

EXECUTIVE SUMMARY

Title: **A Discussion of North Carolina's Effective Teachers and Teacher Salaries - Research by Duke Graduate Students**

Type of Executive Summary:

- Action
- Action on First Reading
- Discussion
- Information

Policy Implications:

- Constitution _____
- General Statute # _____
- SBE Policy _____
- SBE Policy Amendment
- SBE Policy (New)
- APA # _____
- APA Amendment
- APA (New)
- Other _____

Presenter(s): Mr. Philip Price (Chief Financial Officer, Financial and Business Services)

Description:

Effective Teachers Project

The North Carolina Department of Public Instruction (NCDPI) partnered with the Duke students at the Terry Sanford Institute of Public Policy to answer the question:

“What are the characteristics of effective teachers, and how can the State Board of Education promote those characteristics among current North Carolina teachers?”

The students used surveys, conducted interviews, and used resources at SAS and DPI for statistical analysis.

Effective Teacher Team:

- Daniel Behrend
- Maggie Fernandez
- Allison Horowitz
- Di Loung

Teacher Salary Project

On the second project, the Duke students partnered with the Fiscal Research Division of the North Carolina General Assembly and (NCDPI) to address the following question:

"How should North Carolina revise its teacher salary schedule (within existing funds) in order to attract and retain high quality teachers and maximize student achievement?"

The Duke graduate students analyzed current research, using North Carolina data, to develop a salary schedule that would more effectively reward evidence-based characteristics of effective teachers. The research examined which teacher characteristics would most likely positively impact student learning and developed a schedule to improve the recruitment and retention of teachers with those characteristics.

Teacher Salary Team:

- Lauren Akers
- Sarah Cordes
- Mary Kingston
- Jackson Miller
- Caleb Varner

Resources:

NA

Input Process:

NA

Stakeholders:

NA

Timeline For Action:

This item is being presented for Information at the May meeting.

Recommendations:

NA

Audiovisual equipment requested for the presentation:

Data Projector/Video (Videotape/DVD and/or Computer Data, Internet, Presentations-PowerPoint preferred)

Specify: _____

Audio Requirements (computer or other, except for PA system which is provided)

Specify: _____

Document Camera (for transparencies or paper documents – white paper preferred)

Motion By: _____

Seconded By: _____

Vote: Yes _____ No _____

Abstain _____

Approved _____ Disapproved _____

Postponed _____ Revised _____

*Person responsible for SBE agenda materials and SBE policy updates: Teresa Matthews, 807-3600.