working lunch following the 2005 Summer Leadership Conference. Board members appreciated the opportunity to dialogue with superintendents on issues of mutual importance and are committed to exploring ways to continue this type of communication on a more frequent basis. Meeting participants agreed that these discussions were extremely important and that it was critical that North Carolina's education community come together to support a common agenda for public education. A summary of the issues discussed at the luncheon meeting can be found on the SBE Web site at [www.ncpublicschools.org/state\\_board/](http://www.ncpublicschools.org/state_board/) under Breaking News.

**2. WEB RESOURCE HELPFUL WHEN HIRING NEW TEACHERS:** The major hiring season for teachers is here. We know that you make every effort to screen new hires to assure that they possess the competence and the character necessary to work with children. Please be aware that one resource available to your systems is our list of license suspension and revocation actions at <http://www.ncpublicschools.org/legal/revoketable.html>. We are currently updating this link so that you receive the most current information available. For more information, please contact Harry Wilson, State Board of Education, 919/807-3406, or by email, [hwilson@dpi.state.nc.us](mailto:hwilson@dpi.state.nc.us).

**3. 2005 ABCs BACKGROUND PACKET ONLINE:** The ABCs 2005 Accountability Report Background Packet is now available online at [www.ncpublicschools.org](http://www.ncpublicschools.org) under "In the News." This packet provides an overview of the ABCs program, highlights program changes, provides a timeline for program events, includes a sample report page, and supplies answers to frequently asked questions. This is a valuable resource for your school community and local media.

**4. REGISTRATION EXTENDED FOR 2005 FBS SUMMER CONFERENCE:** The registration deadline to attend the 2005 Financial Business Services' Summer Conference scheduled for July 27-28 at the Sheraton Imperial Hotel in RTP has been extended to July 15. The conference registration fee is \$80. After July 15, the registration fee per participant will be \$95. On-site registration will be accepted. If you must register on-site, please bring cash or check to pay the registration fee. For more information, please contact Doris McCain, School Business, NCDPI, 919/807-3700, or by email, [dmccain@dpi.state.nc.us](mailto:dmccain@dpi.state.nc.us).

**5. NATIONAL BOARD CERTIFIED TEACHERS SUMMIT:** Former Governor Jim Hunt has urged North Carolina's more than 8,000 National Board Certified teachers (NBCTs) to join him at a daylong summit to discuss high-needs and hard-to-staff schools. The summit has been endorsed by the NCASA as well as the State Board of Education and the School Boards Association. The registration form with additional conference information can be downloaded at [www.nbpts.org/pdf/email41.doc](http://www.nbpts.org/pdf/email41.doc). Questions may also be directed to Karen Garr via email at [kgarr@nbpts.org](mailto:kgarr@nbpts.org). See attached press release for more information.

**6. NOMINATE A TEACHER TO BE AN "AMERICAN STAR IN TEACHING":** The U.S. Department of Education will honor classroom teachers by recognizing the 2005 American Stars of Teaching. The Department's Teacher-to-Teacher Initiative is seeking nominations and information about teachers who are improving student achievement, using innovative strategies, and making a difference in the lives of their students. Teachers across all grade levels and disciplines will be honored this fall. One teacher or team of teachers from each state will be recognized. To learn more, or to nominate a teacher to become an American Star of Teaching, please go online to <http://www.ed.gov/teachers/how/tools/initiative/index.htm>.

#### **ARTICLES OF INTEREST:**

A Realistic Plan for Schools:

Schools don't need more studies, they need these legislative actions

<http://www.charlotte.com/mld/charlotte/news/opinion/12098099.htm>

LIVE WEB CHAT: GROWING TEACHERS:

Join us on Wednesday, July 13, 3:00-4:00 p.m., Eastern Time, for a live Web Chat on grow-your-own-teacher programs with special guest Sara Rogers, head coordinator of the Urban Teacher Academy Program in Fort Lauderdale, Fla.

<http://www.edweek-chat.org/>

Launched five years ago in response to Broward County's staggering teacher shortages, UTAP provides early teacher-prep courses to select high schoolers and then financially supports them through college. Once the students graduate and become certified, they are guaranteed a teaching job in Broward. There are a number of other "grow your own" programs around the country, but UTAP is unique in giving its participants full-ride college scholarships to study education. UTAP is the subject of "Homegrown," a feature story in the May/June issue of Teacher Magazine:

<http://www.edweek.org/tm/articles/2005/05/01/06homegrown.h16.html>

In this chat, Rogers will take your questions on the formation and structure of UTAP, on the viability of grow-your-own programs, and on other issues in teacher recruitment and development. Submit advance questions here: <http://www.edweek-chat.org/>. No special equipment other than Internet access is needed for this chat. A complete transcript will be posted shortly after the chat's completion.

\* Associated Press. "NC education board wants to limit money spent on keeping teachers"

[http://www.newsobserver.com/news/ncwire\\_news/story/2548177p-8952202c.htm](http://www.newsobserver.com/news/ncwire_news/story/2548177p-8952202c.htm)

The (Raleigh, N.C.) News & Observer, June 30, 2005.

\* Silberman, T. "Rule probably will limit extra pay poor district gives teachers"

<http://www.newsobserver.com/news/story/2548409p-8952424c.html>

The (Raleigh, N.C.) News & Observer, June 30, 2005.

Teacher preparation, higher education

\* Ross, J. "Teacher training under gun,"

<http://www.newsobserver.com/news/story/2542425p-8946691c.html>

The (Raleigh, N.C.) News & Observer, June 28, 2005.

Teacher mentoring, induction, support, coaching

\* Hannah-Jones, N. "New teachers to get veteran help,"

<http://www.newsobserver.com/news/story/2542442p-8946868c.html> The (Raleigh,

N.C.) News & Observer, June 28, 2005.

\* Hagen, M. "Mentor program aims to improve teacher retention,"

<http://www.heraldsun.com/durham/4-621326.html>

The (Durham, N.C.) Herald-Sun, June 28, 2005.

### **GRANT INFORMATION:**

InfoSource Inc., the developer and distributor of the "How to Master" line of technology-related education products, is accepting applications for its new "Integrating Technology in the Classroom" grant program. The InfoSource grant program will award up to \$2.5 million in online tools and training to qualified K-12 school districts. The tools and training support both the National Education Technology Plan and the No Child Left Behind (NCLB) Act. Applicants must apply online and include a short one-to-two page summary detailing how the district plans to integrate technology in the classroom utilizing InfoSource's online tools and technology training. School districts are encouraged to apply early, since applications will be reviewed and awarded monthly until the grant pool has been exhausted. Submissions will be accepted through Dec. 31. All grants will be awarded by the end of January 2006. For more information, please go online to <http://www.howtomaster.com> and click on "Grant Program."

Larry M. Simmons, Section Chief  
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## Weekly Message for July 18-22, 2005

Colleagues,

As some year-round programs have already begun and others to start soon, we trust your opening day went/goes smoothly and that your goals and objectives for the new school year get off to a "great" start. Anticipation is in the air as we wait for signals from the General Assembly that a budget is approved and that it contains the funding needed in education. Continue to follow Linda Suggs' snippets as well as her clarion calls to get the word out to your legislators concerning the budget. Included in this message is information from Phillip Price, clarifying an earlier message sent to you concerning the Continuing Resolution.

School Personnel Support will be presenting at the Financial and Business Services Conference. Information concerning the conference is included in this message. We look forward to seeing you there.

**1. NEW PERSONNEL ADMINISTRATORS' ORIENTATION:** The New Personnel Administrators' Orientation is scheduled for September 12-14, 2005, at DPI, Room 150. On-line registration is now available at <http://www.ncpublicschools.org/panc/orientation/index.html>, and on the DPI home page under Events and Conferences. Registration is limited to 50 participants.

**2. PANC STEERING COMMITTEE MEETING:** The PANC Steering Committee will meet during the Financial and Business Services Conference on Wednesday, July 27, 2005, at 4:15 PM in the Royal Conference Room. The meeting is open to PANC membership. If you desire input concerning conference planning, contact the PANC President, Bob McGratten, at [ROBERT.MCGRATTAN@asheville.k12.nc.us](mailto:ROBERT.MCGRATTAN@asheville.k12.nc.us).

**3. CLARIFICATION OF THE CONTINUING RESOLUTION MESSAGE SENT TO FINANCE OFFICERS ON FRIDAY JULY 5, 2005:** Unfortunately, some information in our previous communication related to the continuing resolution is being misinterpreted. We would like to make sure we clarify a few items:

- LEAs may fill vacancies. There is no restriction on hiring at the LEA level.
- LEAs should be cautious when filling positions if there is a difference in the Senate and House budgets or if the budgets have reductions outlined on the comparisons sent out previously (we have attached a document reflecting agreed upon reductions and disagreed upon allotment adjustments). Use the "worst case" amount in planning at this time. (See next bullet to determine the lowest anticipated funding level)
- LEAs can count on the funding received in their Planning Allotments if the Senate and House budgets reflect no change in the funding levels. Refer to

the following web address to view the changes based on the Senate or House budget.

[http://www.ncpublicschools.org/fbs/schlbus/allotments/whatnew\\_budgetcomparison.xls](http://www.ncpublicschools.org/fbs/schlbus/allotments/whatnew_budgetcomparison.xls)

- It is important to remember that the House Budget does not eliminate the discretionary reduction. Therefore, you will need to be prepared to return a portion of your allotment to eliminate this possible reduction.

To better understand the explanations below, see the attached document (Agreed Upon Reductions and Disagreed Upon Allotment Adjustments) reflecting items agreed to and disagreed to in the Senate and House budgets.

- If an allotment category has no change from Planning to Senate or House budgets on the Budget Comparison worksheet, located under the "What's New" section of the FBS website, then there will be no change to funding level and the planning allotment can be used as expected funding.
- If the Senate and House agreed to increases or decreases in the budgets on the Budget Comparison worksheet, located under the "What's New" section of the FBS website, then the amounts reflected on the budget comparison can be used for planning.
- If the Senate and House disagree on amounts to increase or decrease on the Budget Comparison worksheet, located under the "What's New" section of the FBS website, then use the "worst case" amount on the budget comparison can be used for planning.

Compare your FY 2004-05 funding levels on your final allotment revision worksheet to the lowest possible funding level at the website above.

- This will give you an indication of how you should proceed in planning at this time and the ability to fill your vacancies.
- You control your budgets and can determine the best way to plan your hiring and spending for the 2005-06 school year.
- The only restriction we suggest is you use the "worst case" cut by either the Senate or House. That could be your allotment for the 2005-06 school year.
- We have made these documents available to you to ensure you have the best possible information to make decision for your school system.
- It is important to remember that the House Budget does not eliminate the discretionary reduction. Therefore, you will need to be prepared to return a portion of your allotment to eliminate this possible reduction.

#### **4. 2005 FBS SUMMER CONFERENCE - SHERATON IMPERIAL HOTEL, JULY 27**

**AND 28:** Conference Registration expires at 5:00 PM today. The conference registration fee per participant is \$80.00. After today the registration fee per participant will be \$95.00. You will be able to register on-site at the fee of \$95.00 per participant as well. If you must register on-site, please bring cash or check to pay the fees. Attached is the tentative schedule detailing each session for the conference.

**PLEASE NOTE:** There has been a change - Thursday's lunch has been replaced by a breakfast buffet which will be from 7:30 - 8:30 AM. If you have questions about the conference call Doris McCain at 919.807.3700.

**5. SBE MEETING HIGHLIGHTS:** The State Board of Education received an extensive report from the E-Learning Commission on next steps for North Carolina to take toward establishing a comprehensive system of online learning for students and educators. Board members will continue to discuss this report, which calls for a 2005-06 pilot year, in future meetings. In other business, the Board approved the Disadvantaged Student Supplemental Funding Program for 2005-06, its first formal Parent/Family Involvement Policy and the Middle/Junior High School Athletics Manual Revisions. Complete highlights of the meeting are available online at <http://www.ncpublicschools.org/sbehighlights>.

#### **6. SBE AD HOC COMMITTEE FOR ACADEMIC RIGOR, RELEVANCE, AND**

**RELATIONSHIPS MEETING SUMMARY:** The SBE Ad Hoc Committee for Academic Rigor, Relevance, and Relationships met in Raleigh on June 2. The committee's initial discussions focused on the group's concern regarding the need to communicate clearly the necessity for strong intervention and remediation for students who do not pass the five End of Course tests required for high school graduation. Personalized education plans (PEPs) are required for all students who do not score at Level III or IV and identifies the needs of students for improvement and strategies to meet their needs. Another agenda topic centered on the idea of adding a new performance level \* Achievement Level V. Gongshu Zhang presented information to the group on this topic. One of the committee's concerns has been the perceived lack of progress among some Level III and Level IV students. Most committee members agreed that it is important to focus on why children in Level IV are not growing. General discussion also acknowledged that raising standards to improve student achievement has implications now for whether or not schools/systems make Adequate Yearly Progress. The group's discussion on this matter did not result in a consensus at this time regarding the addition of a new Level V. William Darrity, of UNC's Center for Population Studies, also shared information on a report of a case study titled "Closing the Achievement Gap by Increasing Access to the AIG (Academically & Intellectually Gifted) Program" that took place at Southwest elementary school in Durham. The study shows how minority students improve in academic performance when exposed to the curriculum for Academically and Intellectually Gifted students.

## **7. GOV. EASLEY ANNOUNCES NEW HEALTH AND LIFE-SCIENCES THEMED HIGH SCHOOLS:**

Gov. Mike Easley recently announced that seven school districts in North Carolina have received implementation grants to open eight health and life sciences-themed high schools this fall aimed at better preparing students for the workforce and college. The implementation grants, which are part of Easley's statewide high school reform initiative, were awarded to Asheville City Schools, Cumberland County Schools, Granville County Schools, Newton-Conover City Schools, Scotland County Schools, Wake County Schools and Winston-Salem/Forsyth County Schools. Coursework and other learning experiences will focus on the health and life science industries and will prepare students for both higher education and for entrance into skilled fields such as health care and biotechnology. All students will participate in a college preparatory curriculum and have access to work-based experiences and community college and university-level courses. Each school will have no more than 100 students per grade for a maximum of 400 students per school.

**8. NBCT POLICY SUMMIT REMINDER:** NC National Board Certified Teachers (NBCTs) are reminded of the NBCT Policy Summit scheduled for Aug. 17 at the Koury Convention Center in Greensboro. Summit topics include school leadership; poverty, race and cultural competence; growing NBCTs in high-needs schools; professional development; and technology. If you have not yet registered, please go online to [www.nbpts.org/pdf/email41.doc](http://www.nbpts.org/pdf/email41.doc) for a downloadable registration form. For more information, please contact Karen Garr at [kgarr@nbpts.org](mailto:kgarr@nbpts.org).

**9. LEARN NC UPDATE:** After two years of development, the new LEARN NC Web site will go live June 20. Resources are better integrated so easier to find, a guided search provides quick and precise access, and redesigned student areas facilitate online research. In addition, LEARN NC is offering an exciting opportunity for life sciences teachers and two new sets of resources on reading, writing and ESL. Read about these initiatives and more by going to the LEARN NC Web site at [www.learnnc.org](http://www.learnnc.org).

## **10. WHAT'S NEW ON THE DPI WEB:**

**SYMPHONY 2005 TEACHER WORKSHOP COMES TO YOU:** The North Carolina Symphony's Teacher Workshop is a wonderful way for elementary music educators to learn about this year's Symphony Education concert repertoire and songs. This year it will be only a few clicks away! The workshop is scheduled from 9:30 a.m. - 3 p.m. on Aug. 16 at Meymandi Concert Hall (BTI Center) in Raleigh. Educators from across the state can attend virtually via the live, streaming video provided by the North Carolina Department of Public Education. Participation in this Webcast is free.

To learn more about this workshop, visit <http://www.ncsymphony.org> and select "Education." Learn more about participating via the Web, visit

<http://video.dpi.state.nc.us/eforums>, or contact Christie Lynch Howell, Arts Education Consultant, K-12 Programs, NC Department of Public Instruction, at 919-807-3856 or [cmhowell@dpi.state.nc.us](mailto:cmhowell@dpi.state.nc.us). Online participants will receive an "eCertificate of Participation" that may count toward CEU credits with prior approval from your school system.

HANDBOOK FOR MIDDLE/JUNIOR HIGH ATHLETICS UPDATE (UPDATED): Local boards of education are responsible for the regulations of extracurricular activities, including athletics. This revision of the handbook for middle/junior high school athletic programs has been completed to assist local boards of education and their staffs in carrying out the intent and purpose of the statute cited. This manual provides guidelines for LEAs to provide consistency, sportsmanship and fairness for all children who choose to participate in interscholastic athletics. Visit <http://www.ncpublicschools.org/curriculum/health/scos/athletics/> to access this important resource.

## **11. ARTICLES OF INTEREST/GRANT INFORMATION:**

HOW TO BUILD A SUCCESSFUL MENTORING PROGRAM: MENTOR has just released a comprehensive tool kit that offers step-by-step instructions that programs can follow to implement key four components of effective mentoring practice: Program Design and Planning; Program Management; Program Operations; and Program Evaluation. It also contains a CD with more than 160 tools and templates that mentoring programs can customize to suit their individual program needs. Programs can use these checklists to see how well they are progressing in implementing the components. Organizations can download the tool kit for free at:

[http://www.mentoring.org/program\\_staff/eeptoolkit/index.php](http://www.mentoring.org/program_staff/eeptoolkit/index.php).

NATIONAL SCHOOLS OF CHARACTER: The National Schools of Character (NSOC) Awards program has a twofold purpose: 1) To identify exemplary schools and districts to serve as models for others; and 2) To help schools and districts improve their efforts in effective character education. Maximum Award: \$2000. Eligibility: To be eligible, a school must have been engaged in character education for a minimum of three full years, starting no later than December 2002 for the 2006 awards. Districts need to have been engaged in character education for a minimum of four full years, starting no later than December 2001.

Smaller administrative units that maintain a separate identity within a large district may apply in the district category, e.g., a school pyramid or cluster. Deadline: December 05, 2005. [http://www.character.org/eventsawards/nsoc/files/2006\\_nsoc\\_awards.pdf](http://www.character.org/eventsawards/nsoc/files/2006_nsoc_awards.pdf)

THE NEA FOUNDATION GRANTS: The NEA Foundation provides grants for the purpose of engaging in high-quality professional development or implementing project-based learning and break-the-mold innovations that raise student achievement. Maximum

Award: \$5,000. Eligibility: public school teachers, public school education support professionals, and faculty and staff in public higher education institutions. Deadline: September 15, 2005. <http://www.neafoundation.org/grants.htm>

**READ ACROSS AMERICA LIBRARY BOOKS AWARDS:** The NEA Foundation announces a new award to help public schools serving economically disadvantaged students purchase books for school libraries. The foundation makes these \$5,000 awards on behalf of the National Education Association (NEA), with generous support from Warner Brothers, Inc. The applicant must be a member of the NEA. Applications will be accepted only as email attachments. Two deadlines: September 15, 2005 and February 1, 2006. <http://www.neafoundation.org>

**NOMINATE A TEACHER TO BE AN 'AMERICAN STAR IN TEACHING':** The U.S. Department of Education again plans to honor classroom teachers by recognizing the 2005 American Stars of Teaching. The Department's Teacher-to-Teacher Initiative is seeking nominations and information about teachers who are improving student achievement, using innovative strategies, and making a difference in the lives of their students. Teachers across all grade levels and disciplines will be honored this fall. One teacher or team of teachers from each state will be recognized. To learn more or nominate a teacher to become an American Star of Teaching, please visit: <http://www.teacherquality.us/TeacherToTeacher/AmericanStars.asp>

**KIDS IN NEED FOUNDATION TEACHER GRANTS:** The 2005-06 Kids In Need Teacher Grant applications will become available July 15. This year more than \$105,000 is being offered in grants to certified K-12 teachers at any public, private, or parochial school in the U.S. The grants are from \$100 to \$500 for innovative classroom projects. National sponsors of the program are Jo-Ann Stores, Inc. and Office Depot. Regional sponsors include Fred Meyer, Publix, and Price Less Drug Stores. The website currently has the guidelines posted, which teachers can use to prepare to apply. The deadline to submit applications, which can be completed and submitted online, is September 30, 2005. Applications will be available after July 15 at the sponsors' locations or at: [http://www.shopa.org/shopa\\_foundation/teacher\\_programs.php](http://www.shopa.org/shopa_foundation/teacher_programs.php)

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Division of School Business  
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## Weekly Message for July 25-29, 2005

Colleagues,

This week's message is somewhat abbreviated as a result of our participation in the Financial and Business Services Conference, scheduled to begin on Wednesday, July 27, 2005. Hope to see some of you there.

Here's the latest\*

**1. SBE AD HOC COMMITTEE ON GRADUATE SALARY PAY APPROVAL AND NON-TEACHING WORK EXPERIENCE CREDIT:** The SBE Ad Hoc Committee on Graduate Salary Pay Approval and Non-Teaching Work Experience Credit met for the first time on Tuesday, July 19. The committee is comprised of personnel administrators from across the state, as well as representatives of the deans of the schools of education and DPI licensure staff. SBE member Edgar Murphy, a former HR Director with Nortel, chairs the committee. The SBE charged the committee with developing recommendations regarding whether education master's degrees not leading to licensure should be awarded a pay supplement, and to clarify the current non-teaching working experience policy by developing an implementation process that would make this issue more consistent across the state while maintaining high standards in the profession. The committee will meet again on Aug. 2. For more information, please contact Jane Worsham, State Board of Education, 919/807-3400.

**2. PUBLIC HEARINGS SCHEDULED ON STATE BOARD OF EDUCATION RULES:** Two public hearings on proposed changes to State Board of Education rules have been scheduled for Aug. 2 and 16. The hearings will be held in Room 224 North, Education Building, 301 N. Wilmington Street, Raleigh.

Aug. 2, 10 a.m. - noon:

- 16 NCAC 6C .0305 - Licenses for Non-Teacher Education Graduates (changes for lateral entry license requirements in response to NCLB)
- 16 NCAC 6C .0307 - License Renewal (adds new paragraph (c) containing new requirements for school administrators; allows 5 renewal credits for obtaining National Board certification renewal)
- 16 NCAC 6D .0301 - Testing Requirements and Opportunities (various clean-up changes)
- 16 NCAC 6D .0305 - End-of-Course Assessments (various clean-up changes)
- 16 NCAC 6D .0501 - Student Accountability Standards, Definitions (clarifying changes)
- 16 NCAC 6D .0502 - Student Accountability Standards (clarifying changes)
- 16 NCAC 6D .0503 - State Graduation Requirements (addition of high school exit standards in paragraph (e))

- 16 NCAC 6G .0305 - School-Based Management and Accountability, Definitions (changes in defined terms required in changing from ABCs prediction formula to a formula based upon change scale)
- 16 NCAC 6G .0312 - Annual Performance Standards (change from ABCs prediction formula to a formula based upon change scale)  
Aug. 16, 1 \* 3 p.m.:
- 16 NCAC 6C .0304 - License Patterns (changing initial license to Standard Professional License I and changing continuing license to Standard Professional License II)

Questions or comments should be directed to Harry Wilson, SBE hearing officer, by phone at 919/807-3406, by FAX at 919/807-3198, by email at [hwilson@dpi.state.nc.us](mailto:hwilson@dpi.state.nc.us), or by regular mail at 6302 Mail Service Center, Raleigh NC 27699-6302. Written comments for the first hearing may be submitted through Sept. 13, and for the second hearing through Sept. 30.

**3. SALES TAX HOLIDAY SCHEDULED FOR AUG. 5-7:** The Department of Revenue is sponsoring a Sales Tax Holiday whereby certain items sold between 12:01 a.m. on Friday, Aug. 5, through 11:59 p.m. on Sunday, Aug. 8, will be exempt from sales tax. Clothing, footwear, and school supplies of \$100 or less per item; sports and recreation equipment of \$50 or less per item; and computers of \$3,500 or less per item will be exempt. For full details, please go to the Department of Revenue's Web site at [http://www.dor.state.nc.us/taxes/sales/salestax\\_holiday.html](http://www.dor.state.nc.us/taxes/sales/salestax_holiday.html)

**4. SUPERINTENDENT VACANCY ANNOUNCED:** The Weldon City 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 doctorate degree, or progress toward a doctorate degree is preferred, but not required. Building level experience also is preferred. The successful candidate is required to live in Weldon or the surrounding area. The application deadline is Sept. 9. Electronic versions of the application 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 also can 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](mailto:aschafer@ncsba.org). All inquires will be kept confidential.

**5. AMERICA'S LEGISLATORS BACK TO SCHOOL WEEK:** America's Legislators Back to School Week, sponsored by the National Conference of State Legislatures, will be held Sept. 19-23. Educators are encouraged to extend invitations to their local representatives to visit and talk with students about the legislative process and what it's like to be a member of the House of Representatives. Classroom discussions are being

encouraged over school-wide assemblies. For more information, please contact Diane Emerson, NC House of Representatives Coordinator, 919/715-0754, or by email, [dianee@ncleg.net](mailto:dianee@ncleg.net).

**6. DONORSCHOOSE RECEIVES NATIONAL RECOGNITION:** Amazon.com recently named DonorsChoose as one of the 10 Most Innovative Nonprofits in the World. To determine which organization is the most innovative nonprofit, Amazon.com is sponsoring a fund-raising contest through Sept. 30. The nonprofit group raising the most money will receive a matching grant of up to \$1 million from Amazon.com. All North Carolinian donations to DonorsChoose at Amazon.com will go to North Carolina projects. To read more, please go online to <http://www.amazon.com/exec/obidos/tg/browse/-/13786331/002-0174259-9684054>, the DonorsChoose Web site at <http://www.donorschoose.org/>, or contact Missy Sherburne, DonorsChooseNC, 252-984-4011, or by email, [Missy@donorschoose.org](mailto:Missy@donorschoose.org).

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## Weekly Message for August 1-5, 2005

Colleagues,

It was good seeing those of you who were able to attend the Financial and Business Services Conference. The conference was a huge success and provided a great opportunity for networking, sharing and dissemination of valuable information.

August 1, 2005, is my one-year anniversary in School Personnel Support. What happened to the time? Thanks for your support and encouragement as I continue to get my footing in this fascinating role.

Here's the latest\*

**1. NEW PERSONNEL ADMINISTRATORS' ORIENTATION, SEPTEMBER 12-14, 2005:** If you are new to school personnel administration, this is the course for you. On-line registration is available and we encourage you to register early. Registration, an agenda and hotel information is available at <http://www.ncpublicschools.org/panc/orientation/>.

**2. STATE BOARD TO MEET:** The State Board of Education will meet Wednesday and Thursday, Aug. 3-4, 2005, in the 7th Floor Board Room, Education Building, 301 N. Wilmington Street, Raleigh. During Wednesday's Issues Session, Board members will view a video presentation, "Thomas L. Friedman Reporting: Searching for the Roots of 9/11," and receive updates on various high school reform initiatives. Items up for action by Board members include the 2004-05 ABCs/AYP Report and 2005-06 Assistance Program (Thursday presentation), approval of a policy delineating the test development process for the North Carolina Writing Assessment, supplemental education service providers for 2005-06, disadvantaged student supplemental funding program for 2005-06, and recommendations for preliminary approval of 2005 Charter School applications. Discussion items include a policy delineating use of end-of-course tests for accountability. In addition, a number of special recognitions will occur on Thursday morning as new Board members are sworn in, incoming State Board advisors are recognized and Senior Project State Board of Education awards are presented. To view the complete agenda, please go online to [http://www.ncpublicschools.org/sbe\\_meetings/index.html](http://www.ncpublicschools.org/sbe_meetings/index.html) and click on the appropriate link.

**3. NEWS MEDIA BRIEFING TO FOLLOW AUGUST 4TH BOARD MEETING:** At 11 a.m., or immediately following the August 4, 2005, State Board of Education meeting, Board and Department of Public Instruction leadership will hold a news media briefing session in the 7th Floor Board Room, Education Building, 301 N. Wilmington Street, Raleigh. The focus of the briefing will be the results of the state's ABCs of Public Education accountability model for 2004-05. The ABCs report provides school-based performance information, including school designations and final Adequate Yearly Progress (AYP) standings. The 2004-05 ABCs Background packet is available online at <http://www.ncpublicschools.org> by clicking on the appropriate link under "What's New?" ABCs results will be available at the same address on August 4 at 11 a.m.

**4. PUBLIC HEARINGS SCHEDULED ON STATE BOARD OF EDUCATION RULES:** Two public hearings on proposed changes to State Board of Education rules have been scheduled for Aug. 2 and 16. The hearings will be held in Room 224 North, Education Building, 301 N. Wilmington Street, Raleigh. The proposed rule changes are available online at Aug. 2 - <http://www.ncoah.com/rules/register/Volume20Issue02.pdf> and Aug. 16 - <http://www.ncoah.com/rules/register/Volume20Issue03.pdf>

Aug. 2, 10 a.m. - noon:

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- 16 NCAC 6C .0307 - License Renewal (adds new paragraph (c) containing new requirements for school administrators; allows 5 renewal credits for obtaining National Board certification renewal)
- 16 NCAC 6D .0301 - Testing Requirements and Opportunities (various clean-up changes)
- 16 NCAC 6D .0305 - End-of-Course Assessments (various clean-up changes)
- 16 NCAC 6D .0501 - Student Accountability Standards, Definitions (clarifying changes)
- 16 NCAC 6D .0502 - Student Accountability Standards (clarifying changes)
- 16 NCAC 6D .0503 - State Graduation Requirements (addition of high school exit standards in paragraph (e))
- 16 NCAC 6G .0305 - School-Based Management and Accountability, Definitions (changes in defined terms required in changing from ABCs prediction formula to a formula based upon change scale)
- 16 NCAC 6G .0312 - Annual Performance Standards (change from ABCs prediction formula to a formula based upon change scale)

Aug. 16, 1 \* 3 p.m.:

- 16 NCAC 6C .0304 - License Patterns (changing initial license to Standard Professional License I and changing continuing license to Standard Professional License II)
- Questions or comments should be directed to Harry Wilson, SBE hearing officer, by phone at 919/807-3406, by FAX at 919/807-3198, by email at [hwilson@dpi.state.nc.us](mailto:hwilson@dpi.state.nc.us) , or by regular mail at 6302 Mail Service Center, Raleigh NC 27699-6302. Written comments for the first hearing may be submitted through Sept. 13, and for the second hearing through Sept. 30.

**5. SALES TAX HOLIDAY SCHEDULED FOR AUG. 5-7, 2005:** The Department of Revenue is sponsoring a Sales Tax Holiday whereby certain items sold between 12:01 a.m. on Friday, August 5, 2005, through 11:59 p.m. on Sunday, August 8, 2005, will be exempt from sales tax. Clothing, footwear, and school supplies of \$100 or less per item; sports and recreation equipment of \$50 or less per item; and computers of \$3,500 or less per item will be exempt. For full details, please go to the Department of Revenue's Web site at [http://www.dor.state.nc.us/taxes/sales/salestax\\_holiday.html](http://www.dor.state.nc.us/taxes/sales/salestax_holiday.html)

**6. UPDATED NCLB RESOURCES AVAILABLE:** Several NCLB-related changes have been made in testing, proficiency target goals and AYP calculations for 2004-05 and 2005-06. "NCLB Accountability Changes for North Carolina," outlines these changes. In addition, updated parent sample materials, overviews and presentations have been posted. Visit <http://www.ncpublicschools.org/nclb/> today!

## **7. ARTICLES OF INTEREST:**

### **AMERICA'S CHILDREN: KEY NATIONAL INDICATORS OF WELL-BEING 2005:**

A new report presents a comprehensive look at critical areas of child well-being, including statistical indicators of trends in education, health status, behavior and social environment, and economic security. The composite picture presented by the report notes recent improvements in child well-being as well as continuing challenges. Among the educational data in the report provided by the National Center for Education Statistics is the fact that 4th- and 8th-graders are scoring better in mathematics and that reading scores of 12th-graders have declined slightly. In addition, the adolescent birth rate has reached a record low, the death rate for children between ages 1 and 4 is the lowest ever, and young children are more likely to receive their recommended immunizations. At the same time, children are also more likely to live in poverty and infants are more likely to be of low birth-weight. This year's report includes special features on lead in the blood of children, asthma, parental reports of emotional and behavioral difficulties and a special section on family structure and children's well-being. <http://childstats.gov/americaschildren>

### **JAPAN FULBRIGHT MEMORIAL FUND TEACHER PROGRAM:**

The Japan Fulbright Memorial Fund Teacher Program (JFMF) provides U.S. primary and secondary school teachers and administrators with the opportunity to participate in three-week study visits to Japan and to return home with a follow-on plan designed to introduce Japanese culture to American students. Each year, up to 600 teachers and administrators, including participants from all 50 states and the District of Columbia, are selected to participate in the JFMF program. The JFMF Program features an orientation to Japan followed by visits to primary and secondary schools, teacher training colleges, cultural sites, and industrial facilities. Meetings with Japanese teachers and students and a home stay with a Japanese family are also key components of the program.

Participants return home to share their new knowledge with students, colleagues, and the local community, ensuring that more than just the individual participants profit from the experience. As an additional benefit to participants, graduate level credits are also available. The deadline for applications for the 2006 program is December 10, 2005.

<http://www.iie.org/jfmf>

**BEST BUY TE@CH AWARDS:**

Best Buy te@ch awards will award up to 1200 \$2500 Best Buy gift cards to non-profit (tax-exempt) K-12 schools located within 50 miles of a Best Buy store. Awards will be granted to schools that demonstrate the integration of interactive technology into the curriculum as a way of making learning fun for students. Awards must be used by the schools to sustain or expand existing programs that integrate interactive technology into the curriculum. Maximum Award: \$2,500. Eligibility: certified teachers, specialists and/or principals of K-12 schools. Deadline: September 30, 2005.

<http://communications.bestbuy.com/communityrelations/teach.asp>

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## Weekly Message for August 8-12, 2005

Colleagues,

The New Personnel Administrators' Orientation is rapidly approaching. I encourage those of you planning to attend to register now to assure a space. I'm including the registration information as a numbered item in this message. Stay tuned to Linda Suggs' snippets as the budget situation continues to unfold.

Here's the latest\*

**1. NEW PERSONNEL ADMINISTRATORS' ORIENTATION, SEPTEMBER 12-14, 2005:** If you are new to personnel administration, this is the course for you. On-line registration is available. We encourage you to register early. Registration, an agenda and hotel information is available at <http://www.ncpublicschools.org/panc/orientation/>.

**2. SBE MEETING HIGHLIGHTS:** The State Board of Education approved the 2004-05 ABCs/AYP report this month. In addition, the Board also approved the report of the E-Learning Commission calling for development of a virtual high school and the list of supplemental education service providers for 2005-06, as well as other items. Complete Board Highlights should be posted online by Wednesday at <http://www.ncpublicschools.org/sbehighlights/>.

**3. ABCS BONUSES:** Funds for the ABCs incentive awards for teachers, principals, other certified staff, and teacher assistants will be distributed to local education agencies and charter schools within a few days. Funding is not available until the General Assembly approves the state budget for fiscal year 2005-06.

**4. SBE SELECT COMMITTEE ON GRADUATE SALARY PAY APPROVAL AND NON-TEACHING WORK EXPERIENCE MEETING SUMMARY:** The SBE Select Committee on Graduate Salary Pay Approval and Non-Teaching Work Experience held its second meeting on Tuesday Aug. 2. A kindergarten teacher from Charlotte Mecklenburg Schools met with the committee to discuss the education masters degree that she received online from an accredited university, following receipt of a four year degree and her teacher license in NC. She argued that states surrounding North Carolina recognize advanced degrees and that NC, as a recruiting and retention incentive, also should consider paying a differential for advanced degree work. In addition, the committee continued its discussions regarding non-teaching work experience and the difficulties that Human Resource Directors often face in deciding the relevance of the past

experience to the classroom. The group began the process of formulating policy proposals for both issues. The committee will hold its final meeting on Tuesday, Aug. 16, and hopes to finalize recommendations that will be presented to the State Board at its September meeting. For more information on this committee meeting, please contact Jane Worsham, Executive Director, State Board of Education, 919/807-3400, or by email, [jworsham@dpi.state.nc.us](mailto:jworsham@dpi.state.nc.us).

**5. COMPLIANCE COMMISSION TO MEET:** The Compliance Commission for Accountability will meet on Friday, Aug. 12, beginning at 9 a.m., in the 7th Floor Board Room, Education Building, 301 N. Wilmington Street, Raleigh. Agenda items include review of the 2004-05 ABCs results and procedures for appealing an individual school's ABCs growth standards. Questions regarding this meeting should be directed to Lou Fabrizio, Accountability Services, NCDPI, 919/807-3770, or by email, [lfabrizio@dpi.state.nc.us](mailto:lfabrizio@dpi.state.nc.us).

**6. DISTANCE LEARNING PROGRAM WORKSHOP:** If your school plans to offer online courses through NCDPI's Distance Learning Program and you were unable to make the May 3 workshop, you may want to register to attend the Aug. 23 workshop scheduled from noon-3 p.m. The session will originate in Raleigh and will be telecast via the NC Information Highway. To register for the site of choice, please go online to <http://www.zoomerang.com/survey.zgi?p=WEB224CKHN9CLF>. To view a list of available courses, please go online to <http://www.ncpublicschools.org/distancelearning>. Only those sites with a Memorandum of Understanding in place have been emailed a roster. If you have additional questions, please contact Sue Scott, Instructional Technology, 919/807-3429, or by email, [sscott@dp.state.nc.us](mailto:sscott@dp.state.nc.us).

**7. EARLY COLLEGE HIGH SCHOOL CONFERENCE SCHEDULED:** The New Schools Project and the NC Department of Public Instruction will host the 2005 NC Learn and Earn Early College High School Conference on Wednesday, Sept. 21, from 8 a.m.-4 p.m., at the Hilton Charlotte Center City, Charlotte. The conference registration fee is \$105. Registration information is available online at [www.NewSchoolsProject.org](http://www.NewSchoolsProject.org) under "News and Events." Rooms are available at the Hilton Charlotte Center City for Sept. 20 at a special rate of \$76 by calling 1-800-HILTONS. Please request the group rate for New Schools Project. Reservations must be made by Aug. 30. For more information, please call Kymm Watson, New Schools Project, 919/781-6833, ext. 124, or by email, [kwatson@newschoolsproject.org](mailto:kwatson@newschoolsproject.org).

**8. BRAZIL HOSTING OPPORTUNITY:** The Fulbright Teacher Exchange Program is accepting applications from U.S. secondary schools to host principals from Brazil. Award-winning secondary school principals from 27 Brazilian states will visit the United States in November/December 2005 to share best practices in school leadership and administration, teacher development, and community involvement. The deadline to apply is Oct. 1. Specific details about this program and the hosting application can be found on the Fulbright Web site at <http://www.fulbrightexchanges.org/View/ViewOtherOpps.asp>.

**9. OPEN/NET FEATURES NORTH CAROLINA CHARTER SCHOOLS:** Educators may want to tune into OPEN/net on Tuesday, Aug. 9, from 9-10 p.m., to talk with state leaders about charter schools in North Carolina. NCDPI Office of Charter Schools Director Jack Moyer, NC Charter School Advisory Committee Chair and Superintendent of Schools of the Catholic Diocese of Raleigh Dr. Michael Fedewa, and Raleigh Charter High School Principal Dr. Thomas Humble will answer questions and respond to comments live on the air. Send in your questions and comments by email to [open@ncmail.net](mailto:open@ncmail.net), or call in, toll free, to 1-888-228-6736. To locate your local cable channel that carries OPEN/net, please go online to [www.ncapt.tv/local.htm](http://www.ncapt.tv/local.htm).

**10. ANNUAL FALL SCHOOL LAW UPDATE:** PEP's Annual Fall School Law Update, which addresses important court cases and state legislation issued in the past year, including changes in special education law, will be held Nov. 8, 2005, at the Imperial Sheraton Hotel in Research Triangle Park, preceding PEP's Leadership Conference "Rethinking Professional Development" (see below). Cost: \$50. More information and registration is available at <http://www.ncpep.org/content.php/programs/lu/index.htm>. For information and to register for all current pep programs please visit, <http://www.ncpep.org/content.php/registration/index.php>.

## **11. ARTICLES OF INTEREST:**

**CAN A TEENAGE WIZARD TURN HALFHEARTED READERS INTO BOOKWORMS?:** As the world eagerly cracks open the newest Harry Potter volume, whose initial U.S. run of 10.8 million copies is a publishing record, the true mystery isn't the identity of the royal figure in the title. It's what impact these books are having on kids. Are they converting nonreaders? Are they capable of helping other books defeat TV and video games in the battle for children's free time? More than 100 million of Rowling's books are in print in the United States alone, and everyone has heard anecdotes about kids fervently reading and rereading each title. But whether all of this hype of countdowns and midnight trips to

bookstores translates into a lifelong reading habit remains unclear, writes Vicky Hallett. If our society ever needed a reading renaissance, it's now. The slow but steady retreat from books has not yet taken a toll on reading ability. Scores for the nation's youth have remained constant over the past two decades (with an encouraging upswing among 9-year-olds). But given the strong apparent correlation between pleasure reading and reading skills, this bodes poorly for the future. That's why many educators are hoping the Harry Potter series can work some magic. The reading crisis in America is real--and too big for Harry Potter alone to conquer. But the lesson of his success is clear: Twenty-first-century youngsters may live in an era where a mouse is a more natural tool than a pencil, and flashy images are just a remote-control click away, but they can still enjoy reading an old-fashioned book.

<http://www.usnews.com/usnews/culture/articles/050725/25read.htm>

**TEACHING TEACHERS: PROFESSIONAL DEVELOPMENT TO IMPROVE STUDENT ACHIEVEMENT:** Good teachers form the foundation of good schools, and improving teachers' skills and knowledge is one of the most important investments of time and money that local, state, and national leaders make in education. Yet with the wide variety of professional development options available, which methods have the most impact on student learning? Research on professional development is scattered throughout subject areas, with its focus ranging from classroom processes and structures to teachers' personal traits. In this report, the American Educational Research Association reviews numerous learning opportunities for teachers that are explicitly aimed at increasing student achievement.

[http://www.aera.net/uploadedFiles/Journals\\_and\\_Publications/Research\\_Points/RPSummer05.pdf](http://www.aera.net/uploadedFiles/Journals_and_Publications/Research_Points/RPSummer05.pdf)

**AMERICAN SCHOOL BOARD JOURNAL'S 12TH ANNUAL MAGNA AWARDS:** Entries are now being accepted for a national contest that honors outstanding programs developed or supported by school boards. October 1, 2005, is the entry deadline for the contest, sponsored in conjunction with Sodexo School Services. An independent panel of judges will select up to 24 winners, with cash prizes awarded to grand prize winners in the contest's three enrollment categories (under 5,000, 5,000 to 20,000 and more than 20,000). All of the winning programs will be featured in a special print supplement to ASBJ in the spring of 2006. They also will be featured online as well as at the Luncheon for School Leaders, held in conjunction with the National School Boards Association's Annual Conference. The 2006 conference will be held April 8-11 in New Orleans. For more information, call 703-838-6739 or visit the Magna Awards website:

<http://www.asbj.com/magna>

ASCD OUTSTANDING YOUNG EDUCATOR AWARD: Association for Supervision and Curriculum Development Outstanding Educator Award seeks to recognize a teacher under the age of 40 who demonstrates excellence in his or her profession. Criteria include a positive impact on students, creativity in the classroom, and leadership in his or her school or district. Maximum Award: \$10,000. Eligibility: teachers under age 40. Deadline: October 15.

<http://www.ascd.org/portal/site/ascd/menuitem.749fb3b35fb740a98d7ea23161a001ca/template.article?articleMgmtId=e87c3f4062520010VgnVCM1000003d01a8c0RCRD>

PUBLIC SCHOOLS BEGIN TO OFFER GYM CLASSES ONLINE: The nation's public schools are rushing to reconfigure scores of traditional courses from basic composition to calculus so students can take them via the Internet. One of the unlikely new offerings in this vast experiment is online gym, reports Sam Dillon. Sound like an oxymoron? Not in Minneapolis, where a physical education course joined the school district's growing online catalog in the spring and already has a waiting list. The course allows students to meet requirements by exercising how they want, when they want. They are required to work out hard for 30 minutes four times a week and report to their teachers by e-mail. Parents must certify that the students did the workouts. Still, some committed online educators remain unconvinced. Tim Snyder, the executive director of Colorado Online Learning, which offers more than 50 online courses to Colorado schools, included physical education with studio art, marching band and the laboratory sciences as subjects best left to brick-and-mortar schools.

<http://www.nytimes.com/2005/08/02/education/02gym.html>

Larry M. Simmons, Section Chief  
NC DPI School Personnel Support  
Division of School Business  
919.807.3364

## Weekly Message for August 15-19, 2005

Colleagues,

It's hard to imagine, but summer is almost over and traditional schools are almost ready to begin a new school year. Challenges await you. I'm confident that you can and will face these challenges to do what's best for children.

The Governor has signed the budget bill. I know you have questions concerning issues such as reemploying retirees, bonus leave, as well as other provisions contained in the new budget, and we are currently analyzing the bill to provide you with answers. We don't have all the answers yet, but look for more information from me this week on what's in the budget bill and how it affects public school employees.

Attached are two PDF documents regarding the North Carolina Office of School Readiness. This office has been formed by combining the preschool programs that were formerly housed in the Department of Public Instruction, the Department of Health and Human Services and the Office of the Governor. These items include a memo explaining this change and also a list of contacts in the new office.

Here's the latest\*

**1. NEW PERSONNEL ADMINISTRATORS' ORIENTATION, SEPTEMBER 12-14, 2005:** If you are new to personnel administration, this is the course for you. On-line registration is available. We encourage you to register early. Registration, an agenda and hotel information is available at <http://www.ncpublicschools.org/panc/orientation/>.

**2. SENIOR PROJECTS AWARDED:** State Board of Education Chairman Howard Lee presented the second annual Senior Project Awards during August's Board meeting. The Senior Project recognition awards highlight students, schools and senior project coordinators for exemplary effort in implementing the Senior Project. This year's awards are of special significance because of the recent SBE approval of High School Exit Standards that include a Senior Project component. These Exit Standards will be implemented statewide with entering high school freshmen in 2006-07. Congratulations to the following 2005 Senior Project Recognition Awards recipients:

- High School Award - EE Smith High School, Cumberland County Schools;
- Senior Project Coordinator Award - Kathleen Burr Bost, Alleghany High School, Alleghany County Schools; and
- Student Award - JoAnna Riddle, Rosman High School, Transylvania County Schools.

**3. AMERICA'S LEGISLATORS BACK TO SCHOOL WEEK:** America's Legislators Back to School Week, sponsored by the National Conference of State Legislatures, will be held Sept. 19-23. Educators are encouraged to extend invitations to their local representatives to visit and talk with students about the legislative process and what it's like to be a member of the House of Representatives. Classroom discussions are being encouraged over school-wide assemblies. For more information, please contact Diane Emerson, NC House of Representatives Coordinator, 919/715-0754, or by email, [dianee@ncleg.net](mailto:dianee@ncleg.net).

**4. DONORSCHOOSE RECEIVES NATIONAL RECOGNITION:** Amazon.com recently named DonorsChoose as one of the 10 Most Innovative Nonprofits in the World. To determine which organization is the most innovative nonprofit, Amazon.com is sponsoring a fund-raising contest through Sept. 30. The nonprofit group raising the most money will receive a matching grant of up to \$1 million from Amazon.com. All North Carolinian donations to DonorsChoose at Amazon.com will go to North Carolina projects. To read more, please go online to <http://www.amazon.com/exec/obidos/tg/browse/-/13786331/002-0174259-9684054>, the DonorsChoose Web site at <http://www.donorschoose.org/>, or contact Missy Sherburne, DonorsChooseNC, 252-984-4011, or by email, [Missy@donorschoose.org](mailto:Missy@donorschoose.org).

**5. SBE EXECUTIVE COMMITTEE MEETING INFORMATION ONLINE:** The North Carolina State Board of Education Chairman, the Vice-Chair, and the five SBE priority chairs comprise the NC SBE Executive Committee. The SBE Rules of Procedure empower this Committee to consider all matters coming before the Board. This includes matters pertaining to legislation, litigation, routine reports to the General Assembly, routine grants, and other such matters as may be referred to the Committee by the Chairman. Meeting information including agendas, meeting materials, and minutes are now available online at [http://www.ncpublicschools.org/sbe\\_meetings/ecmeetings/](http://www.ncpublicschools.org/sbe_meetings/ecmeetings/).

**6. PROFESSIONAL DEVELOPMENT RESOURCES ADDED:** Educators must continually improve their ability to retool teaching, update curricula, integrate new research methodologies into instruction, meet the growing list of the sociopolitical needs of students, and improve student outcomes. This can only happen through ongoing, high-quality professional learning that provides the knowledge and skills to meet the needs of all students. Two documents, "North Carolina Professional Development: Taking the Lead on Meeting the Needs of North Carolina Teachers" and "North Carolina Professional Development: The Department Responds to LEA Questions" address many issues facing teachers in regards to professional development. Visit <http://www.ncpublicschools.org/profdev/now/> to learn more. Also Available on the Professional Development Site is The Professional Development Newsletter, which is

transmitted electronically six times annually to professional development directors and coordinators in each of the 115 school districts in our state. With a focus of aligning all professional development opportunities with the North Carolina Professional Development Standards, the newsletters are appropriate for most school and district personnel as well as educators at the post secondary level. Access the Aug. 2005 newsletter and past issues at <http://www.ncpublicschools.org/profdev/newsletter/>.

## **7. NEW IN PUBLICATIONS AT NCDPI:**

To order, please call 800.663.1250 or visit Publication Sales on the Web at <http://www.ncpublicschools.org>. Please note our new fax number: 919.807-3481.

NC WISE\*A SNEAK PEEK: This brochure provides information on how NC WISE helps administrators, educators, and staff at all levels to collect and analyze data for state and federal reporting requirements and improve instructional opportunities for students. (Price listed is for a pack of 20 brochures.) SR161, 2005, \$5.50

### NC WISE - CONNECTING NORTH CAROLINA TEACHERS:

This 17" X 22" high energy poster highlights a few of the instructional benefits that NC WISE will provide to teachers. The poster is ideal to hang in a school or LEA central office. (Price listed is for a pack of 10 posters.) SR162, 2005, \$10.50

### NC WISE - CONNECTING NORTH CAROLINA SCHOOLS:

This 17" X 22" eye-catching poster highlights some of the business benefits that NC WISE will provide to administrators and central office staff. Ideal to hang in a school's main office or in an LEA central office. (Price listed is for a pack of 10 posters.) SR163, 2005, \$10.50

## **8. PEP E-LAW UPDATE, VOL. 05-4, AUGUST 12, 2005:** View the Update: <http://www.ncpep.org/content.php/law/elist05-4.htm>

View more information about PEP's Legal Services (e.g., programs, publications, consulting information):

<http://www.ncpep.org/content.php/law/index.htm>

Learn more about PEP's professional development programs and services for N.C. school administrators:

<http://www.ncpep.org/content.php/index.htm>

## 9. ARTICLES OF INTEREST:

### SOME GOOD NEWS ABOUT PUBLIC SCHOOLS:

Criticism of public education has become so rampant that many Americans are left wondering whether anything is going right with public schools. Negative media reports about education, publicity about schools that don't meet state standards or federal accountability requirements, and disparaging comments from critics of public education can contribute to the misimpression that public education is in worse shape than ever - and that's just not the case. U.S. public schools have improved in many ways since the movement to reform education by raising standards first took shape 20 years ago, says the Washington-based Center on Education Policy. In its recent report, "Do You Know the Latest Good News About American Education?", CEP looks at positive trends and outlines 24 indicators of success in five main categories: school participation and course-taking, student achievement, school climate and public support, teachers, and higher education. "By plainly stating the facts and graphing the numbers, we hope to dispel common misconceptions about public schools." It also points to areas where more work needs to be done to ensure that all students receive a quality education.

<http://www.cep-dc.org/pubs/LatestGoodNews/LatestGoodNewsAug05.pdf>

### STUDY IDENTIFIES EFFECTIVE APPROACHES FOR PRINCIPAL EDUCATION:

Principals play a vital role in setting the direction for successful schools, but a shortfall in qualified leaders is hindering many American schools from providing effective education for all students. These are among the first findings from a major research effort currently underway to gain a clearer understanding of what is known about principal preparation and development, what works and how to create scalable models that can bring effective leadership to all America's schools. The project, titled "School Leadership Study: Developing Successful Principals," is taking place in several phases. The first phase examines existing knowledge in the field. Investigators identify the ways that school leadership and school performance are closely linked, examine the essential skills of good leadership, key features of effective principal education programs, structures of effective programs, and successful financing and policy reform strategies. "The role of the principal has swelled in recent years to include a staggering array of responsibilities," said Stephen Davis. "Principals are expected to be educational visionaries, instructional leaders, assessment experts, disciplinarians, community builders, public relations experts, budget analysts, facility managers, special programs administrators, and guardians of various legal, contractual, and policy mandates and initiatives. Traditional methods of preparing administrators are no longer adequate to meet the leadership challenges posed by modern schools. There are programs that have successfully managed this new reality, and our goal is to identify the effective practices in these programs so that they can be replicated."

[http://www.gsb.stanford.edu/csi/programs/seli\\_research\\_activity.html](http://www.gsb.stanford.edu/csi/programs/seli_research_activity.html)

## CHARACTERISTICS OF PUBLIC SCHOOL TEACHERS' PROFESSIONAL DEVELOPMENT ACTIVITIES:

Data from the 1999-2000 Schools and Staffing Survey (SASS) shows how prevalent various features of professional development activities were among public school teachers. During the 1999-2000 school year, teachers were asked about their professional development activities during the previous 12 months. Some 59 percent of public school teachers participated in professional development focused on content in the subject matter they taught and 73 percent participated in professional development focused on methods of teaching. A majority of teachers reported receiving eight or fewer hours of professional development in either subject matter content or teaching methods. In terms of the format of professional development activities, 95 percent of teachers attended a workshop, conference, or other training session in the previous year, compared with 42 percent who participated in mentoring, peer observation, or coaching. Seventy-four percent of teachers participated in regularly scheduled collaboration with other teachers on issues of instruction. SASS asked school principals to report on how important various influences were on the determination of teacher professional development activities. More than half of public school principals reported a school improvement plan or state or local academic standards as very important influences on determining the content of teacher professional development activities; 26 percent of principals called teacher preferences a very important influence.

<http://nces.ed.gov/pubsearch/pubsinfo.asp?pubid=2005030>

## 10. GRANT INFORMATION:

### PROMOTING CRITICAL COLLABORATION BETWEEN TEACHERS AND MEDIA SPECIALISTS:

The Thomson Gale TEAMS Award recognizes and encourages the critical collaboration between the teacher and media specialist to promote learning and increase student achievement. Maximum Award: \$2,500. Eligibility: All K-12 public and private schools in the United States and Canada. Deadline: September 9, 2005.

<http://www.galeschools.com/TEAMS/>

### AMERICAN SCHOOL BOARD JOURNAL'S 12TH ANNUAL MAGNA AWARDS:

Entries are now being accepted for a national contest that honors outstanding programs developed or supported by school boards. October 1, 2005, is the entry deadline for the contest, sponsored in conjunction with Sodexo School Services. An independent panel of judges will select up to 24 winners, with cash prizes awarded to grand prize winners in the contest's three enrollment categories (under 5,000, 5,000 to 20,000 and more than 20,000). All of the winning programs will be featured in a special print supplement to ASBJ in the spring of 2006. They also will be featured online as well as at the Luncheon for School Leaders, held in conjunction with the National School Boards Association's Annual Conference. The 2006 conference will be held April 8-11 in New

Orleans. For more information, call 703-838-6739 or visit the Magna Awards website:  
<http://www.asbj.com/magna>

**BEST BUY TE@CH AWARDS:**

Best Buy te@ch awards will award up to 1200 \$2500 Best Buy gift cards to non-profit (tax-exempt) K-12 schools located within 50 miles of a Best Buy store. Awards will be granted to schools that demonstrate the integration of interactive technology into the curriculum as a way of making learning fun for students. Awards must be used by the schools to sustain or expand existing programs that integrate interactive technology into the curriculum. Maximum Award: \$2,500. Eligibility: certified teachers, specialists and/or principals of K-12 schools. Deadline: September 30, 2005.

<http://communications.bestbuy.com/communityrelations/teach.asp>

**VERNIER SOFTWARE & TECHNOLOGY/NSTA TECH AWARD:**

This award recognizes the innovative use of data collection technology using a computer, graphing calculator, or handheld in the science classroom. Maximum Award: \$1,000 in cash and \$2,000 in prizes. Eligibility: Current teachers of science in grades K-College. Deadline: October 15, 2005. <http://vernier.com/grants/nsta.html>

**ASCD OUTSTANDING YOUNG EDUCATOR AWARD:**

Association for Supervision and Curriculum Development Outstanding Educator Award seeks to recognize a teacher under the age of 40 who demonstrates excellence in his or her profession. Criteria include a positive impact on students, creativity in the classroom, and leadership in his or her school or district. Maximum Award: \$10,000. Eligibility: teachers under age 40. Deadline: October 15.

<http://www.ascd.org/portal/site/ascd/menuitem.749fb3b35fb740a98d7ea23161a001ca/template.article?articleMgmtId=e87c3f4062520010VgnVCM1000003d01a8c0RCRD>

Larry M. Simmons, Section Chief  
NC DPI School Personnel Support  
Division of School Business  
919.807.3364

## Weekly Message for August 22-26, 2005

Colleagues,

I apologize for the delay in sending this week's update. I wanted to use this message to update you on provisions of Senate Bill 622 and how it affects reemploying retirees. After several rounds of discussion, I think we're ready. This message contains two attachments, the Reemployed Retiree Policy Chart, and the Reemployed Retirees Returning to Work Question and Answer Sheet. While the attachments may not answer all your questions, it should be useful in getting a basic understanding of the provisions. Information concerning bonus leave, salary increases, and other budget provisions are posted on our web site. Please go to <http://www.ncpublicschools.org/fbs/> to view these items. We know there will be questions concerning reemploying retirees that may not be answered using the attached documents. Please call or email if you need further clarification.

The New Personnel Administrators' Orientation is rapidly approaching. I know it's a busy time for you but I encourage those of you planning to attend to register now.

As you probably are aware by now, June Atkinson has been sworn in as State Superintendent. We welcome her and are looking forward to working with her.

Here's the latest\*

### **MESSAGE FROM STATE SUPERINTENDENT:**

Dear Education Colleagues,

This afternoon, (yesterday) the General Assembly approved my election as State Superintendent in a Joint Session. Shortly after the vote, I was sworn into office by Secretary of State Elaine Marshall. Over the past 10 months, as we all awaited the election's official outcome, I have been working to stay informed and involved in the key issues of public schools. I appreciate the input and support that you have offered to me during that time. Through my years of work with the Department of Public Instruction, I know that we can be successful only in partnership between the state and local levels. I pledge to be a careful listener and to involve you in decision making processes whenever possible. Many important efforts are underway, and I look forward to working closely with you, with the State Board of Education and with our many other partners to continue North Carolina's momentum toward superior schools.

Regards,  
June Atkinson

**1. NEW PERSONNEL ADMINISTRATORS' ORIENTATION, SEPTEMBER 12-14, 2005:** If you are new to personnel administration, this is the course for you. On-line registration is available. We encourage you to register early. Registration, an agenda, and hotel information is available at <http://www.ncpublicschools.org/panc/orientation/>.

**2. POSSIBLE US DEPARTMENT OF EDUCATION PILOT FOR THIS SCHOOL YEAR:** DPI staff received a call from the US Department of Education (USED) asking if North Carolina would like to participate in a pilot program whereby up to four LEAs would be allowed to change the order of sanctions for Title I schools in School Improvement (SI). Basically, the USED would allow these four LEAs to offer Supplemental Educational Services in the first year of SI before having to offer choice if the school progresses to the second level of sanctions. The pilot is for the 2005-06 school year and no additional funds are allocated for those LEAs in the pilot. We believe it is too late for us to take advantage of this offer for this school year since most LEAs already notified the public of choice options for Title I schools entering SI for the first time since school begins for the vast majority of systems on Aug. 25. We expressed this concern about bad timing with the USED. However, if you are interested in participating, please send an email to Lou Fabrizio, Director of Accountability Services, at [lfabrizio@dpi.state.nc.us](mailto:lfabrizio@dpi.state.nc.us) by Wednesday, August 24, before 3 p.m., so we can inform the USED if there is some interest.

**3. NCDPI LAUNCHES REDESIGNED WEB SITE:** Back to school marks the launch of a new look for DPI's Web site. Today, the Communications & Information Division is unveiling a new home page (<http://www.ncpublicschools.org>) geared toward helping visitors get the information they need more easily. Graphically, this fresh entryway reflects ongoing changes to the remainder of the site. This new design also brings to the forefront several new tools to help visitors access information more quickly and efficiently. Features include dropdown menus containing lists of program areas and departments, common questions, highlights, and fast access the School Report Cards, the Education Directory, NCWISE, as well as other key information. Visit <http://www.ncpublicschools.org> today!

**4. SBE AD HOC COMMITTEE ON GRADUATE PAY APPROVAL AND NON-TEACHING WORK EXPERIENCE MEETING SUMMARY:** The SBE Ad Hoc Committee on Graduate Pay Approval and Non-Teaching Work Experience met on Aug. 16 to review the draft of recommendations prepared by DPI staff for the September State Board of Education meeting. The recommendations address issues such as pay for graduate degrees, pay for relevant non-teaching work experience, the role of the Human Resource Directors in making recommendations on graduate pay and non-teaching work experience, the formation of an Appeals Panel on such recommendations, and related issues. During the discussions, committee members

added a seventh recommendation to the report that calls for a comprehensive study of the teacher salary schedule. These recommendations will be presented to the State Board as a discussion item at its September meeting and as an action item in October. For more information, please contact Jane Worsham, Executive Director, State Board of Education, 919/807-3400, or by email, [jworsham@dpi.state.nc.us](mailto:jworsham@dpi.state.nc.us).

**5. SUPERINTENDENT VACANCY ANNOUNCED:** The Davie 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 doctorate degree in education, or equivalent experience, is required. Building level experience also is preferred. The successful candidate is required to live in Davie County. The application deadline is Sept. 30. A decision is expected to be made by Nov. 23 with an expected start date of Jan. 2, 2006. Interested candidates should send a letter of interest referencing qualifications, a current resume, and the names, titles, addresses and phone numbers of three professional references to: Dr. Frances F. Jones, Executive Director, Piedmont Triad Education Consortium, P.O. Box 26170, The University of North Carolina at Greensboro, Greensboro, NC 27402-6170. Questions may be directed to Jones at 336/334-3487, or by email, [ffjones@uncg.edu](mailto:ffjones@uncg.edu). All inquires will be kept confidential.

**6. NC TECHNOLOGY EDUCATOR AWARD:** The NCDPI's Instructional Technology Division is pleased to announce its Seventeenth Annual Technology Educator Award. The purpose of the award is to recognize individuals who are leaders in planning and implementing instructional technology into the educational program and to recognize individuals who have modeled the role of teacher, technology facilitator, and administrator in the successful implementation of technology in school and district-wide education programs. The awards' program is open to all North Carolina K-12 public school educators who have not previously won the NC Technology Educator Award. Nominations are due by close of business day Oct. 7. Please visit <http://tps.dpi.state.nc.us/ncd/educatoraward/index.html> to download a nomination form. If you have additional questions, please contact Annemarie Timmerman at [atimmerm@dpi.state.nc.us](mailto:atimmerm@dpi.state.nc.us).

## 7. ARTICLES OF INTEREST:

### DRESS CODES, STUDENT UNIFORMS BACK IN STYLE:

A growing number of school districts are adopting more stringent dress codes and implementing school uniform policies, reports Amy Cox. In 1997, 3 percent of all public schools required school uniforms; three years later, the level topped 12 percent, according to the U.S. Department of Education. The department also found that 47 percent of public schools enforced a strict dress code. The federal government takes a new look at the issue in 2006. Proponents say dress codes and school uniforms increase school safety by eliminating gang-related clothing and helping aid in the recognition of nonstudents on campus. Other potential benefits cited include better student behavior, more resistance to peer pressure and improved emphasis on academics. On the other side of the school yard, critics dispute the benefits and argue dress codes and school uniforms restrict students' free speech.

<http://edition.cnn.com/2005/US/08/12/style.rules/>

### TEACHERS SPEND BIG TO SUPPLY WHAT SCHOOLS DON'T:

From \$2.09 for a spiral-bound notebook to \$500 for a high-tech Jeopardy! game, teachers dig deep into their own pockets for props that might entice children to learn and basics that some of their students might not be able to afford. According to a study by the National School Supply and Equipment Association last year, teachers nationwide spent an average of \$458 of their own money on school supplies, reports Ylan Q. Mui. Teachers said that although schools usually provide basic supplies, they often do not cover such extras as scratch-and-sniff stickers to give to students for a job well done. And teachers also often stock up on supplies for students whose families might not be able to afford to fill their backpacks. The report by the school supply association showed that about 60 percent of teachers' out-of-pocket expenses were for basic school supplies, and that the rest went toward instructional materials.

<http://www.washingtonpost.com/wp-dyn/content/article/2005/08/13/AR2005081301237.html>

#### TEACHER TURNOVER COULD COST U.S. \$5 BILLION ANNUALLY:

When the nation's school year begins this fall, more than 394,000 of the teachers will not be returning to the schools in which they taught last year. Replacing them could cost almost \$5 billion, according to conservative estimates by the Alliance for Excellent Education. Although some are changing jobs after many years in teaching, many of those abandoning the classroom altogether are new teachers - nationally, almost 50 percent of teachers will leave the profession within the first five years of entering it. Of the total number of teachers not returning to their schools, more than 173,000 are leaving their profession altogether, costing the nation about \$2 billion in replacement costs. Others are transferring to other schools, at an approximate cost of another \$3 billion. The Alliance's calculations are presented in a new brief, "Teacher Attrition: A Costly Loss to the Nation and to the States," which examines the high price states pay each year to recruit teachers to fill classroom vacancies.

<http://www.all4ed.org/publications/TeacherAttrition.pdf>

#### MEETING THE CHALLENGE: GETTING PARENTS INVOLVED IN SCHOOLS:

Parent involvement continues to challenge practitioners engaged in school reform despite being a required component of many school improvement initiatives - from Title I Schoolwide Programs to federally mandated school improvement plans. The benefits of parent involvement are clear: A growing body of research shows that successful parent involvement improves not only student behavior and attendance but also positively affects student achievement. Yet many schools continue to struggle with defining and measuring meaningful parental involvement, and many don't feel that their efforts are successful. The recent MetLife survey of American teachers revealed that 20 percent of new teachers and nearly one fourth of principals identify their relationships with parents as a cause of significant stress in their jobs. In this newsletter, the Center for Comprehensive School Reform and Improvement offers research-based advice and resources designed to help schools and districts foster successful parent involvement.

[http://www.centerforcsri.org/index.php?option=com\\_content&task=view&id=130&Itemid=5](http://www.centerforcsri.org/index.php?option=com_content&task=view&id=130&Itemid=5)

#### SURVIVAL GUIDE FOR NEW TEACHERS:

"If you are new to the teaching field - or if you work alongside someone who is - then this book was written for you," begins the Introduction to "Become a Teacher: Survival Guide for New Teachers" at the U.S. Department of Education website. The online book includes "the reflections of award-winning first-year teachers who talk candidly about their successes and setbacks, with a particular emphasis on the relationships they formed with their colleagues, university professors, and their students' parents. Veteran teachers, especially, are a powerful factor in a new teacher's experience." The book includes suggestions about "how new teachers can foster supportive professional relationships and what they stand to gain from them."

<http://www.ed.gov/teachers/become/about/survivalguide/index.html>

## **8. GRANT INFORMATION:**

### **2006 TOYOTA FAMILY LITERACY TEACHER OF THE YEAR AWARD:**

The National Center for Family Literacy (NCFL) and Toyota are pleased to announce the nomination process for the 2006 Toyota Family Literacy Teacher of the Year Award. Awards are given to educators who demonstrate exemplary efforts to help parents and children achieve their academic and non-academic goals. Maximum Award: \$5000. Eligibility: nominated teacher must have worked in a comprehensive family literacy program for three years that includes: children's education, adult education, parenting education and interactive literacy activities between parents and children. Deadline: October 1, 2005.

<http://www.familit.org/ProgramsandInitiatives/Teacher-of-the-Year.cfm>

### **GRANTS FOR TEACHING AND LEARNING RESOURCES AND CURRICULUM DEVELOPMENT:**

National Endowment for the Humanities supports projects that improve specific areas of humanities education and serve as national models of excellence. Projects must draw upon scholarship in the humanities and use scholars and teachers as advisers. NEH is especially interested in projects that offer solutions to problems frequently encountered by teachers. Maximum Award: \$1000-\$100,000. Eligibility: Any U.S. nonprofit organization or institution with 501(c)3 status; state and local government agencies are also eligible. Deadline: October 14, 2005.

<http://www.neh.gov/grants/guidelines/teachinglearning.html>

### **PROMOTING CRITICAL COLLABORATION BETWEEN TEACHERS AND MEDIA SPECIALISTS:**

The Thomson Gale TEAMS Award recognizes and encourages the critical collaboration between the teacher and media specialist to promote learning and increase student achievement. Maximum Award: \$2,500. Eligibility: All K-12 public and private schools in the United States and Canada. Deadline: September 9, 2005.

<http://www.galeschools.com/TEAMS/>

Larry M. Simmons, Section Chief  
NC DPI School Personnel Support  
Division of School Business  
919.807.3364

## Weekly Message for August 29-September 2, 2005

Colleagues,

Traditional schools have started and we hope that the first few days of school have started in good fashion. The New Personnel Administrators' Orientation is rapidly approaching. If you haven't registered, you still have time. Information concerning the Fall PANC Conference is included in this message.

Here's the latest\*

**1. FALL PANC CONFERENCE, OCTOBER 10-12, 2004:** The Personnel Administrators of North Carolina Fall Conference will convene at the Sheraton Greensboro Hotel at Four Seasons, October 10-12, 2005. The PANC Steering Committee has planned an outstanding program for you. On-line registration for the conference and an agenda will be available on our web site early next week. Make your hotel reservations NOW! Call the hotel at (800) 292-6556 or (336) 292-9161. Be sure to mention PANC when making reservations. Looking forward to seeing you there!

**2. 2005 SAT RESULTS RELEASED:** North Carolina's 2005 average total SAT score increased by four points to 1,010, with participation rising by four points to 74 percent of high school seniors, according to results released today by The College Board. The nation grew by two points to 1,028. For more information, including district results, please go to the NCDPI Web site at <http://www.ncpublicschools.org> and look under "News."

**3. STATE BOARD MEETS THIS WEEK:** The North Carolina State Board of Education will hold its September meeting on Wednesday and Thursday, Aug. 31-Sept. 1, in the 7th Floor Board Room, Education Building, Raleigh. On Wednesday, Board members will hold an Issues Session on additional analyses of the 2004-05 ABCs results. Discussion items on the Board's agenda include a proposed policy on ABCs awards, recognition categories and sanctions; recommendations from the Special Committee on Graduate Pay Approval and Non-Teaching Work Experience Policies; and revisions to procedures for implementation of the Persistently Dangerous Schools Policy. The Board is expected to take action on the policy delineating use of end-of-course tests for accountability; the Disadvantaged Student Supplement Funding Program for 2005-06; and the IHE Performance Report. To view the complete agenda, please go online to [http://www.ncpublicschools.org/sbe\\_meetings/index.html](http://www.ncpublicschools.org/sbe_meetings/index.html) and click on the appropriate link. As a reminder, the monthly State Board of Education meetings are audio streamed for those who can't attend. To listen to the meeting, please go online to [http://www.ncpublicschools.org/sbe\\_meetings/](http://www.ncpublicschools.org/sbe_meetings/) and scroll to the Live Audio Stream links.

#### **4. 50-YEAR VETERAN TEACHERS TO BE RECOGNIZED AT BOARD MEETING:**

The State Board of Education will hold special recognition activities this month for the following four North Carolina teachers who have 50 years of teaching experience:

- \* Mary Rose Stocks, Greenville/Pitt County
- \* Jacqueline W. Blanton, Kings Mountain/Cleveland County
- \* Frances Selena Johnson, Charlotte/Mecklenburg County
- \* Cecilia Barkley Moss Feemster, Gastonia/Gaston County

These teachers will be honored in a special ceremony on Wednesday, Aug. 31, at 11 a.m., as part of the Board's September meeting. Following the ceremony, the Board members will honor the teachers at a luncheon in the Education Building, Room 150. News media are invited to cover this special recognition event.

**5. HB 1491 INSURANCE FOR SCHOOL SOCIAL WORKERS:** Under this new legislation, school districts are required to reimburse social workers for their increased premiums, if the LEA requires an employee to increase auto liability limits under their personal policies. If a school district does not require social workers to purchase additional limits under their personal automobile policies, then claims arising out of a social worker's use of their personal automobile on school business (which exceed the social worker's workers personal automobile insurance limit) could potentially be covered under the LEA's coverage with the NC School Board Trust or another automobile liability provider.

Before requiring your social worker to increase their auto liability coverage, LEAs may want to check with your auto insurance provider. Hired and Non-owned insurance provisions under an LEA's automobile contract may already provide adequate limits and coverage.

Call Eileen Townsend, Section Chief, DPI Insurance, 919-807-3522, or email [etownsen@dpi.state.nc.us](mailto:etownsen@dpi.state.nc.us) if you would like additional information.

**6. ELEMENTARY SCHOOL CONFERENCE REACHES CAPACITY:** The NCDPI's Second Annual Elementary School Conference, scheduled for Oct. 10-11 at the Sheraton, RTP, has reached capacity. If any of your teachers are registered but cannot attend, PLEASE send a replacement. For more information, please contact Laura White, Elementary Education Division, NCDPI, 919/807-3931, or by email, [lwhite@dpi.state.nc.us](mailto:lwhite@dpi.state.nc.us).

**7. NC WISE HAS NEW STATUS PAGE:** A new status page is available on the NC WISE Web site. The page provides users with information on recent system-wide problems, issues and workarounds if available. The page is updated frequently allowing personnel to monitor the status of software problems. Using the Help Desk Education Automation Tool (HEAT) System, the NC WISE Help Desk closely monitors the types of errors that users report. When multiple calls are received for a particular issue, the NC WISE Help Desk posts the issue to the Status Page. Related information will be provided and updated frequently until a problem has been resolved. To access the Status Page, please go online to [http://www.ncwise.org/ncwise\\_status\\_page.htm](http://www.ncwise.org/ncwise_status_page.htm). If you have additional questions, please contact the NC WISE Help Desk at 919/807-4357 or email [sis\\_support@dpi.state.nc.us](mailto:sis_support@dpi.state.nc.us).

**8. NC WISE AUGUST NEWSLETTER ONLINE:** The August edition of the NC WISE "Words to the Wise" newsletter is now available online. To read or download the newsletter, please visit the NC WISE Web site at [www.ncwise.org](http://www.ncwise.org) and click on [http://www.ncwise.org/newsletter/wise\\_newsletter\\_082605.pdf](http://www.ncwise.org/newsletter/wise_newsletter_082605.pdf).

**9. PRINCIPALS' EXECUTIVE PROGRAM SCHEDULES ADMINISTRATORS' CONFERENCE:** The Principals' Executive Program will host its annual Leadership Conference for School Administrator's, "Rethinking Professional Development," Nov. 8-10, at the Sheraton Imperial Conference Center, RTP. Conference sessions will focus on helping principals, assistant principals, and central office personnel employ professional learning as a means to increase student achievement. For more information, including registration, please visit PEP's Web site at [www.ncpep.org](http://www.ncpep.org) and click on Programs, then Leadership Conference for School Administrators.

**10. NCAE'S FALL ADMINISTRATIVE LEADERSHIP WORKSHOP:** The North Carolina Association of Educators will hold its Fall Administrative Leadership Workshop/Retreat, "Planning for the Future of our Schools," Nov. 18-19, at the Holiday Inn Sunspree Resort, Wrightsville Beach. The registration fee, if received by Oct. 1, is \$75 for NCAE members and \$150 for nonmembers. If received after Oct. 1, the registration fee is \$100 for NCAE members and \$175 for nonmembers. The registration deadline is Nov. 1. For more information, including registration, please go online to [www.ncae.org](http://www.ncae.org) and click on LINK TO COME.

### **11. FREE USDLC PROFESSIONAL DEVELOPMENT ONLINE MODULES AND PROGRAMS:**

The NCDPI's Instructional Technology Division has purchased a statewide license from the United Star Distance Learning Consortium (USDLC), formerly known as StarNet, that will enable all LEAs to access FREE professional development opportunities online. A wide variety of online modules and video-on-demand programs, which are password protected, are listed online at <http://www.usdlc.org/pathways/index.jsp>. LEAs that would like to participate will need to register in order to receive an assigned ID and Password. The USDLC Registration Form may be accessed online at <http://www.usdlc.org/pdf/webfriendly/profdevreg.html>. Once the registration form has been processed, each LEA Professional Development Administrator will receive an email with an assigned ID and Password. The Professional Development Administrator shares that information with teachers in his/her LEA. With prior local approval, CEUs may be obtained by teachers using USDLC's programs/online courses. Certificates of Completion are issued upon submittal of evaluations. For additional information, please contact Linda Walters, USDLC Professional Development Coordinator, at 919/807-3497 or by email, [lwalters@dpi.state.nc.us](mailto:lwalters@dpi.state.nc.us).

**12. SALARY SCHEDULE AND BUDGET INFORMATION POSTED:** The "2005-06 State Salary Schedules for NC Public School Employees" is now online. Visit [http://www.ncpublicschools.org/salary\\_admin/salinfo.htm](http://www.ncpublicschools.org/salary_admin/salinfo.htm) to access this quick reference chart of salary and daily rate information. Other important budget resources are available online including bonus leave guidelines, legislative raise questions and answers, ABCs allotments, and more. Visit <http://www.ncpublicschools.org/fbs/> to learn more! Please contact your LEA's human resource office if you have specific questions about your salary or other personnel issues.

**13. NCLB RESOURCES UPDATED:** A couple of great resources have been upgraded on the NCLB site. Check out <http://www.ncpublicschools.org/nclb/ses/providers/> to view the 2005-06 Supplemental Educational Service Providers list and visit <http://www.ncpublicschools.org/nclb/abcayp/overview/> to view the updated "Target Goals for Adequate Yearly Progress" chart.

**14. 55TH CONFERENCE ON EXCEPTIONAL CHILDREN PLANNED:** "The Knowledge to Teach, the Passion to Care" will be held Nov. 7-9 at the Koury Convention Center in Greensboro. Registration information and conference details are now online. Visit <http://www.ncpublicschools.org/ec/conference> for more information.

**15. TRICARE SUPPLEMENT A "WIN-WIN":** In July of 2004, the State of North Carolina approved legislation allowing a new health insurance for veterans who are now covered by the Teacher's and State Employees Comprehensive Major Medical Plan. The TRICARE Supplement Plan is a health benefit option for state employees who are also eligible for TRICARE, the military health benefit.

There are two distinct advantages of offering this unique product. One, there is significant cost savings for the employer. The TRICARE Supplement is \$60.50/month. Employees must drop their current coverage and use their military TRICARE benefit (no cost) as primary. This generates savings of around \$3,000 per year for each employee making this change. Two, the employee combines their TRICARE benefit with TRICARE Supplement to receive 100% coverage in most cases. Eligible employees also save a significant amount on dependent coverage. For complete information about the TRICARE Supplement, visit this website: <http://www.absmil.net/nc>. Check the "Benefit Administrator" tab or call ASI, the TRICARE Supplement administrator, at 1-800-638-2610 extension 255.

**16. GRANT OPPORTUNITIES:**

Striving Readers - Striving Readers is a new grant program from the U.S. Department of Education that supports the implementation and evaluation of research-based reading interventions for struggling middle and high school readers in Title I eligible schools that have significant percentages or numbers of students reading below grade level. The deadline to apply is Nov. 13. For more information, including an application package, please go online to <http://www.ed.gov/programs/strivingreaders/index.html>.

Larry M. Simmons, Section Chief  
NC DPI School Personnel Support  
Division of School Business  
919.807.3364

## Weekly Message for September 6-9, 2005

Colleagues,

I hope you were able to take advantage of the Labor Day break to refresh and renew. Hurricane Katrina's aftermath however, still lingers with us, and our thoughts and prayers are with those affected by this devastating storm.

The effects of the hurricane are being felt across the nation. As you are aware by now, State travel has been curtailed primarily due to the storm's impact on fuel resources. Unfortunately, the New Personnel Administrators' Orientation, scheduled for September 12-14, 2005, has been cancelled. We are however, discussing ways to possibly include sessions from the New Personnel Orientation during the Fall PANC conference. Stay tuned.

You should have received an updated version of the Reemployed Retiree Question and Answer Sheet, and the Reemployed Retiree Chart. HB 320 (technical corrections bill) amended the retiree provisions and these two documents reflect the changes.

Here's the latest\*

**1. FALL PANC CONFERENCE, OCTOBER 10-12, 2004:** The Personnel Administrators of North Carolina Fall Conference will convene at the Sheraton Greensboro Hotel at Four Seasons, October 10-12, 2005. The PANC Steering Committee has planned an outstanding program for you. On-line registration is now available on our web site at <http://www.ncpublicschools.org/panc/fall/>. Make your hotel reservations NOW! Call the hotel at (800) 292-6556 or (336) 292-9161. Be sure to mention PANC when making reservations. Looking forward to seeing you there!

**2. STATE BOARD MEETING HIGHLIGHTS:** The State Board of Education approved corrections to the 2004-05 ABCs/AYP report and the disadvantaged student supplemental funding program for 2005-06. Two new Board members were sworn in: Melissa Bartlett, Mooresville, At-Large Member and former North Carolina Teacher of the Year; and Shirley Harris, District 4 Member from Troy. Patricia Willoughby, who recently served as State Superintendent, also has returned to the State Board as the representative of District 5. Complete Highlights of the Board meeting will be online at [www.ncpublicschools.org/sbehighlights](http://www.ncpublicschools.org/sbehighlights) by Wednesday afternoon.

**3. NORTH CAROLINA SCHOOL DISTRICTS PREPARED TO ENROLL STUDENTS FROM STATES HIT BY HURRICANE KATRINA:** Students from Louisiana, Mississippi and Alabama who have been displaced by Hurricane Katrina can enroll immediately in North Carolina public schools if they are now being housed in North Carolina, according to State Superintendent June Atkinson. "Whether they have paperwork or records, North Carolina local school districts can enroll these students and allow these young people to continue their education uninterrupted. North Carolina has suffered from hurricanes in past years, and we know that going back to school can be a very helpful return to normal life," Atkinson said.

**4. \$1.4 MILLION FROM 1.4 MILLION STUDENTS; MONEY TO AID GULF RELIEF EFFORTS:** North Carolina public school students and teachers interested in helping fellow students and educators on the Gulf Coast are being encouraged to participate in the "\$1.4 Million from 1.4 Million Students" fund-raising campaign. State Superintendent June Atkinson said, "This is a wonderful opportunity for us to give back to those that have generously helped us in the past."

**5. ATTENDANCE AT PRIVATE COLLEGES AND UNIVERSITIES:** Private colleges and universities in North Carolina are making space available for students attending colleges forced to close by Hurricane Katrina. Superintendents are asked to let high school principals know that their graduates who were attending these colleges can go to [www.ncicu.org](http://www.ncicu.org) to see which North Carolina private colleges and universities have space available and may be able to accommodate them. The students generally will be accepted as temporary students for the fall semester or academic year, depending on the amount of time their home college or university is closed. The time frame for enrolling is limited since classes already have started. Students are asked to respond immediately. For more information, please contact the North Carolina Independent Colleges and Universities at 919/832-5817 or by email, [dempsey@ncicu.org](mailto:dempsey@ncicu.org).

**6. NORTH CAROLINA SCHOOLS TO WATCH APPLICATION DEADLINE APPROACHING:** Superintendents are reminded that you have until Sept. 16 to apply to be recognized as a North Carolina School to Watch. Selected schools will be featured in state and national publications and will be visited by educators from around the country looking to see where "things are being done right." Schools also will participate in professional development and will serve as a model for other schools using the Schools to Watch criteria to guide improvement and reform. For more information, or to download the application, please visit the North Carolina Middle School Association's Web site at [www.ncmsa.net](http://www.ncmsa.net) and click on "Schools to Watch" then "Application" or call the NCMSA at 800/424-9177.

**7. SCHOOL BUS SAFETY WEB SITE REDESIGNED:** The North Carolina School Bus Safety Web site, [www.NCBUSSAFETY.org](http://www.NCBUSSAFETY.org), has recently been redesigned to make the site easier to navigate and more informative for school transportation personnel, parents and students. Every few weeks the home page will feature a photo and article related to school transportation in North Carolina. The Institute for Transportation Research and Education at NCSU maintains the School Bus Safety Web site with funding from the Governor's Highway Safety Program. Questions or comments should be directed to Laurie Vandiford Hobbs at [lav@unity.ncsu.edu](mailto:lav@unity.ncsu.edu).

**8. NEW GUIDANCE ON TITLE IX, PART E, UNIFORM PROVISIONS, SUBPART 1-PRIVATE SCHOOLS:** The U. S. Department of Education released new guidance on Title IX, Part E, Uniform Provisions, Subpart 1-Private Schools: Equitable Services to Eligible Private School Students, Teachers, and Other Educational Personnel. The guidance will assist local and State educational agencies (LEAs/SEAs) and other entities receiving Federal education funds in fulfilling their obligations to provide equitable services to eligible private school students, teachers, and other educational personnel. The guidance also provides valuable information for private school administrators as they work with their LEAs to ensure equitable participation for their students and teachers in the educational programs governed by Title IX.

Public and private school officials are encouraged to use this guidance for programs covered under Title IX, Part E, Subpart 1, in conjunction with applicable ESEA regulations and other appropriate program guidance. The guidance includes the most frequently asked questions concerning equitable participation as well as other resources to assist LEAs, SEAs and other entities in effective implementation. The Title IX Guidance is located on ED's Web site at:

<http://www.ed.gov/policy/elsec/guid/equitableseguidance.doc>, or contact Donna M. Taylor, Consultant/Title II Part A/Division HRM, NCDPI at 919-807-3374, or [dmtaylor@dpi.state.nc.us](mailto:dmtaylor@dpi.state.nc.us).

**9. SERVE OFFERING STATE-WIDE TRAINING:** State-wide SERVE training in the SERVE model of teacher evaluation is now available for those districts that may have new administrators needing training. It is also excellent for personnel directors and other central office administrators who may be interested in the SERVE model and would like to learn more about the model. This training offers all the steps and components of the SERVE model, including the beginning teacher model. Other topics to be covered include: best practices in teacher evaluation (The Personnel Evaluation Standards); how to collect data from teachers beyond the classroom observation; providing feedback to teachers that is meaningful and based on data; evaluating and guiding the Individual Growth Plan. It is good professional development in supervision for principals beyond teacher evaluation. There are 10 documented hours of instruction.

This training is a two-day event. The dates are Thursday, Sept 29 and Friday, Sept 30 (from 8:00 AM - 3:30 PM). A procedural manual and flip matrix, as well as all training materials will be provided. On both days, we serve a full continental breakfast and buffet lunch. The location is the Homewood Suites (part of the Embassy Suites) off Hwy 68 in Greensboro. The cost is \$350 per person. To register, please contact me [bhoward@serve.org](mailto:bhoward@serve.org) or Yvonne Peaslee [ypeaslee@serve.org](mailto:ypeaslee@serve.org) or call (800) 755-3277.

**10. SCHOOL BUSES ACROSS THE STATE ARE ROLLING; PENALTY INCREASES FOR UNLAWFUL PASSING:** It's the start of a new school year for North Carolina public schools and with it comes a stiffer penalty for motorists who unlawfully pass stopped school buses. Beginning tomorrow, Sept. 1, the penalty for passing a stopped school bus increases from a Class 2 misdemeanor to a Class I misdemeanor. In addition, violating this law and willfully striking a person causing serious bodily injury is now a Class I felony.

**11. USDA AWARDS \$1 MILLION TO THE N.C. DEPT. OF PUBLIC INSTRUCTION; PROGRAM TO PROMOTE FRESH FRUIT AND VEGETABLE CONSUMPTION IN SCHOOLS:** Twenty-five North Carolina public schools will benefit from the Fresh Fruit and Vegetable Program, a program targeted at increasing the consumption of fresh fruit and vegetables, thanks to a \$1 million grant from the U.S. Department of Agriculture (USDA). North Carolina is one of three states chosen by the USDA to participate in the program.

Larry M. Simmons, Section Chief  
NC DPI School Personnel Support  
Division of School Business  
919.807.3364

## Weekly Message for September 12-16, 2005

Colleagues,

As of this writing, Ophelia has been downgraded to a tropical storm, but it is expected to intensify. Some school systems near the coast are closed today. Please heed all warnings and precautions as this system approaches.

Last week, Kathy Sullivan notified you that the executive committee of the State Board of Education took action to facilitate the licensing of teachers from Louisiana, Mississippi, and Alabama who have been displaced by Hurricane Katrina. Information concerning the licensing of these prospective teachers is included in this update. As you are aware, pre-employment protocol includes the completion of the I-9 Form by all prospective employees. The I-9 Form requires the employee to present certain identification documents for proof of naturalization. The Department of Homeland Security issued a press release on September 6, 2005 stating that it will not sanction any employer who hires a hurricane Katrina victim, and at the time of employment, cannot produce documentation of naturalization. Employers will still need to complete the Employment Eligibility Verification (I-9) Form as much as possible, but should note at this time that the documentation normally required is not available due to the events involving Hurricane Katrina. According to the release, the Federal government will waive the substantiation requirement for 45 days and will reevaluate the situation at the end of this period. The attached link provides additional information on this issue. <<http://www.dhs.gov/dhspublic/display?content=4788>>

I suggest you annotate "LOUISIANA RESIDENT", "MISSISSIPPI RESIDENT", OR "ALABAMA RESIDENT" conspicuously on the I-9 Form. Follow your established pre-employment protocols when considering an employment offer.

Another issue I need to bring to your attention is House Bill 1414 - Help Teacher Assistants Become Teachers (HB 1414). This bill permits teacher assistants who are enrolled in teacher education programs, to continue working while they complete student teaching assignments. At the discretion of the LEA, teacher assistants may continue to receive their salary and benefits while student teaching in the same LEA where they are employed as a teacher assistant. Typically, teacher assistants who student teaches are required to take a leave of absence (without pay in most cases). HB 1414 now allows LEAs to continue the salary and benefits of teacher assistants when that is the decision of the LEAs. State funds are not included in HB 1414.

Lastly, the committee meeting on revising the principal's evaluation standards, scheduled for September 15, 2005, has been rescheduled for October 4, 2005. I will notify participants concerning time and place in a separate message.

Don't forget to register for fall PANC.

Here's the latest\*

**1. FALL PANC CONFERENCE, OCTOBER 10-12, 2005:** The Personnel Administrators of North Carolina Fall Conference will convene at the Sheraton Greensboro Hotel at Four Seasons, October 10-12, 2005. The PANC Steering Committee has planned an outstanding program for you. On-line registration is now available on our web site at <http://www.ncpublicschools.org/panc/fall/>. Make your hotel reservations NOW! Call the hotel at (800) 292-6556 or (336) 292-9161. Be sure to mention PANC when making reservations. Looking forward to seeing you there!

**2. SBE APPROVES POLICY TO FACILITATE LICENSURE FOR TEACHER-EVACUEES:** Last Friday, the State Board of Education approved a new policy that will facilitate the employment of licensed teachers from Alabama, Louisiana and Mississippi by waiving the license application fee. DPI also will issue a one-year temporary permit to teachers who were licensed in one of these affected states so that they can begin teaching in North Carolina. Teachers from the hurricane-affected states will have to meet existing North Carolina licensure standards, but by facilitating the application process and waiving fees, the licensure process will be easier for these teachers. LEA representatives who need more information should contact Carolyn Sneed at 919/807-4037. To read more, please go to the NCDPI Web site at <http://www.ncpublicschools.org>, and look under "News."

**3. INSTRUCTIONAL TECHNOLOGY DIVISION DISTANCE LEARNING SYSTEM PROFESSIONAL DEVELOPMENT OPPORTUNITIES:** The NCDPI's Instructional Technology Division has purchased a statewide license from the United Star Distance Learning Consortium (USDLC), formerly known as StarNet, that will enable all LEAs to access FREE professional development opportunities online. A wide variety of online modules and video-on-demand programs are available. Descriptions for each of the USDLC programs/modules offered may be viewed at <http://www.usdlc.org>, under the Professional Development link. If you go to the USDLC webpage, you will see prices quoted for specific PD programs. Those prices do not apply to North Carolina educators because we have purchased a state license.

The NC DPI webpage to access links for more information on USDLC's professional development opportunities and for downloading a registration form is: <http://www.ncpublicschools.org/distancelearning/professional/usdlc.html>.

For additional information, contact Linda Walters by phone at (919) 807-3497 or email, [lwalters@dpi.state.nc.us](mailto:lwalters@dpi.state.nc.us).

**4. OPEN/NET ADDRESSES HEALTHY KIDS ISSUES:** Tune in Sept. 13 from 9-10 p.m. for "Healthy Kids in NC Schools," and learn more about how public education experts are working together to decrease childhood obesity and overweight kids in North Carolina schools. Sher\*e Thaxton Vodicka and Jimmy Newkirk, both Healthy Weight Initiative Coordinators in the Physical Activity & Nutrition Branch of the Division of Public Health, Dept. of Health & Human Services; and Sarah Edwards, Regional Consultant for Child Nutrition Services, and Kymm Ballard, PE, Sports Medicine & Athletics Consultant, both with the N.C. Dept. of Public Instruction, will answer questions and respond to comments live on the air. You can send in your questions and comments by email to [open@ncmail.net](mailto:open@ncmail.net) or call toll free to 1-888-228-6736. To find your local cable channel that carries OPEN/net, please go online to [www.ncapt.tv/local.htm](http://www.ncapt.tv/local.htm).

**5. DONORS CHOOSE GRANT SUPPORTS PHYSICAL ACTIVITY PROJECTS:** The Blue Cross and Blue Shield of North Carolina Foundation recently announced a \$25,000 grant for physical activity projects in North Carolina to DonorsChooseSM ([www.donorschoose.org](http://www.donorschoose.org)), an online marketplace that allows individuals and businesses to support specific student projects proposed by teachers. North Carolina teachers are encouraged to propose projects that integrate physical activity with academics. For example, teachers can apply for funding for an Active Steps Youth Kit, ([www.beactivenc.org](http://www.beactivenc.org)) which uses pedometers to help students set physical activity goals while teaching them about geography, math, history and other subjects. Priority is given to such projects over funding playground and athletic equipment. The grant is expected to support over 80 projects. For more information, please contact Missy Sherburne, DonorsChooseNC, 252/984-4011, or by email, [missy@donorschoose.org](mailto:missy@donorschoose.org).

**6. NCPAPA CONFERENCE SET FOR OCTOBER:** The North Carolina Principals and Assistant Principals Association will hold its Fall Leadership Conference, "Start Your Engines!\*Life in the Administrative Fast Lane," on Oct. 2-5 at the Atlantic Beach Sheraton, Atlantic Beach. Registration fees received before Sept. 15 are \$115 for members and \$140 for non-members. If received after Sept. 15, the registration fees increase to \$130 for members and \$155 for non-members. For additional information, including registration, a conference agenda and hotel reservations, please go online to [www.ncpapa.org/fallconference.html](http://www.ncpapa.org/fallconference.html) or call NCPAPA at 1-800-766-1632.

**7. ACHIEVEMENT IMPLEMENTATION PLAN ONLINE:** "Implementation Plan for Recommendations from the North Carolina Advisory Commission on Raising Achievement and Closing Gaps," provides the goals, updates, and future plans for closing achievement gaps. Visit <http://www.ncpublicschools.org/schoolimprovement/closingthegap/reports/> and click on the appropriate link to learn more.

## **8. CHARTER SCHOOL ADVISORY COMMITTEE SCHEDULES CONFERENCE**

**CALL:** The N.C. Charter School Advisory Committee will meet via conference call this Thursday, Sept. 15, from 1-2 p.m. The purpose of this meeting is to discuss the upcoming renewals for Charter Schools. If you would like to listen in on this meeting, please go to Room 228, Education Building, 301 N. Wilmington Street, Raleigh. Questions regarding this meeting should be directed to the NCDPI's Communications Division at 919/807-3450.

**9. ELEMENTARY GRAMMAR RESOURCE AVAILABLE:** "The Great Grammar Adventure" includes lessons and strategies for elementary teachers who are pursuing correct use of grammar in both oral and written language. Visit <http://www.ncpublicschools.org/curriculum/languagearts/resources/> and click on the appropriate link to download this document.

**10. 2004-05 IHE REPORT:** The IHE Performance Report is now online. As appropriate, separate reports on undergraduate programs, graduate programs, and school administration programs are included for each institution. Check out <http://www.ncpublicschools.org/ihe/2005/> for more information.

## **11. ARTICLES OF INTEREST:**

### **ACROSS NATION, STORM VICTIMS CROWD SCHOOLS:**

School districts from Maine to Washington State are enrolling thousands of students from New Orleans and other devastated Gulf Coast districts in what experts said could become the largest student resettlement in the nation's history. Schools welcoming the displaced students must not only provide classrooms, teachers and textbooks, reports Sam Dillon, but under the terms of President Bush's education law must also almost immediately begin to raise their scholastic achievement unless some provisions of that law are waived. Historians said that those twin challenges surpassed anything that public education had experienced since its creation after the Civil War, including disasters that devastated whole school districts, like the San Francisco earthquake and the Chicago fire.

<http://www.nytimes.com/2005/09/07/national/nationalspecial/07child.html>

### **LOUISIANA SCHOOLS CHIEF SEEKS \$2.8 BILLION IN K-12 AID:**

Louisiana school districts decimated by Hurricane Katrina will need \$2.8 billion in federal aid this school year to recover from the devastating storm, Louisiana's top education official said, adding that as many as 100,000 of the public school students displaced in the New Orleans area may return to their home schools by January. That would leave about 55,000 students from New Orleans and one of its neighboring parishes without a home school to return to during the current school year. The \$2.8 billion in federal aid

would provide districts with enough money to replace state and local revenue for schools lost in the aftermath of the hurricane that ravaged southeastern Louisiana, effectively erasing the tax base of the area for the short-term and crippling it for several years to come, reports David J. Hoff.

[http://www.edweek.org/ew/articles/2005/09/08/02katrinaupdate\\_web.h25.html](http://www.edweek.org/ew/articles/2005/09/08/02katrinaupdate_web.h25.html)

#### GRAPPLING WITH GROWTH:

Rapidly growing enrollment presents school districts with a number of challenges: planning for and financing construction, finding qualified teachers and other staff, educating the public and elected officials about the pressures of growth, and dealing with the trade-offs districts face when confronted with the need to constantly expand. This kind of growth isn't easy for any district, writes Larry Hardy; but it's particularly hard for low-wealth school systems that are struggling to maintain essential services.

<http://www.nsba.org/site/doc.asp?TRACKID=&VID=2&CID=1234&DID=34559>

#### TOP TEN NEW SCHOOL RULES:

Many educators spend their days complying with burdensome regulations and dodging lawsuits. So, for those teachers and principals heading back to school this fall, Common Good has put together a list of ten new school rules (along with a bibliography of media stories) to help them stay compliant and lawsuit free: (10) A student may challenge any grade he or she receives; (9) No valedictorian shall be named without due process of the law; (8) The assignment of homework shall be subject to judicial review; (7) The allocation of funds shall not be done according to common sense and need -- thus, teachers must purchase their own supplies; (6) Since merit pay would violate teacher-tenure rules, the best and most dedicated teachers will be awarded gold stars; (5) Students who chronically disrupt class will be asked kindly to stop. (But students may be expelled for possession of kitchen utensils, scissors, sunscreen, or other items that vaguely resemble weapons or drugs.); (4) Since legal constraints don't allow principals to use their judgment, they shall fill staff positions by closing their eyes and pointing; (3) Teachers found guilty of criminal behavior shall be immediately transferred to another school; (2) To avoid lawsuits and injury, students will take virtual field trips and no running will be tolerated during recess; and (1) Teachers must devote equal time to instruction and paperwork.

<http://cgood.org/schools-newscommentary-inthenews-253.html>

#### PROMISING PARTNERSHIP PRACTICES 2005:

Looking for ways to involve families and the community in children's education? The eighth annual collection of Promising Partnership Practices, published by the National Network of Partnership Schools at Johns Hopkins University, features 86 practices of school, family, and community partnerships that support students from preschool through high school to achieve academic success and lifelong well-being. Schools, districts, state departments of education, and organization partners in the National Network of Partnership Schools (NNPS) all contributed to this year's exemplary collection. Their inspiring stories hail from 21 states, as well as Canada. The 86

practices can best be described as purposeful, energizing, resourceful, inclusive of all families, and embracing of all children. There is something for everyone to learn from these stories. The collection is organized according to the NNPS goal-oriented partnership program structure, which links family and community involvement activities to academic and non-academic goals for students as well as to the school goal of fostering a positive climate of partnerships.

<http://www.csos.jhu.edu/p2000/PPP/2005/index.htm>

#### PUBLIC FEELS MORE URGENCY TO IMPROVE HIGH SCHOOLS THAN ELEMENTARY EDUCATION:

The American public believes that improving the nation's high schools should be the country's number one education priority, according to a poll released by the Alliance for Excellent Education. According to the poll, 83 percent of Americans believe there is an "extremely urgent" or "very urgent" need to improve the nation's high schools, compared with 79 percent for middle schools and 76 percent for elementary schools. Most Americans believe that these low graduation rates are not without dangerous ramifications for the American economy. On question after question, respondents indicate that increasing the number of high school students who graduate prepared for college and good jobs is critical to maintaining a strong society and to assuring the competitive position of the country in an increasingly global economy. African-American respondents, in particular, indicate that the need for high school reform is urgent, with 94 percent calling it very or extremely urgent; 81 percent of whites and 82 percent of Hispanics agree with this assessment.

<http://www.all4ed.org/publications/StraightAs/Volume5No16.html#Poll>

Larry M. Simmons, Section Chief  
NC DPI School Personnel Support  
Division of School Business  
919.807.3364

## Weekly Message for September 26-30, 2005

Colleagues,

This has been an extremely busy month. With a recent visit to the western region, and an upcoming visit to the southeast, and with the PANC conference just around the corner, the next few weeks will be very hectic. We are also working to update the Benefits and Employment Policy Manual. Continue to use the current edition and we'll alert you to necessary changes.

Hope to see you at the PANC Conference.

Here's the latest\*

**1. FALL PANC CONFERENCE:** October 10-12, Koury Convention Center, Sheraton Four Seasons, Greensboro, NC. The Steering Committee is making the final preparations for what should be another outstanding conference. Hope to see you there.

**2. CURRICULUM AND SCHOOL REFORM CONFERENCE 2005 UPDATE:** The 2005 Curriculum and School Reform Conference is tailored to meet the needs of central office instructional and support staff (including associate and assistant superintendents, directors and supervisors of instruction, exceptional children's services, Title I, student support services and career-technical education). The conference will provide updates on issues, practices and policies pertinent to curriculum and instruction, exceptional children and student support services in elementary, middle grades and secondary education. Sessions cover topics such as K-2 Assessment, Growth Strategies, School Health Programs, Literacy, Reading First, Dropouts, 21st Century Skills and Learning Differences. Visit <http://www.ncpublicschools.org/schoolimprovement/conference/> for more information.

**3. SUPERINTENDENT VACANCY ANNOUNCED:** The Duplin 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. The successful candidate is required to live in Duplin County. The application deadline is Nov. 2. Electronic versions of the application 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 also can 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, or email [aschafer@ncsba.org](mailto:aschafer@ncsba.org). All inquires will be kept confidential.

**4. EDUCATION DIRECTORY TO BE AVAILABLE IN MID-OCTOBER:** The 2005-06 Education Directory is expected back from the printer in mid-October with orders being shipped soon thereafter. Superintendents are reminded to keep their school system's School, Name and Address file current to ensure correspondence is routed to the correct staff.

**5. EXCEPTIONAL CHILDREN TEACHER GRANT:** Thanks to a \$6.5 million grant from the U.S. Department of Education, more exceptional children teachers across North Carolina will be able to take advantage of quality professional development opportunities that have proven successful in improving the academic performance of students with disabilities. To read more, please go to the NCDPI Web site at <http://www.ncpublicschools.org> and click on the appropriate link under "News."

**6. FLOOD INSURANCE:** A letter dated 9/7/2005 was sent to school finance directors from Janice T. Burke from the Department of State Treasurer regarding Flood Insurance. If you are an Insured Member of the Public School Insurance Fund, please be advised that a certificate of insurance has been prepared for your LEA and provided to the Department of State Treasurer.

Please keep in mind that if your school property is located in Flood Zones "A or V," coverage is only available from the National Flood Insurance Program (NFIP) through FEMA. Insurance offered by the Public School Insurance Fund for Flood Zones "A & V" is excess coverage over NFIP and subject to the special flood deductible equal to all flood insurance that would have been available in the flood occurrence as if the community participated in the national flood insurance program. Please review your flood plan maps as drawn by FEMA and secure coverage accordingly. Contact Eileen Townsend, Section Chief, Insurance if you would like more information or a copy of the Certificate of Insurance sent to the State Treasurer's office. [ETownsen@dpi.state.nc.us](mailto:ETownsen@dpi.state.nc.us) or 919-807-3522.

**7. PUBLIC SCHOOL EMPLOYEES IMPACTED BY HURRICANE KATRINA:** Public school employees impacted by Hurricane Katrina may apply for grants for housing, food, clothing, and other necessities. For information and to apply, call toll-free 1-866-247-2239 or e-mail: [katrinarelief@nea.org](mailto:katrinarelief@nea.org). <http://www.nea.org/katrina/index.html>

Larry M. Simmons, Section Chief  
NC DPI School Personnel Support  
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## Weekly Message for October 3-7, 2005

Colleagues,

Larry Simmons will be out of the office Monday and Tuesday. He asked that I send the Weekly Message. The on-line registration for the PANC Conference was quite successful and we hope to see you in Greensboro.

Joe Parry-Hill

Here's the latest:

**1. FALL PANC CONFERENCE:** The fall statewide meeting of Personnel Administrators will be held October 10-12, Koury Convention Center, Sheraton Four Seasons, Greensboro, NC. The on-line registration is closed but you can register on-site (\$150). Information about the Conference is on-line at:

<http://www.ncpublicschools.org/panc/fall/>.

We hope to see you there.

**2. MENTOR CONFERENCE SCHEDULED FOR DECEMBER:** The 4th Annual Mentor Conference: "Mentors: North Carolina's Treasures" will be held December 4 -6, 2005 at the Hilton Greenville. There will be choices of over 45 breakout sessions. Luncheon speakers include Blackbeard (Ben Cherry) and Denise Ryan (Firestar Speaking). Registration is limited and pre-registration is required. Registration form will be distributed to the ILT Coordinators by the Regional Teachers on Loan or can be obtained on the WRESA web site [www.wresa.org](http://www.wresa.org) later this week. Registration is due by November 1. An agenda and hotel information may be found on the registration web site. Hotel reservations must be made by November 14, 2005. Additionally, "Requests for Presentations" proposal forms are available from Gayenell Gull at 919-807-3377 or [ggull@dpi.state.nc.us](mailto:ggull@dpi.state.nc.us).

**3. SBE PLANNING RETREAT AND MONTHLY MEETING:** State Board of Education members will hold a planning retreat Oct. 3-4, in the Discovery Ballroom, Holiday Inn Center City, Charlotte. Monday night's meeting will begin at 6:30 p.m. Tuesday's meeting will be held from 8:30 a.m.-5 p.m. Board members will spend most of their planning retreat examining their strategic priorities with the goal of ensuring that they remain relevant to 21st century public school needs. Following the planning retreat, members will hold their October Board meeting on Wednesday and Thursday, Oct. 5-6, at the Charlotte-Mecklenburg Schools' Central Office, 701 E. 2nd Street, Charlotte. For Wednesday morning's Issue Session, three teams of State Board members and staff will visit six high schools in the Charlotte-Mecklenburg School System. Agenda items before the Board include a new proposed policy on ABCs awards, recognition categories and sanctions, the Annual Teacher Turnover Report, Carolina Panthers "Fit Squad" partnership, and the Odyssey of the Mind Program in the

Charlotte-Mecklenburg School System. The full agenda is available online at [http://www.ncpublicschools.org/sbe\\_meetings/pdf\\_agendas/2005/0510\\_sbagenda.pdf](http://www.ncpublicschools.org/sbe_meetings/pdf_agendas/2005/0510_sbagenda.pdf). The QP items will be of interest to personnel administrators. The actual QP items are online at [http://www.ncpublicschools.org/sbe\\_meetings/0510/0510\\_QP.pdf](http://www.ncpublicschools.org/sbe_meetings/0510/0510_QP.pdf). For example, the Teacher Turnover Report can be found beginning on page 127. Questions regarding the Board's planning retreat and October meeting may be directed to the DPI Communications Division at 919/807-3450.

**4. MATCHING RETIREMENT ADJUSTMENT:** The North Carolina Retirement System recently sent a letter to all Finance Directors stating that the difference that has resulted between the employer matching amount paid and the employer matching amount calculated at the new 6.82% rate (was 5.815%) should be adjusted by no later than October 31, 2005. This adjustment must be made at the individual 221 object code levels. (Fund, purpose, PRC, object code level - you do not need to post it to the individual school code levels) SunPac and ISIS users have query reports that will calculate the matching difference by individual budget code. Please use these reports to accrue the adjusting invoices to your next payment to the retirement system. Remember, the adjustments MUST be made at the individual 221 object code level. There is NO single adjustment budget code as was available last year. If you have any questions please contact Ally Barfield at 919-807-3715 or [abarfiel@dpi.state.nc.us](mailto:abarfiel@dpi.state.nc.us).

**5. HURRICANE KATRINA TOTALS DUE:** Many local school districts have turned in totals for their Hurricane Katrina relief efforts, but if your school district has not, it is not too late to forward this information. Please email your district's total amount collected to Vanessa Jeter, DPI Communications Director, at [vjeter@dpi.state.nc.us](mailto:vjeter@dpi.state.nc.us).

**6. TRAVEL LIMITATIONS EXTENDED THROUGH OCTOBER:** The State Budget Office announced that in-state travel should be limited unless the postponement of travel will have adverse repercussions for the state or an agency's statutory mission. Cabinet and agency heads are to determine which travel is necessary. Activities that are related to law enforcement and public safety, public health, due process hearings, emergency situations and/or the custody/care of persons for whom the state is responsible should not be limited. To the maximum extent possible, agencies should engage in energy conservation practices. The continued use of teleconferencing is strongly encouraged. State agencies should continue to set an example by encouraging the coordination of state employees ride sharing during out-of-town trips and by the use of other energy conservation activities, including car pooling to and from work. Information about car pooling can be found at <http://www.sharetheridenc.com>. Information on park and ride lots, and public transit services, e.g., <http://www.raleigh-nc.org/transit> and <http://www.gotriangle.org> should be posted on agency websites. In

addition, the Department of Public Instruction has extended the following travel priorities through October 31, 2005:

- A. If travel is related to the specific job assignment of the position and travel to a specific site is the only way to deliver the required service.
- B. Agency hosted meetings where critical feedback is required to implement/develop policies required to accomplish the agency objectives and travel to a specific site or within the Education Building is the only way to deliver the required service.
- C. Division Directors must assure that teleconferencing is not an appropriate format for the meeting and that employee travel is required.

**7. DPI ONLINE CALENDAR FOR EVENTS AND CONFERENCES:** The DPI Communications & Information Division recently unveiled a new Calendar site that highlights educational seminars, workshops, job fairs, etc. across the state. In addition to a new design, other features include: upgraded "Add a Calendar Item" function; monthly view that shows events in calendar format and a view of all events in a single category. Check out the new Calendar site at <http://www.ncpublicschools.org/calendar/>.

**8. CHARTER SCHOOLS SITE:** The Office of Charter Schools has a new design as well as a new address. The redesigned site features links to legislation, frequently asked questions, a printable directory of charter schools, Charter School Advisory Committee information, an Office of Charter Schools staff directory and more. Check out this site at <http://www.ncpublicschools.org/charterschools/>.

**9. SUPPORTING THE CHILDREN OF GUARD AND RESERVES INSTITUTE:** The Military Child Education Coalition (MCEC) will hold a Supporting the Children of Guard and Reserves Institute for counselors, administrators, and other educators on Nov. 1-2 at the Durham Public Schools Staff Development Center. There is no charge to participate as registration and meals are funded by MCEC. Early registration (Oct. 21 deadline) is encouraged due to limited seating. The MCEC is a non-profit organization with the mission of addressing the educational needs of children in military families. Through the establishment of partnerships between schools and military installations, MCEC is establishing support systems for students and parents, and transition processes for schools and the children they serve. More than 2,300 National Guard and Reservists are currently deployed from North Carolina. For information, including registration, please contact Linda Neault at 877/953-1923 or [Linda.Neault@MilitaryChild.org](mailto:Linda.Neault@MilitaryChild.org). To learn more about MCEC, visit its Web site at [www.MilitaryChild.org](http://www.MilitaryChild.org).

## **ARTICLES OF INTEREST:**

### **AS TEST SCORES JUMP, RALEIGH CREDITS INTEGRATION BY INCOME**

Over the last decade, black and Hispanic students in Wake County (NC) have made such dramatic strides in standardized reading and math tests that it has caught the attention of education experts around the country. The main reason for the students' dramatic improvement, say officials and parents in the county, which includes Raleigh and its sprawling suburbs, is that the district has made a concerted effort to integrate the schools economically. Since 2000, school officials have used income as a prime factor in assigning students to schools, with the goal of limiting the proportion of low-income students in any school to no more than 40 percent. The effort is the most ambitious in the country to create economically diverse public schools, and it is the most successful, according to several independent experts. In Wake County, only 40 percent of black students in grades three through eight scored at grade level on state tests a decade ago. Last spring, 80 percent did. Hispanic students have made similar strides. Overall, 91 percent of students in those grades scored at grade level in the spring, up from 79 percent 10 years ago. Some experts said the academic results in Wake County were particularly significant because they bolstered research that showed low-income students did best when they attended middle-class schools. Some parents chafe at the length of their children's bus rides or at what they see as social engineering, writes Alan Finder. But the test results are hard to dispute, proponents of economic integration say, as is the broad appeal of the school district, which has been growing by 5,000 students a year.

<http://www.nytimes.com/2005/09/25/education/25raleigh.html>

### **LEGALLY BOUND: WHO ARE THE REAL LOSERS IN SCHOOL LAWSUITS?**

California Schools magazine looks at the trend of students and/or their parents suing teachers, administrators, school boards, even whole districts, for apparently ridiculous reasons: bad grades, failing to make a sports team, not being named valedictorian of the senior high school class. Some claim that frivolous lawsuits ultimately harm students by diverting scarce resources from the classroom to the courtroom, writes Scott LaFee, thus diminishing the ability of school districts, administrators and teachers to do their job. In fact, most dubious lawsuits never make it to trial. Some get thrown out, but more often they're settled. Exactly how harmful are these lawsuits that grab headlines and leave people shaking their heads ruefully and wondering where common sense went?

<http://www.csba.org/csmag/csMagStoryTemplate.cfm?id=75>

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## **Weekly Message for October 24-28, 2005**

Colleagues,

We hope that your schools are staffed and operating smoothly. Larry Simmons collected the following items which may be useful and/or of interest.

Joe Parry-Hill

### **1. WORKING GROUP ON TEACHER LICENSURE AND RETENTION TO MEET:**

State Board of Education Chairman Howard Lee will convene the Working Group on Teacher Licensure and Retention on Wednesday morning, Oct. 26, at 9 a.m., in the 7th Floor Board Room, Education Building, 301 N. Wilmington Street, Raleigh. This special working group, which is a cooperative effort between the State Board of Education and the leadership of the General Assembly, will review the current State Board policy on the licensing process for teachers, in-state and out-of-state, having fewer than three years experience. In addition, the group will examine the requirements imposed by other states for licensing teachers and the impact of highly qualified teachers on student performance. For more information, please contact Jane Worsham, State Board of Education, 919/807-3400, or by email, [jworsham@dpi.state.nc.us](mailto:jworsham@dpi.state.nc.us).

### **2. SBE AD HOC COMMITTEE ON SCHOOL LEADERSHIP MEETS THURSDAY:**

The State Board of Education's Ad Hoc Committee on School Leadership will hold its inaugural meeting this Thursday, Oct. 27, from 9:30 a.m.-3:30 p.m., at the Center for School Leadership Development, 140 Friday Center Drive, Chapel Hill. State Board Chairman Howard Lee commissioned the new committee following an endorsement by the State Board of Education in August to review current university-based school leadership training programs and other non-university administrator training programs and these program's effectiveness in developing the skills and competencies needed to administer 21st century schools. Board member John Tate will chair the committee. Agenda items include review of various universities' school administration programs and presentations by the Principals' Executive Program and New Leaders Program. For more information, please contact Jane Worsham, State Board of Education, 919/807-3400, or by email, [jworsham@dpi.state.nc.us](mailto:jworsham@dpi.state.nc.us).

### **3. SBE AD HOC RIGOR, RELEVANCE AND RELATIONSHIPS COMMITTEE TO MEET:**

The State Board of Education's Ad Hoc Rigor, Relevance and Relationships Committee will meet Thursday, Nov. 3, from 11:30 a.m.-1:30 p.m., in the 7th Floor Board Lounge, Education Building, 301 N. Wilmington Street, Raleigh. Committee members will continue their discussion on high school math courses and proposed changes to the Healthful Living Standard Course of Study. For more information, please contact Betsy West, State Board of Education, 919/807-3405, or by email, [bwest@dpi.state.nc.us](mailto:bwest@dpi.state.nc.us).

**4. 2005 HRMS CONFERENCE:** The 2nd Annual HRMS User Group Conference will be held December 4-7, 2005 at the Koury Convention Center in Greensboro, North Carolina. The 2005 HRMS User Group Conference Registration is now open. Please visit the link below or the HRMS Communications site ([hrmscomm.dpi.state.nc.us](http://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! Click here to register:

<http://149.168.35.6/hrms/UserCon.nsf/>.

Please re-visit the registration site regularly for conference updates and exciting additions.

**6. NEW TITLE IX SITE LAUNCHED:** The new Title IX site is an excellent source of information about the protections and actions regarding gender equity in access to educational programs and activities. This site, an important resource for each LEA Title IX Coordinator, provides access to the federal Office of Civil Rights and explains the duties and responsibilities of the Title IX coordinators at the district level. Parents, students and school officials also will find helpful resources, information and explanations regarding the federal government's role in protecting access and preventing gender discrimination in educational programs and activities. Visit <http://www.ncpublicschools.org/federalprograms/titleIX/> for details.

**7. NEW RESOURCE FOR ELEMENTARY EDUCATORS:** "Financial Literacy: Teaching Economics in the Elementary Classroom" is a new resource for educators teaching young students about basic economic principles. This document was created to support teachers in their instruction of economic concepts and to help establish a foundation of financial literacy in the elementary schools. Visit <http://www.ncpublicschools.org/curriculum/socialstudies/elementary/> and click on the appropriate link to learn more.

**8. NEW IN PUBLICATIONS AT NCDPI:** To order, please call 800.663.1250 or visit Publication Sales on the Web at <http://www.ncpublicschools.org/publications/>.

**NC EDUCATION DIRECTORY 2005-06:**

A comprehensive guide to the professional staff in the state education department, education associations and organizations, individual schools systems and all public elementary and secondary schools in North Carolina is available. Directory is spiral bound with tabs for quick access to sections. DR101, 2005, \$17.00

**IN SEARCH OF HIGH QUALITY PROFESSIONAL DEVELOPMENT:**

While professional development is a form of adult learning, one cannot forget that the core goal of all professional development is to improve student learning outcomes. This document is intended to provide clarity and guidance to local education agencies regarding high-quality professional development, what it looks like and how to evaluate practices and programs to document educator participation in experiences that are high quality. PD100, 2005, \$1.75

**NC APPROVED TEACHER EDUCATION PROGRAMS:**

The NC Approved Teacher Education Programs consists of two documents: a grid and a directory. Both documents list all colleges and universities in the state of North Carolina that have approved teacher education programs that lead to licensure. The grid lists all colleges and universities, the programs they offer, the levels offered and contact information for the licensure officer. This would be a useful reference for any personnel administrator or high school guidance counselor. The directory has all of the same information as the grid but includes more specific contact information for teacher education programs. AC104, 2005, \$6.00

**9. ARTICLES OF INTEREST:**

**FEDERAL EDUCATION LAW SHOWS MIXED RESULTS IN FIRST TEST:**

The first nationwide test to permit an appraisal of President Bush's signature education law rendered mixed results, with even some supporters of the law expressing disappointment. Math scores were up slightly but eighth-grade reading showed a decline, and there was only modest progress toward closing the achievement gap between white and minority students, which is one of the Bush administration's primary goals. In many categories, reports Sam Dillon, the gap remains as wide as it was in the early 1990's. By some measures, students were making greater gains before the law was put into effect. "The rate of improvement was faster before the law," Jack Jennings said. "There's a question as to whether No Child is slowing down our progress nationwide." Gage Kingsbury, of the Northwest Educational Evaluation Association, a nonprofit that carries out testing in 1,500 school districts, said the results raised new concerns about the feasibility of reaching the law's goal of full proficiency for all students by 2014.

<http://www.nytimes.com/2005/10/20/national/20exam.html>

#### A FIELD GUIDE TO PARENTS:

Famed for its vast appetite for information and ability to protect its offspring, the parent genus has nonetheless eluded scientific study. Until now. Click below to learn about such parent species as: (1) Parentis Hardtofindis, the elusive parent; (2) Parentis Aggresivis, the angry parent; (3) Parentis Enthusiasticus, the eager parent; (4) Parentis Officina, the busy parent; and (5) Parentis Diffralingua, the English-learning parent. In this year's MetLife Survey, new teachers said parent communication is tougher than classroom discipline! According to Mary Ellen Flannery, making parents full partners in their children's education is a challenge -- and it can be particularly difficult for new teachers.

<http://www.nea.org/neatoday/0510/parenting.html>

#### HELPING PRINCIPALS CREATE A CULTURE OF LITERACY:

The National Association of Secondary School Principals (NASSP) has released a new field guide for school leaders on adolescent literacy. "Creating a Culture of Literacy: A Guide for Middle and High School Principals" discusses the importance of implementing literacy strategies across the curriculum and gives practical steps and examples of ways to confront the deficit in literacy skills in secondary schools. The guide offers specific action steps, successful school profiles, additional research-based expertise, and important tips to remember when building a literacy program at the school building level. Through the help of the Bill & Melinda Gates Foundation and the Carnegie Foundation, NASSP is distributing a free copy of the guide to every middle level and high school principal in the country. To read the executive summary and the full guide, visit: [http://www.principals.org/s\\_nassp/sec.asp?CID=62&DID=62](http://www.principals.org/s_nassp/sec.asp?CID=62&DID=62)

#### KIDS WITH A HOME COMPUTER ARE MORE LIKELY TO GRADUATE:

Access to a home computer increases the likelihood that children will graduate from high school, but blacks and Latinos are much less likely to have a computer at home than are whites, according to a new study that also found the digital divide is even more pronounced among children than adults. The findings document the persistence of the digital divide and the impact on educational outcomes, even when factors like income and parental education are taken into consideration. "We are clearly not all a 'nation online'," said researcher Robert Fairlie. "Twenty million children in the United States, or 26 percent of children, have no computer access at home, and race is a key part of who's online and who isn't."

[http://www.ucsc.edu/news\\_events/press\\_releases/text.asp?pid=767](http://www.ucsc.edu/news_events/press_releases/text.asp?pid=767)

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

## Weekly Update for 10 31-11-4, 2005

Colleagues:

Larry asked me to send the Weekly Update for Personnel to you. The number of items reflects that it is a busy time for both you and us. Our best wishes to you with the start of the new month.

Larry, Joe, and Sonya

**1. STATE BOARD NOVEMBER MEETING:** The State Board of Education will hold its November meeting next Wednesday and Thursday, Nov. 2-3, in the 7th Floor Board Room, Education Building, 301 N. Wilmington Street, Raleigh. Agenda items include an Issues Session that continues Board dialogue on State Board priorities and a call to arms, and action on changes to SBE policy on components in ABCs and AYP for 2005-06 and 2006-07 school years, Annual Teacher Turnover Report, and recommendations from the Special Committee on Graduate Pay Approval and Non-Teaching Work Experience Policies. The complete agenda is available online at [http://www.ncpublicschools.org/sbe\\_meetings/index.html](http://www.ncpublicschools.org/sbe_meetings/index.html) by clicking on the appropriate link.

As a reminder, the monthly State Board of Education meetings are now being audio streamed for those who can't attend. To listen to the sessions, please go online to [http://www.ncpublicschools.org/sbe\\_meetings/](http://www.ncpublicschools.org/sbe_meetings/) and scroll to the Live Audio Stream links.

**2. SBE AD HOC RIGOR, RELEVANCE AND RELATIONSHIPS COMMITTEE MEETING:** The State Board of Education's Ad Hoc Rigor, Relevance and Relationships Committee will meet this Thursday, Nov. 3, from 11:30 a.m.-1:30 p.m., in the 7th Floor Board Lounge, Education Building, Raleigh. Committee members will continue their discussion on high school math courses and proposed changes to the Healthful Living Standards Course of Study. For more information, please contact Betsy West, State Board of Education, 919/807-3405, or by email, [bwest@dpi.state.nc.us](mailto:bwest@dpi.state.nc.us).

**3. SBE AD HOC COMMITTEE ON SCHOOL LEADERSHIP MEETING:** The State Board of Education's Ad Hoc Committee on School Leadership will hold its inaugural meeting this Thursday, Oct. 27, from 9:30 a.m.-3:30 p.m., at the Center for School Leadership Development, 140 Friday Center Drive, Chapel Hill. Agenda items include review of various universities' school administration programs and presentations by the Principals' Executive Program and New Leaders Program. For more information, please contact Jane Worsham, State Board of Education, 919/807-3400, or by email, [jworsham@dpi.state.nc.us](mailto:jworsham@dpi.state.nc.us).

**4. GOVERNOR PROCLAIMS INTERNATIONAL EDUCATION WEEK:** Governor Mike Easley has proclaimed Nov. 14-18 as "International Education Week" and encourages citizens to celebrate the benefits of international education and exchange worldwide. Easley said that international understanding, respect and appreciation begins with education and the exchange of knowledge between students, scholars and the public.

International Education Week is a joint initiative of the U.S. Dept. of Education and the U.S. Dept. of State. This year's theme is "International Education: Improving Student Achievement Around the World." The U.S. Dept. of Education encourages school systems to visit the Web at <http://iew.state.gov> for further information about the event and how students and schools can participate.

**5. MENTORS: NORTH CAROLINA'S HIDDEN TREASURERS:** Registration deadline has been extended to November 10. We have space available for attendees and need you to register as soon as possible. Registration and hotel information can be found at [www.wresa.org](http://www.wresa.org) and click on the Mentor Conference "button" in the upper left-hand corner. Additionally you may contact your Regional Teacher On Loan, April Spencer at WRESA [aspencer@wresa.org](mailto:aspencer@wresa.org), or Gaynell Gull at DPI 919-807-3377 or [ggull@dpi.state.nc.us](mailto:ggull@dpi.state.nc.us).

**6. REGISTRATION FOR 2005 HRMS CONFERENCE:** Registration is now open for the 2005 HRMS Conference to be held Dec. 4-7 at the Koury Convention Center, Greensboro. The conference has been extended a full day this year to incorporate 2-1/2 days of breakout sessions, lab time and interaction with the HRMS team. Also on Tuesday, Dec. 6, a workshop has been added just for principals to gain knowledge of the information available to them using HRMS. Principals may choose from either a four-hour morning or afternoon session for only \$35. For regular conference attendees, the price of the workshop is included in the conference registration fee. Registration is limited and pre-registration is required. The registration fee for the full conference is \$150 if received before Nov. 14 and \$175 if received after. Hotel reservations may be made at the Sheraton Greensboro at a promotional rate of \$115 (plus tax) per night if reserved before Nov. 4. Conference information, including registration, can be obtained online by going to the HRMS Communications Web Site at [hrmscomm.dpi.state.nc.us](http://hrmscomm.dpi.state.nc.us) and clicking on the appropriate link under HRMS User Group Conference. Additionally, "Requests for Presentations" proposal forms are available from Jennifer Pugh, Business Technologies Division, NCDPI, by calling 919/807-3249, or by emailing [jpugh@dpi.state.nc.us](mailto:jpugh@dpi.state.nc.us).

## **7. GOVERNOR'S PLAN TO BRING TEACHER SALARIES TO NATIONAL**

**AVERAGE:** Gov. Mike Easley announced a plan to bring teacher salaries to the national average within four years and substantially increase the competitiveness of North Carolina's beginning teacher salary. By the 2008-09 school year, teachers in North Carolina will earn an average of \$52,266, above the national average estimated by the North Carolina Association of Educators (NCAE) to be \$52,206 for that year. Easley's plan provides for an increase of \$750 for teachers on an annualized basis this year, effective in the November paycheck. This permanent increase is in addition to the average 2.24 percent increase already provided in the 2005-06 budget. There will be additional average annual increases of 5 percent for the following three years. This increase will significantly increase pay for new teachers. Future raises may be provided as flat rate, percentage increases or some combination of both to meet the state's goal.

**8. TOWN HALL MEETINGS ON NC WISE:** The NC WISE Team and the North Carolina Student Information Association (NCSIA) are holding six town hall meetings across the state during the first three weeks in November. NC WISE users are invited to attend these meetings will give users a chance to raise concerns and issues about the current and future status of the project. DPI, IBM and ITS representatives will be present. The NC Wise meetings will be held on the following dates and locations:

Nov. 8 - 9:30 a.m., Alamance Burlington Schools, Ray St. Conference Center  
Nov. 9 - 1:30 p.m., Catawba County Schools, Catawba County Schools Board Room  
Nov. 15 - 1 p.m., New Hanover County Schools, Roland Grise Middle School  
Nov. 16 - 9 a.m., Martin County Schools, Martin Community College Auditorium  
Nov. 17 - 9 a.m., Johnston County Schools, West Johnston High School Auditorium  
Nov. 22 - 9 a.m., Buncombe County Schools, Buncombe County Schools Board Room

For additional information about the town hall meetings, please contact Teresa Rickert, Technology Services, NCDPI, 919/807-3199, or by email, [trickert@dpi.state.nc.us](mailto:trickert@dpi.state.nc.us).

**9. 2006-07 WAIVER AND EXEMPTION REQUEST DEADLINE:** Waiver and Exemption (from any state statute, board policies, administrative procedures and regulations) requests are due Nov. 15. Calendar waivers, waivers for educational purposes and exemptions submitted as part of the Cooperative Innovative High School Program application also should be submitted by Nov. 15. Four sets of the completed application packet should be submitted. Exemptions should be placed on separate sheets of paper with each labeled as one of the following: State Board of Education, Community College Board, UNC System or Independent Colleges. This deadline also applies to other high school reform efforts requiring exemptions. Waivers and Exemptions will be taken to the various boards only once per semester while calendar waivers will be taken only once a year. The application packet is available online at <http://www.ncpublicschools.org/curriculum/cooperativeinnovative>.

Please pass this on to any LEA personnel to whom this information would apply. For more information, please contact Elsie Leak, Curriculum and School Reform Services, NCDPI, at [eleak@dpi.state.nc.us](mailto:eleak@dpi.state.nc.us) or 919/807-3761.

**10. LEA SS-200/300 REPORTS DUE:** If you are involved in preparing or submitting the Public School Full-time Personnel Report (SS-200) and the Local Salary Supplements Report (SS-300) for your school system, they are due and should be returned to Dr. Muhammad Mannan. Finance officers received the request and forms in early October. Dr. Mannan can be reached by e-mail at [MMannan@dpi.state.nc.us](mailto:MMannan@dpi.state.nc.us) and by phone at (919) 807-3756.

**11. GOVERNOR ANNOUNCES 23 LEARN AND EARN HIGH SCHOOLS:** Earlier this month, Gov. Easley announced that school districts, community colleges and universities in 22 North Carolina counties will receive \$1.035 million in state funds for planning grants to create 23 new Learn and Earn high schools across the state. New schools will be planned in the following counties: Brunswick, Caldwell, Carteret, Cherokee, Columbus, Craven, Greene, Guilford, Haywood, Hertford, Hoke, Lee, Macon, McDowell, New Hanover, Pamlico, Pender, Pitt, Randolph, Stanly, Union and Wake. Learn and Earn schools enable students to attend high school for one additional year to earn a diploma and an associate's degree or two years of college credit.

**12. APPLICATIONS FOR NC PRINCIPALS FELLOWS PROGRAM:** Applications are now being accepted for the 2006-07 NC Principal Fellows Program, which assists selected individuals to prepare for a career in school administration (i.e., assistant principal or principal). Each scholarship loan will provide funding for up to two years in the amount of \$20,000 per year to support students who enroll in and complete a full-time, two-year master's degree program in school administration at one of the participating institutions of the University of North Carolina. Recipients of the scholarship loan must be willing to practice at an approved site in North Carolina as a full-time administrator for two years for each year of funding (four years) or repay in cash. The deadline to apply for the 2006-07 academic year is Jan. 16. For applicant requirements and an application, you may write to the NC Principal Fellows Program, Attn: Director, 140 Friday Center Drive, Chapel Hill, NC 27517; or call 919/962-4575; email [mupdike@northcarolina.edu](mailto:mupdike@northcarolina.edu); or fax a request to 919/962-4328. Program information also is available online at [http://www.ga.unc.edu/Principal\\_Fellows/](http://www.ga.unc.edu/Principal_Fellows/).

**13. E-LEARNING COMMISSION MEETING:** The E-Learning Commission will meet on Thursday, Nov. 3, from 10 a.m.-3 p.m., in the Board Room, NC Community College Administrative Offices, Jones Street, Raleigh. Community College President Martin Lancaster, UNC Board of Governors President Molly Broad and Independent Colleges and Universities President Hope Williams will meet with Commission members to share their expectations for post-secondary E-Learning standards. For additional information, please contact Myra Best at 919/832-7215, or by email, [bestmyra@bellsouth.net](mailto:bestmyra@bellsouth.net).

**14. NC VIRTUAL ADVISORY BOARD MEETING:** The NC Virtual Advisory Board will meet on Friday, Nov. 4, from 10 a.m.-3 p.m., at the Delta Offices, NC State Centennial Campus, Raleigh. For additional information, please contact Myra Best, 919/832-7215, or by email, [bestmyra@bellsouth.net](mailto:bestmyra@bellsouth.net).

**15. E-LEARNING COMMISSION MEETING:** The E-Learning Commission will meet on Thursday, Nov. 3, from 10 a.m.-3 p.m. at the Delta Offices, NC State Centennial Campus, Raleigh. Community College President Martin Lancaster, UNC Board of Governors President Molly Broad and Independent Colleges and Universities President Hope Williams will meet with Commission members to share their expectations for post-secondary E-Learning standards. For additional information, please contact Myra Best at 919/832-7215, or by email, [bestmyra@bellsouth.net](mailto:bestmyra@bellsouth.net).

**16. NC OFFICE OF SCHOOL READINESS NEWSLETTER:** The inaugural edition of the North Carolina Office of School Readiness' newsletter is now online and contains the following articles: Collaborating for Children's Success: Announcing the North Carolina Office of School Readiness, Professional Development, and School Readiness Resources. To read more, please go online to <http://www.governor.state.nc.us/Office/Education/Newsletter.asp>

**17. PUBLIC COMMENT SOUGHT ON NC STATE PERFORMANCE PLAN:** Educators, parents and community members are encouraged to review North Carolina's State Performance Plan and offer comment between Oct. 28 and Nov. 28. The State Performance Plan is designed to evaluate North Carolina's efforts to implement the requirements and purposes of the Individuals with Disabilities Education Act (IDEA) and how the state will improve its implementation. Beginning Oct. 28, the North Carolina State Performance Plan will be available on the NCDPI's Exceptional Children Web site at <http://www.ncpublicschools.org/ec>. Comments may be submitted via email to Ira Wolfe, Exceptional Children Division, NCDPI, by email [iwolfe@dpi.state.nc.us](mailto:iwolfe@dpi.state.nc.us) or by US mail to Ira Wolfe, Exceptional Children Division, NCDPI, 6365 Mail Service Center, Raleigh, NC 27699-6365.

**18. RESOURCES FOR HEALTHY ACTIVE CHILDREN POLICY:** Classroom Based Physical Activity - The Carolina Panthers, in partnership with Charlotte Country Day and the NC Department of Public Instruction, are working to provide a resource for elementary classroom teachers to help students be active. By next school year, grades K-8 are required to offer at least 30 minutes per day of physical activity for students (SBE Policy # HSP-S-000). This requirement can be met through three, 10-minute segments or accomplished in a 30-minute block. The Carolina Panthers Fit Squad was created to provide elementary classroom teachers with a resource to provide this physical activity. To register for the "Fit Squad" program, visit the Carolina Panthers Web site and click on the community involvement link. You may also visit <http://www.panthers.com/community/commProgramsDetail.jsp?id=20846> for more information. An additional resource to meet the physical activity requirement is "Energizers: Classroom-based Physical Activities" located at [www.ncpe4me.com](http://www.ncpe4me.com) and available to download for free. For more information about either of these products or the Healthy Active Children Policy, please contact Kymm Ballard at [kballard@dpi.state.nc.us](mailto:kballard@dpi.state.nc.us).

#### **19. ARTICLES OF INTEREST:**

##### **WINSTON-SALEM/FORSYTH TEACHER NAMED TO ALL-USA TEACHER**

Winston-Salem/Forsyth County Schools' teacher Kathy Lineberger was named to USA TODAY's 2005 All-USA Teacher Team. Ms. Lineberger is one of 19 individuals and one instructional team of four nationwide selected for this honor. She will receive a trophy and \$500. Her school, Ward Elementary, will receive \$2,000. To read more, please go online to <http://www.usatoday.com/news/education/allstars/front.htm?Loc=vanity>.

##### **ROSA PARKS: MORE THAN A NAME IN A TEXTBOOK**

Rosa Parks died Monday at 92, weeks before the 50th anniversary of her 1955 arrest for refusing to give up her seat on a Montgomery, Ala., bus. She remains an enduring figure for most schoolchildren, reports Greg Toppo. In a nation that seems intent on forgetting most of its heroes, Parks' story still resonates among kids, educators say. "You're trying to teach them to stand up for what you feel is right and to do what you feel is correct and to think for yourself," says third-grade teacher Lori Rolston. Parks' story "kind of lends itself well to that." Along with Dr. Martin Luther King, Jr. and just a few others, Parks appears in just about every elementary school textbook "as one of the heroes of America," says Jeff Passe, a professor of elementary education and reading. "I would say after Dr. King and George Washington Carver, she's the most well-known African-American" in U.S. history. Parks populates not only textbooks but also children's literature.

[http://www.usatoday.com/news/nation/2005-10-26-parks-hero-students\\_x.htm](http://www.usatoday.com/news/nation/2005-10-26-parks-hero-students_x.htm)

## PROVIDING QUALITY CHOICE OPTIONS IN EDUCATION

A new report details the number of school choice strategies governors are using to improve student achievement and raise graduation rates. The report reviews a variety of state choice policies. In addition, it also features research and analysis by proponents and critics of school choice. The report highlights several innovative school choice policies and includes numerous key recommendations for governors to consider when they create or refine new or existing school choice policies, including charter schools, vouchers, tax credits, distance-learning opportunities and inter- and intra-district enrollment. According to the report these recommendations should be considered as part of a coherent and comprehensive public education system: (1) strengthening and broadening charter laws; (2) supporting transportation costs for low-income students; (3) expanding eligibility for students to take college courses in high school; (4) increasing the availability of virtual course offerings; (5) providing equitable funding for all education providers; (6) adopting school-based funding mechanisms; and (7) offering tuition assistance for students to attend non-public K-12 schools. While the report notes that recent research on the effectiveness of school choice options remains inconclusive, it identifies a variety of strategies governors can use to ensure the likelihood that state choice policies meet the desired goal of improving student achievement.

<http://www.hhh.umn.edu/centers/school-change/choice.html>

## FOUR DIRECTIVES GUIDE DISTRICTS TO HIGHER PERFORMANCE SCORES

A study released October 26 by California non-profit EdSource helps explain why elementary schools with similar demographic profiles achieve vastly different results on the state's Academic Performance Index. Based on surveys completed by nearly 6,000 principals and teachers at 257 schools, researchers concluded that higher academic performance at elementary schools serving low income students is most strongly associated with four key practices: 1) closely tying the curriculum to state academic standards; 2) ensuring adequate classroom resources including current textbooks; 3) using student assessment data to analyze instructional strengths and weaknesses; and 4) establishing high achievement standards and communicating those goals to all staff. Enforcing student behavior rules and promoting parental involvement were not as highly correlated with out performance. Study Project Director Trish Williams said, "Socioeconomic factors are clearly not the sole predictor of academic performance. What schools do, and what resources they have for doing it, can have a powerful impact on student achievement. Stanford's Mike Kirst served as Principal Investigator for the study.

[http://www.insidebayarea.com/oaklandtribune/localnews/ci\\_3152672](http://www.insidebayarea.com/oaklandtribune/localnews/ci_3152672)

## Weekly Message for November 7-11, 2005

Colleagues,

Please pause during Veteran's Day to reflect on how fortunate we are that those in the military have been willing to serve and defend the United States. I hope that you recognize that the public schools have a major role in preparing our children to take on the responsibilities of citizenship.

Here's the latest\*

**1. SBE MEETING HIGHLIGHTS:** The State Board of Education met on November 2 and 3. At their November meeting, State Board members continued their discussion on whether to add a sixth strategic priority addressing global preparedness. Board members also approved changes to the 2004-05 ABCs/AYP report and procedures for implementing the Board's Persistently Dangerous Schools Policy. The Board approved revisions to its policy about informing ninth grade students about accelerated preparation for college entry. The revisions would incorporate language reflecting the Board's rigor policy, and require counselors to guide and inform students prior to the ninth grade about course selections and requirements. In addition, Board members discussed a draft report from their Ad Hoc Committee on Physical Education that included recommendations for implementation. For complete Board Highlights, please go online to <http://www.ncpublicschools.org/sbehighlights> and click on the appropriate link.

**2. INPUT SOUGHT ON 2006-07 LEGISLATIVE REQUEST:** It's time to begin thinking about the 2006-07 legislative request. The NCDPI and the State Board of Education would like your input on education policy and finance as we continue to improve our schools. You can participate in this important process by completing the Budget Input Survey available online at <http://www.zoomerang.com/recipient/survey.zgi?p=WEB224RRQJB5V4> by Nov. 23. If you have questions, please contact Becky McConkey at [bmconke@dpi.state.nc.us](mailto:bmconke@dpi.state.nc.us) or 919.807.3741.

**3. MENTOR CONFERENCE REGISTRATION CLOSED:** The registration capacity has been reached. If a registration was mailed after November 7, we will return it to the sender. Thanks for your response to this conference. If you have questions, please contact Gayenell Gull at 919-807-3377 or [ggull@nc.rr.com](mailto:ggull@nc.rr.com).

#### **4. SBE AD HOC RIGOR, RELEVANCE AND RELATIONSHIPS COMMITTEE**

**MEETING:** The State Board's Ad Hoc Committee on Academic Rigor, Relevance, and Relationships met on Thursday, Nov. 3, in Raleigh. The agenda included discussions on recommendations from DPI middle school consultants regarding middle school Algebra I, including the recommendation that Algebra I should not be offered as Algebra IA and IB at the middle school level. The second recommendation of the report was that DPI should continue exploring ways to increase rigor in middle school math. The high school mathematics consultants also responded to the committee on a number of questions that Committee Chair Kathy Taft had submitted to them. The high school math consultant staff and Associate Superintendent Elsie Leak and High School Secondary Division Director Wandra Polk committed to a continuing identification of course weaknesses and strategies for strengthening mathematics courses and mathematics delivery. The committee also agreed that strong communication efforts with parents and communities on the importance of multiple rigorous math courses during a child's education, and at appropriate grade levels, is a key task for all involved in education. Healthful Living consultants presented handouts to the committee on proposed changes to the Healthful Living curriculum. These proposed changes include the request that the SBE consider adding three honors-level high school courses. The presenters described how the healthful living curriculum dovetails with 21st century skills, including the ability to make beneficial health choices.

**5. SBE AD HOC COMMITTEE ON SCHOOL LEADERSHIP MEETING:** The SBE Ad Hoc Committee on School Leadership held its first meeting on Thursday, Oct. 27. Chairman John Tate reiterated Chairman Howard Lee's charge to the committee to review and make recommendations to the Board regarding the viability of the New Leaders for New Schools (NLNS) initiative in helping to address the impending school administrator shortage in the state. In addition, the committee is to receive recommendations from an HR task force addressing special provisions 7.28 and 7.29 of the budget bill that direct the Board to review standards and evaluation criteria for school leaders and to ensure that principals are held accountable for teacher recruitment, retention and working conditions. The committee heard presentations from East Carolina University, Appalachian State University, Fayetteville State University and Garner-Webb University Masters in School Administration Programs. The NLNS is a Gates initiative that offers alternative principal training to cohorts of aspiring principals in large urban school districts. The program accepts only individuals who have had teaching experience, requires a five-six week summer foundation experience, a residency year that is supervised by a leadership coach and a mentor principal, and membership in an NLNS network following placement as a principal. The estimated cost per student is approximately \$80,000 over a three-year period, usually supported by a local coalition of funders and the NLNS national funders. This challenging program is currently in its fifth year of operation and has 271 completers in Chicago, Oakland Bay area, and New York City. Since the state does not currently recognize principal training programs that are not affiliated with accredited universities, recognizing this

program would be breaking new ground for the State Board, but the Board does have the authority to determine what constitutes "equivalent education and training.

## **ARTICLE OF INTEREST**

### **STUDY BACKS BENEFITS OF PRESCHOOL**

The journal "Developmental Psychology" has just published new research suggesting that Oklahoma's pre-kindergarten program is a success at helping kids prepare for school. Oklahoma is one of the few states to offer preschool to every four-year-old. An unusual feature of the program was that the program was staffed by well-educated, well-trained, and well-paid teachers receiving regular public school salaries, reports Michelle Trudeau for National Public Radio. While learning gains were made across the board in every race, Hispanic children made the largest gains.

<http://www.npr.org/templates/story/story.php?storyId=4985930>

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

## Weekly Message for November 14-18, 2005

Colleagues,

I hope you took advantage of the long weekend to unwind a little as you prepare for the fall/winter recruiting season. As the holiday season draws near, remember that while Thanksgiving and Christmas are joyful times, these are also difficult times for people, including some of our employees. I encourage you to remind supervisors to be mindful of the stress associated with the holidays and to take proactive steps towards creating "stress-less" work places during the holidays.

Attached to this weekly update is the list of differentiated professional development activities for new school principals. As you recall, during the Fall PANC, Dr. Chris Hitch presented on mentoring principals in one of the breakout sessions. The attachment is the product generated from those sessions.

Now is a good time to revisit (I seem to be asking you to do a lot of revisiting lately) the Uniformed Services Employment and Reemployment Act (USERRA). I encourage you to ensure that the "Your Rights Under USERRA" poster is posted in all work locations. As our employees prepare for and return from deployment, supervisors should include USERRA as an integral part of in/out processing.

<http://www.dol.gov/vets/programs/userra/poster.pdf>

The PANC Steering Committee will meet at the HRMS Conference, Tuesday, December 6, 2005, at 2:00 PM. If you have inputs for the upcoming spring conference, contact your regional representative.

Here's the latest\*

**1. GOVERNOR PROCLAIMS NOV. 14-18 AS "INTERNATIONAL EDUCATION WEEK:** Gov. Mike Easley has proclaimed Nov. 14-18 as "International Education Week" and encourages citizens to celebrate the benefits of international education and exchange worldwide. Easley said that international understanding, respect and appreciation begins with education and the exchange of knowledge between students, scholars and the public.

International Education Week is a joint initiative of the U.S. Dept. of Education and the U.S. Dept. of State. This year's theme is "International Education: Improving Student Achievement Around the World." The U.S. Dept. of Education encourages schools to visit the Web at <http://iew.state.gov> for further information about the event and how students and schools can participate.

## **2. SBE AD HOC RIGOR, RELEVANCE AND RELATIONSHIPS COMMITTEE**

**MEETING SUMMARY:** The State Board's Ad Hoc Committee on Academic Rigor, Relevance, and Relationships met on Thursday, Nov. 3, in Raleigh. The agenda included discussions on recommendations from DPI middle school consultants regarding middle school Algebra I, including the recommendation that Algebra I should not be offered as Algebra IA and IB at the middle school level. The second recommendation of the report was that DPI should continue exploring ways to increase rigor in middle school math. The high school mathematics consultants also responded to the committee on a number of questions that Committee Chair Kathy Taft had submitted to them. Part of the response included a table listing all mathematics courses offered by LEAs and indicating whether or not the courses were part of the Standard Course of Study, tested with an end-of-course test, a requirement of the highest diploma pathway, and eligible for UNC system admission. The high school math consultant staff and Associate Superintendent Elsie Leak and High School Secondary Division Director Wandra Polk committed to a continuing identification of course weaknesses and strategies for strengthening mathematics courses and mathematics delivery. The committee also agreed that strong communication efforts with parents and communities on the importance of multiple rigorous math courses during a child's education, and at appropriate grade levels, is a key task for all involved in education. Healthful Living consultants presented handouts to the committee on proposed changes to the Healthful Living curriculum. These proposed changes include the request that the SBE consider adding three honors-level high school courses. The presenters described how healthful living courses and curriculum dovetail with 21st century skills in that the curriculum in many of these courses address lifelong health issues that all students need to know about for the best lifelong health choices. The next meeting date has not been set.

**3. REGISTER NOW FOR 2005 HRMS CONFERENCE:** Online registration is now being accepted for the 2005 HRMS Conference, which will be held Dec. 4-7, 2005, at the Koury Convention Center, Greensboro. The conference has been extended a full day this year to incorporate 2-1/2 days of breakout sessions, lab time and interaction with the HRMS team. There is also a special Tuesday, Dec. 6, workshop for principals to help them gain knowledge of the information available to them using HRMS. Principals may choose from either a four-hour morning or afternoon session for only \$35 (for regular conference attendees the price of the workshop is included in the conference registration fee). The registration fee for the full conference is \$175 if received after Nov. 14, 2005. Hotel reservations may be made at the Sheraton Greensboro at a promotional rate of \$115 (plus tax) per night while rooms are available. Conference information, including registration, can be obtained online at <http://149.168.35.6/hrms/usercon.nsf>. For additional information, please contact Jennifer Pugh, Business Technologies Division, NCDPI, at 919/807-3249, or by email, [jpugh@dpi.state.nc.us](mailto:jpugh@dpi.state.nc.us).

**4. SUPERINTENDENT VACANCY ANNOUNCED:** The Montgomery 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 doctorate is preferred but not required. Building-level experience also is preferred. The successful candidate is required to live in Montgomery County. The application deadline is Jan. 17. Electronic versions of the application 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 also can 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](mailto:aschafer@ncsba.org). All inquiries will be kept confidential.

**5. HIGH SCHOOL ENGLISH LANGUAGE ARTS REGIONAL WORKSHOPS SCHEDULED:** The NCDPI's Secondary Education Division is offering "In the Right Direction: High School English Language Arts Regional Workshops." These workshops will focus on teacher needs in implementing the 2004 English Language Arts Standard Course of Study (ELA SCS). Workshop topics include reading strategies, planning, honors implementation, and adding rigor to all courses. Teachers will learn about resources available to support their efforts in meeting all students' needs and will develop activities to use in their classrooms. Supervisors and curriculum coordinators may attend; however, a separate training session has been planned for this summer as part of the Secondary English Language Arts Leadership Conference. Please support and encourage new teachers, honors and standard teachers, lateral entry teachers and any other English Language Arts teachers who want to become more familiar with the North Carolina ELA SCS and support documents to attend. Workshops will be held from 8:30 a.m. - 4 p.m. on the following dates: Dec. 8, Radisson Governor's Inn, RTP; Feb. 15, Village Inn, Clemmons; Feb. 23, Gateway Convention Center, Rocky Mount; and April 4, AB Tech Enka Campus, Haynes Building, Asheville. The cost is \$75 per participant and includes lunch and materials. For more information and workshop registration materials, please go online to [http://community.learnnc.org/dpi/ela/archives/2005/10/high\\_school\\_ela.php](http://community.learnnc.org/dpi/ela/archives/2005/10/high_school_ela.php).

**6. LITERACY TO LEARN OPEN HOUSE EXTENDED:** Due to popular demand, the Literacy to Learn Open House has been extended to midnight Nov. 18. Please visit [www.usdlc-121.org](http://www.usdlc-121.org) to preview new online courses available free to all North Carolina educators. Visitors who sign the guest book may win an Apple iPod. For more information, please contact Linda Walters, US DLC Professional Development Coordinator, at 919/807-3497, or by email, [lwalters@dpi.state.nc.us](mailto:lwalters@dpi.state.nc.us).

**7. MIDDLE GRADES INSTITUTE TO BE HELD IN DECEMBER:** The NCDPI's Middle Grades Division will convene its first Middle Grades Institute Dec. 1-2 at the Radisson in RTP. The Institute's purpose is to increase awareness of the middle grades philosophy; provide content strategies that promote intellectual, social, physical, and emotional growth; share recommendations that connect schools and communities in raising achievement and closing gaps among all students; and to create a venue to discuss issues pertinent to maintaining healthy students in a safe, orderly, and caring environment. Registration forms have been sent to all local superintendents and middle school principals. To obtain additional forms, please contact the NCDPI's Middle Grades Division at 919/807- 3914. There is no cost to attend. Space is limited to 200 attendees. The registration deadline is Nov. 21. For further questions, contact Tracey Greggs at [tgreggs@dpi.state.nc.us](mailto:tgreggs@dpi.state.nc.us).

**8. READING AND WRITING FOR LEARNING:** Reading and Writing For Learning is a Web-based professional development course for middle grades and high school teachers and administrators. The course is designed for team participation - both on site at school and online - for schools seeking to improve reading and writing instruction and learning. Please go online to [http://community.learnnc.org/dpi/ela/archives/2005/10/reading\\_and\\_wri.php](http://community.learnnc.org/dpi/ela/archives/2005/10/reading_and_wri.php) for more details. The deadline for response is Dec. 15. For more information about cost and registering a school team for this course, contact Vickie Smith, RW4L project manager, at [vickiesmith@verizon.net](mailto:vickiesmith@verizon.net).

## **9. ARTICLES OF INTEREST:**

### **SCHOOLS URGED TO PREPARE FOR FLU:**

If a flu pandemic breaks out in the United States, as many as four in 10 school-age children will become sick, according to the U.S. Department of Health and Human Services, which released a comprehensive plan on how it would deal with such an outbreak. The nearly 400-page plan says the department would consider measures such as closing schools early in a pandemic to help control its spread, especially before a vaccine was available or while it was in short supply. School closings would accompany other measures, such as restricting travel, screening people from affected areas, and isolating infected persons. Though school health experts caution against overreaction, they agree that preparedness is paramount. They say that districts need to begin work now to ensure they are not caught sleeping. The federal plan, issued amid worries about avian flu, places children low on the list of groups that would have priority for receiving vaccines because, it says, they generally have been at a low risk for hospitalization and death in prior pandemics and during the annual flu season. But it also says anecdotal reports suggest the spread of a pandemic can be better controlled when schools are closed early in an outbreak. It advises school districts to come up

with their own plans on how to respond to an influenza pandemic, reports Vaishali Honawar.

<http://www.edweek.org/ew/articles/2005/11/09/11flu.h25.html>

#### WHAT VIDEO GAMES CAN TEACH US ABOUT MAKING STUDENTS WANT TO LEARN:

Why is it that many children can't sit still long enough to finish their homework and yet will spend hours playing games on the computer? Video games are spectacularly successful at engaging young learners. It's not because they are easy. Good video games are long, complex, and difficult. They have to be; if they were dumbed down, no one would want to play. But if children couldn't figure out how to play them -- and have fun doing so -- game designers would soon go out of business. To succeed, game designers incorporate principles of learning that are well supported by current research. Put simply, they recruit learning as a form of pleasure, writes James Paul Gee. Children have to learn long, complex, and difficult things in school, too. They need to be able to learn in deep ways: to improvise, innovate, and challenge themselves; to develop concepts, skills, and relationships that will allow them to explore new worlds; to experience learning as a source of enjoyment and as a way to explore and discover who they are. It is ironic that young people today are often exposed to more creative and challenging learning experiences in popular culture than they are in school. The principles on which video-game design is based are foundational to the kind of learning that enables children to become innovators and lifelong learners. Yet how many of today's classrooms actually incorporate these principles as thoroughly and deeply as these games do?

<http://www.edletter.org/current/gee.shtml>

#### TEACHER WORKING CONDITIONS AS CATALYSTS FOR STUDENT LEARNING:

Successful democracies and economies demand that all students acquire analytical thinking, adept communication, and complex problem-solving skills. This kind of authentic learning requires highly skilled, accomplished teachers working within a school climate that promotes powerful learning experiences. Recent research shows that the design, leadership, and culture of schools are important, yet often overlooked, elements to improving teaching and learning. Even highly qualified teachers must also have the resources and support necessary to serve all students well, write Scott Emerick, Eric Hirsch and Barnett Berry. Without comprehensive and sustained efforts to improve teacher working conditions, many promising school reform efforts will likely fail.

<http://r.smartbrief.com/resp/xHffcafYiVpfmGEr>

#### HOW EDUCATION LEADERS CAN STAY SPIRITUALLY GROUNDED:

Superintendents work in environments that can become politically charged and psychically dangerous. Staying open-hearted and steadily focused on a higher purpose in such circumstances requires the inner strength that results from spiritual practice. Engaging in such practices is not likely to eliminate all stress or prevent political turmoil, writes Scott Thompson. But it can help leaders be sources of stability and clarity when

chaos and confusion seek to stall progress and lower hopes. Spiritual leadership is indispensable. What flows through the world's diversity of religions and in the hearts and souls of spiritual leaders and practitioners is the spiritual energy that awakens consciousness to deeper levels of experience, purpose, values and meaning than can be perceived from a strictly materialistic vantage point. Spiritual leadership means leading from those deeper levels, and it is the purposeful actions and behaviors that naturally follow from doing so. This kind of leadership calls for qualities and habits of mind that generally have been overlooked in the leadership literature and seminars: faith, patience, intuition, humility, expectancy, inspiration, compassion, and, yes, spirituality. <http://www.aasa.org/publications/saarticledetail.cfm?ItemNumber=3649&snItemNumber=950>

#### STANDARDS FOR MIDDLE AND SECONDARY SCHOOL LITERACY COACHES:

Faced with an influx of needy readers whose skills are inadequate for content mastery, teachers in middle and secondary schools need help. One potential solution is to use a literacy coach to extend the expertise of content area teachers to adolescent literacy. Literacy coaching, a model adopted by many successful Reading First programs, is highly targeted professional development that can be a particularly potent vehicle for improving reading skills. By defining the role and responsibilities of the literacy coach and by identifying literacy components in English language arts, mathematics, science, and social studies, "Standards for Middle and High School Literacy Coaches" provides a guide for a complex intervention aimed at a new level of students. <http://www.reading.org/resources/issues/reports/coaching.html>

#### NEW LEADERS FOR NEW SCHOOLS:

New Leaders for New Schools is a national organization promoting high levels of academic achievement for every child by attracting, preparing, and supporting the next generation of outstanding leaders for our nation's urban public schools. New Leaders is currently accepting applications for candidates who meet their 10 selection criteria and want to lead change for children in low-income communities by becoming urban public school principals. Eligibility: applicants must have a record of success in leading adults, an expertise in K-12 teaching and learning, a relentless drive to lead an excellent urban school, and an unyielding belief in the potential of every child to achieve academically at high levels. Priority Deadline: November 15, 2005. <http://www.nlms.org>

#### NATIONAL SCHOOL AND BUSINESS PARTNERSHIPS AWARD:

The National School and Business Partnerships Award supports and recognizes the efforts of schools and businesses that partner to improve the academic, social or physical well-being of students. Maximum Award: \$10,000. Eligibility: Partnerships involving kindergarten through 12th grade public schools and/or school districts and businesses. Deadline: January 30, 2006. <http://www.corpschoolpartners.org>

THE NEA FOUNDATION:

Grants are provided for the purpose of engaging in high-quality professional development or implementing project-based learning and break-the-mold innovations that raise student achievement. Maximum Award: \$5,000. Eligibility: public school teachers, public school education support professionals, and faculty and staff in public higher education institutions. Deadline: February 1, 2006.

<http://www.neafoundation.org/grants.htm>

Larry M. Simmons, Section Chief  
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## Weekly Message for November 21-23, 2005

Colleagues,

This is a short week for most of you so I'll keep this update brief. I hope you take the opportunity to relax and enjoy the Thanksgiving holiday. Sonya, Joe and I wish you and yours a safe and relaxing holiday break.

Here's the latest\*

**1. STATE BOARD TO MEET NOV 30-DEC 1, 2005:** The State Board of Education will hold its December meeting on Wednesday and Thursday, Nov. 30-Dec. 1, in the 7th Floor Board Room, Education Building, Raleigh. Agenda items include an Issues Session on reading and literacy programs and issues in North Carolina public schools, and action on a district assistance program, the SBE's Ad Hoc Committee Report on Physical Education, and the 2005-06 Annual Report on School Violence. In addition, Board members will discuss calendar bill waivers requested by local districts for educational purposes, research-based methods to reduce the dropout rate and the number of suspended students, and renewal recommendations for charter schools established in 2001. The complete agenda is available online at [http://www.ncpublicschools.org/sbe\\_meetings/index.html](http://www.ncpublicschools.org/sbe_meetings/index.html) by clicking on the appropriate link. As a reminder, the monthly State Board of Education meetings are audio streamed. To listen in, please go online to [http://www.ncpublicschools.org/sbe\\_meetings/](http://www.ncpublicschools.org/sbe_meetings/) and scroll to the Live Audio Stream links.

**2. CHRISTMAS TREE REGULATIONS:** The NCDPI's School Insurance Section would like to remind local superintendents of the regulations for placing Christmas trees and seasonal decorations in public schools, which are available online at <http://www.ncpublicschools.org/fbs/insurance/position.html>. For more information, please contact Joseph Gramer, School Support, NCDPI, 919/807-3532, or by email, [jgramer@dpi.state.nc.us](mailto:jgramer@dpi.state.nc.us).

**3. REGISTER FOR THE NC WISE SYMPOSIUM:** Information and registration materials for the 2006 NC WISE/SIMS Symposium have been posted and are available online at <http://www.ncwise.org>. Online registration is available again this year. In addition, the NCDPI will be extending the early registration date for the 2006 NC WISE Symposium to Jan. 13. A completed registration form and check made payable to NCDPI Cash Management must be postmarked on or before Jan. 13 to take advantage of the \$125 registration fee. Please remember that all registration fees are non-refundable. All other registration fee dates still apply and are as follows: if received after Jan. 14 but before Feb. 3, \$150, and if received after Feb. 3 or onsite - \$200. For more information, please contact Sandra Jones at [sjones@dpi.state.nc.us](mailto:sjones@dpi.state.nc.us) or 919/807-4357.

**4. NC NCLB NEWS:** NC NCLB News, a new eight-page newsletter available online at <http://www.ncpublicschools.org/nclb/>, addresses issues of concern for superintendents, Title I directors and other educators and professionals working to meet the requirements of NCLB. Key articles in this edition are the NCDPI's responses to last summer's Title I monitoring visit, changes in the state's alternate assessment program, other policy changes, special recognitions, and reading research indicators.

**5. NC DEPT. OF INSURANCE OFFERS EXTERNAL REVIEW SERVICE:** The North Carolina Department of Insurance is offering an External Review service for those who have been denied medical services by their health insurance company on the grounds that the services are not medically necessary. Registered nurses provide consumer counseling with the appeals and grievance process and explain how to request an external review. An expert medical professional who has no association with your health insurance company performs the medical review. If the medical expert determines that the denial was wrong, your insurance company will be required to pay for the service. There is no charge for the External Review. For more information, please contact the Insurance Department's Healthcare Review Program by calling 919/715-1163, or toll-free in North Carolina, 877/885-0231, or go online to [www.ncdoi.com/Consumer/ERP/ExternalReview.asp](http://www.ncdoi.com/Consumer/ERP/ExternalReview.asp).

#### **6. ARTICLES OF INTEREST:**

**HIGH IMPACT INTERVIEW QUESTIONS:** High-Impact Interview Questions shows you how to use competency-based behavioral interviewing methods that will uncover truly relevant and useful information. By having applicants describe specific situations from their own experience during previous jobs (rather than asking them hypothetical questions about "what would you do if..."), you'll be able to identify specific strengths and weaknesses that will tell you if you've found the right person for the job. Order/read more about this book: <http://messaging.shrm.org/ct/A7SDHV61tull/>

**SHRM SURVEYS: 2005 U.S. JOB RECOVERY AND RETENTION SURVEY REPORT:** This second annual study by SHRM and CareerJournal.com examines opinions about job recovery and the effectiveness of various retention strategies from the perspectives of both human resource professionals and employees. Among the findings: An overwhelming majority of employees surveyed are either actively or passively looking for new employment opportunities. Read this report: <http://messaging.shrm.org/ct/3dSDHV61tulJ/>

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## Weekly Message for December 5-9, 2005

Colleagues,

It's beginning to feel a lot like winter! December is typically a short month for most school systems due to the winter break and weather related conditions. December is also a busy time for recruiting and local job fairs in preparation for anticipated teacher shortages. This month has been busy for us as well and we anticipate a busy agenda for the next few months. Take advantage of the short month and enjoy a little "down time" with family and friends.

Here's the latest\*

**1. STATE BOARD MEETING HIGHLIGHTS:** At their December meeting, State Board members received an overview of the state's reading and literacy programs and approved the creation of a subcommittee to further develop the recommendations outlined in the report from the Board's Ad Hoc Committee on Physical Education. Board members also approved revisions to the Standard Professional 1 and Standard Professional 2 Licensure Requirements to facilitate employment of out-of-state teachers and discussed revisions to the Initial Licensure Annual Program Report. Complete Board Highlights will be available online at <http://www.ncpublicschools.org/sbehighlights>.

**2. PRICE NAMED 2006 NCASA SUPERINTENDENT OF THE YEAR:** Congratulations to Wilson County Schools' Superintendent Larry Price who was recently named the 2006 NCASA Superintendent of the Year. Other nominees for this honor were: Bruce Boyles, Mooresville Graded School District; Daniel Cockman, Thomasville City Schools; William Harrison, Cumberland County Schools; Jack Hoke, Alexander County Schools; Richard Moore, Cleveland County Schools; Donald Morris, New Hanover County Schools; and Michael Warren, Currituck County Schools. Price will compete for the National Superintendent of the Year award, which will be presented at the American Association of Schools Administrators' conference on Education in February in San Diego.

**3. NC SCHOOL REPORT CARDS:** The N.C. Department of Public Instruction launched the 2005 N.C. School Report Cards yesterday, providing parents, educators and others interested in public schools with an up-to-date "one-stop" shop to locate information about how the state's schools and school districts are performing on a variety of measures. To read more, please go to the NCDPI Web site at <http://www.ncpublicschools.org> and click on the appropriate link under "News." To access the N.C. School Report Cards' Web site, please go to [www.ncreportcards.org](http://www.ncreportcards.org).

#### **4. SEND EMPLOYEES A SAFE AND SOBER MESSAGE THIS HOLIDAY SEASON:**

During the holidays, the workplace is often a place where employees and employers get together to unwind and celebrate. Typically workplace parties involve plenty of food and drinks. If the drinks include alcohol, however, workplace parties can have negative repercussions. The Department of Labor's "Working Partners for an Alcohol- and Drug-Free Workplace" program has a special Web page, [http://www.dol.gov/asp/programs/drugs/workingpartners/sp\\_iss/send.asp](http://www.dol.gov/asp/programs/drugs/workingpartners/sp_iss/send.asp) that addresses steps employers can take during the holiday season and all year round to prevent impaired driving in their communities and send their employees a safe and sober message about workplace parties and drinking.

"Working Partners" is a U.S. Department of Labor initiative that raises awareness about the impact drugs and alcohol have on the workplace and helps employers develop drug-free workplace programs. All "Working Partners" tools and resources-including information about how to develop a drug-free workplace policy from start to finish and ready-to-use training materials-are available online at [www.dol.gov/workingpartners](http://www.dol.gov/workingpartners).

**5. NC NCLB NEWS LAUNCHED:** This new eight-page newsletter addresses issues of concern for superintendents, Title I directors and other educators and professionals working to meet the requirements of NCLB. Key articles in this edition are the NCDPI's responses to last summer's Title I monitoring visit, changes in the state's alternate assessment program, other policy changes, special recognitions, and reading research indicators. Visit <http://www.ncpublicschools.org/nclb/> and click on the appropriate link to view the inaugural issue.

#### **6. DEADLINE APPROACHING FOR GAP CONFERENCE CALL FOR PROPOSALS:**

Anyone wishing to be considered for presenting a concurrent session at the Raising Achievement and Closing Gaps Conference, which is scheduled for March 27-29, 2006, at the Sheraton at Four Seasons/Joseph S. Koury Convention Center, Greensboro, should complete and email the online Call for Proposal form by Dec. 9. Go to <http://www.ncpublicschools.org/schoolimprovement/closingthegap/conference/> and click on the appropriate link. For more information, please contact Janice Ham, Curriculum and School Reform Services, 919/807-3929, or by email, [jham@dpi.state.nc.us](mailto:jham@dpi.state.nc.us).

**7. SAT FEE WAIVED FOR GULF COAST STUDENTS:** The College Board is providing free testing to college-bound students from affected Gulf Coast states. High school seniors who live in the flood zone or have been displaced will be able to take the SAT free of charge. In addition, all 10th and 11th grade students from affected areas can take the PSAT/NMSQT at no charge. For updates, please visit the College Board's Web site at <http://www.collegeboard.com>.

**8. NC WISE TOWN HALL MEETING MINUTES ONLINE:** The minutes for five of the six NC WISE town hall meetings are available on the NC WISE Web site. To access the minutes for any of the meetings, please visit [http://www.ncwise.org/ncwise\\_meetings.html](http://www.ncwise.org/ncwise_meetings.html) and click on the appropriate link. The minutes from the final meeting will be posted soon. Questions and concerns that were submitted, but not addressed during the town hall meetings, are being distributed to NC WISE subject matter experts at the NCDPI for later posting. Please visit [http://www.ncwise.org/ncwise\\_meetings.html](http://www.ncwise.org/ncwise_meetings.html) often as it will be updated regularly until all the submitted questions and concerns have been addressed.

**9. LEARN NC EXPANDS PROJECT RECOVERY:** LEARN NC is pleased to announce an expansion of Project Recovery, a joint program of the LEARN NC and the NCDPI. LEARN NC will develop and make available high-quality, standards-based online courses aimed at credit recovery. Beginning in January 2006, LEARN NC will pilot the Algebra I course for 20 students. The course does not require an additional textbook, but schools will be required to provide a period of the instructional day for the student to work on the course with an adult present to serve as a facilitator. In summer 2006, Civics and Economics, US History, Latin I, English I, and English II will be added to the program. Future development will include Biology and Geometry. While course content will continue to be made available free of charge to school systems with trained instructors, in this expansion of Project Recovery, LEARN NC also will provide instructors for a limited number of seats in the summer of 2006.

LEARN NC is no longer an authorized Class.com licensee. Our agreement has expired, and due to funding constraints, we are unable to renew it. No new enrollments will be accepted for Class.com courses as a part of Project Recovery. However, no new training will be required for instructors who wish to teach Project Recovery courses and were trained in the first phase of the program. For more information about enrolling students in the January pilot of Algebra I, please contact Ross White at [ross@learnnc.org](mailto:ross@learnnc.org) or 919/962-2475.

## **10. ARTICLES OF INTEREST:**

### **DESPITE SOME PROGRESS MATH & READING PROFICIENCY STILL ELUDING STUDENTS IN URBAN SCHOOLS:**

The nation's cities have shown some improvement in reading and mathematics achievement, but most continue to struggle to move more children toward proficiency in those subjects, particularly minority students, according to the latest results of a special urban-district study on the National Assessment of Educational Progress. "To us, it's very encouraging because it says that our overall trends are moving in the right direction, however modest the reading scores are," said Michael Casserly. "But we are cognizant of the fact that we need to accelerate [the progress]." Achievement gaps between white students and their minority peers remained, and in some places were

quite large. The District of Columbia, for example, showed a 76-point gap between white and black 8th graders in math, reports Kathleen Kennedy Manzo. In reading, there was a 65-point difference in the average scale score for white 4th graders vs. their African-American peers in the nation's capital. Gaps between white and Hispanic students were also large in most districts, though generally less dramatic. Students in the nation's cities rarely reach proficiency in the subjects by 8th grade. In fact, large proportions of the students cannot demonstrate even partial mastery over the subject matter, according to the report. The NAEP achievement levels -- "below basic," "basic," "proficient," and "advanced" -- are based on rigorous standards. But the levels are not aligned to states' own definitions of "proficient."

[http://www.edweek.org/ew/articles/2005/12/01/13naep\\_web.h25.html](http://www.edweek.org/ew/articles/2005/12/01/13naep_web.h25.html)

#### PREPARING HIGHLY QUALIFIED PARAEDUCATORS:

There are approximately 750,000 paraeducators working in public schools across the country assisting with general instruction, helping teachers manage the classroom, and working with students with disabilities. The role of paraeducators is critical to improving teachers' working conditions and allowing teachers to pay greater personal attention to students -- especially in overcrowded, high-need urban schools where up to 75 percent of paraeducators represent ethnically and linguistically diverse groups. Paraeducators are often credited with helping to strengthen communication with students and families, particularly in schools with large non-English-speaking populations. Paraeducators are also a rich source of potential teachers. But for all their contributions to school communities, paraeducators are often both undervalued and under-prepared for their jobs, and concerns persist that low salaries will discourage paraeducators from seeking further education to stay in the profession. While some paraeducators are willing to take a test approved by their district, others are unwilling to take a test or unable to obtain a passing score. With the average paraeducator earning just \$14,000, districts face a challenge in convincing them to seek further education to keep their jobs. A new policy brief from Recruiting New Teachers, Inc., tracks state and district efforts to comply with the recently extended No Child Left Behind deadline for paraeducators. The report finds that while many education officials worried they might lose or be prevented from hiring instructional support staff unable to comply with the law, confidence appears to be growing.

[http://www.recruitingteachers.org/channels/clearinghouse/audience/media/media\\_press\\_paraeducators.htm](http://www.recruitingteachers.org/channels/clearinghouse/audience/media/media_press_paraeducators.htm)

#### INDICATORS OF SCHOOL CRIME AND SAFETY\*2005:

A new report examines crime occurring in school as well as on the way to and from school. It presents data on crime at school from the perspectives of students, teachers, principals, and the general population from an array of sources. Major findings include: Improvements have occurred in student safety. The violent crime victimization rate at school declined from 48 violent victimizations per 1,000 students in 1992 to 28 such victimizations in 2003. Even so, violence, theft, bullying, drugs, and weapons are still widespread. In 2003, students ages 12-18 were victims of about 740,000 violent

crimes and 1.2 million crimes of theft at school. Seven percent of students ages 12-18 reported that they had been bullied, 29 percent of students in grades 9-12 reported that drugs were made available to them on school property, and 9 percent of students were threatened or injured with a weapon on school property. Less than 1 percent of students reported serious violent victimization (such as rape, sexual assault, robbery, or aggravated assault). For more detailed data and statistics, visit:  
<http://nces.ed.gov/pubsearch/pubsinfo.asp?pubid=2006001>

## **11. GRANT INFORMATION:**

### **STATE FARM CHARITABLE CONTRIBUTIONS TO TEACHER EXCELLENCE PROGRAMS:**

The State Farm Companies Foundation makes charitable contributions to teacher excellence programs that improve teacher quality, service-learning programs that integrate core classroom curriculum with service to the community, and programs that incorporate the Baldrige criteria (for information, see website) into education systems to improve overall effectiveness. Maximum Award: Varies. Eligibility: nonprofit, tax-exempt organizations under Section 501(c)(3) of the U.S. Internal Revenue Code, Canadian charitable organizations, and educational institutions. Deadline: January 15, 2006. <http://www.statefarm.com/foundati/foundati.htm>

### **NATIONAL SCHOOL AND BUSINESS PARTNERSHIPS AWARD:**

The National School and Business Partnerships Award supports and recognizes the efforts of schools and businesses that partner to improve the academic, social or physical well-being of students. Maximum Award: \$10,000. Eligibility: Partnerships involving kindergarten through 12th grade public schools and/or school districts and businesses. Deadline: <http://www.corpschoolpartners.org>

### **THE NEA FOUNDATION:**

Grants are provided for the purpose of engaging in high-quality professional development or implementing project-based learning and break-the-mold innovations that raise student achievement. Maximum Award: \$5,000. Eligibility: public school teachers, public school education support professionals, and faculty and staff in public higher education institutions. Deadline: February 1, 2006.  
<http://www.neafoundation.org/grants.htm>

### **MATHMOVESU GRANTS AND SCHOLARSHIPS PROGRAM:**

Raytheon Company has launched the MathMovesU Grants and Scholarships Program to reward real-life "Math Heroes" for their dedication to improving math education and their inspiration of participation in math. Maximum Award: \$2,500. Eligibility: full-time teachers currently employed and teaching a mathematics curriculum at a middle school or high school in the U.S. Deadline: February 15, 2006.  
<http://www.mathmovesu.com/grants.html#hero>

**CIVIC CONNECTIONS PROGRAM:**

National Council for the Social Studies Civic Connections Program links local history inquiry with community service-learning activities. Teachers will develop and adapt these activities based on their students' interests and abilities, the needs or problems in the local community, and their local social studies curriculum requirements. Maximum Award: \$7500. Eligibility: teams of three 3rd-12th grade teachers; members of the National Council for the Social Studies (or agree to join if application is accepted) and must partner with at least one local community agency. Deadline: February 26, 2006. <http://www.civiconnections.org/>

**NICKELODEON ANNOUNCES GIVEAWAY PROGRAM TO ENCOURAGE HEALTHY PLAY:**

Children's television network Nickelodeon will distribute more than \$1 million from September 2005 to June 2006. The "Let's Just Play" Giveaway offers kids around the United States the opportunity to take action and enter for a chance to improve their school or community program's fitness resources. Maximum Award: \$5000. Eligibility: Kids (6-15 years of age), partnering with teachers and other community-based leaders. Deadline: rolling, until May 31, 2006. [http://www.nick.com/all\\_nick/everything\\_nick/](http://www.nick.com/all_nick/everything_nick/)

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