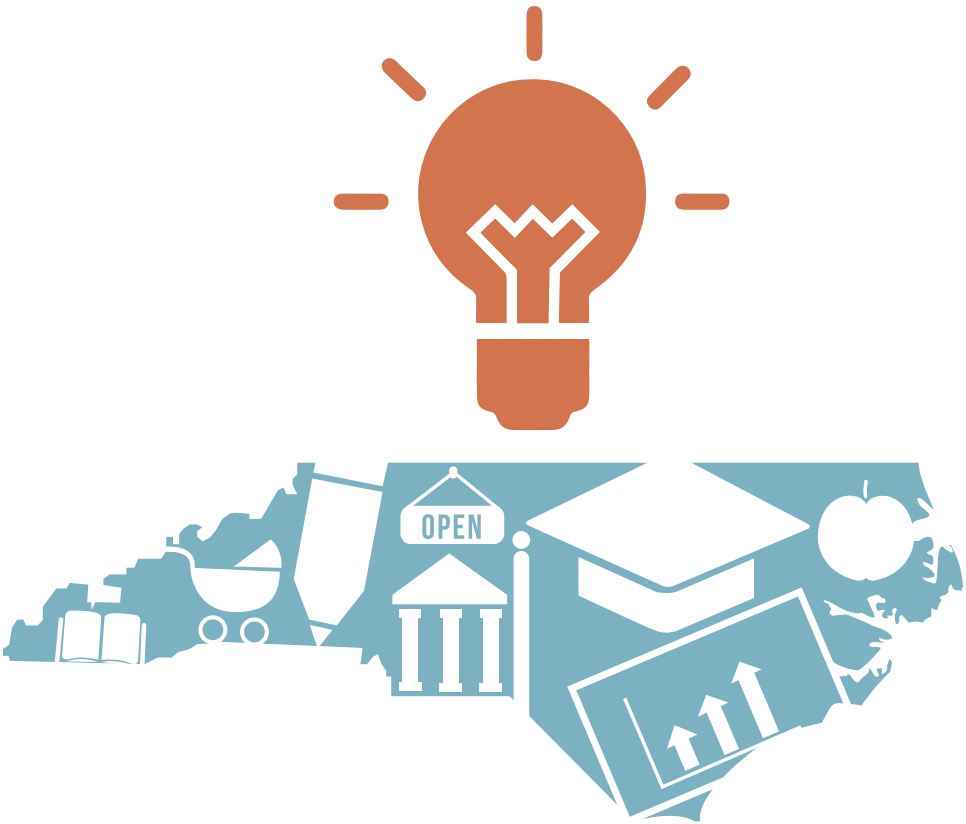


FACTS & FIGURES

EDUCATION IN NORTH CAROLINA

2017

BEST NC (Business for Educational Success and Transformation) is a nonprofit organization created by business leaders who believe the future of our state's economy is inseparable from the quality of our education. North Carolina's education system must keep pace with the rapidly changing economic landscape of the 21st century. BEST NC supports the creation of the boldest education success story in America, one that nurtures the talents of every student, from early learning to post-graduate, by investing in students, teachers, school leaders, innovation, and establishing high standards of success for all.

www.NCEdFacts.org
info@BEST-NC.org
Twitter: @BESTNCorg
Facebook: @bestnorthcarolina

BEST NC's Vision:

Every student graduates with the knowledge, skills and behaviors to succeed in a competitive global economy.

This guide is designed to give you quick and easy access to key data that will support you in your work to improve North Carolina's education system.

Pages 4-15

Children & Students

Who goes to school in North Carolina? Where do they go to school? How has this changed over time?

Pages 16-31

Educators

Who is teaching in North Carolina, pre-k through postsecondary? How do teachers enter the profession? How are educators compensated?

Pages 32-37

Schools & Programs

How many schools are in North Carolina? Where do students go to school from pre-k to postsecondary? What schooling options do students have?

Pages 38-49

Finance

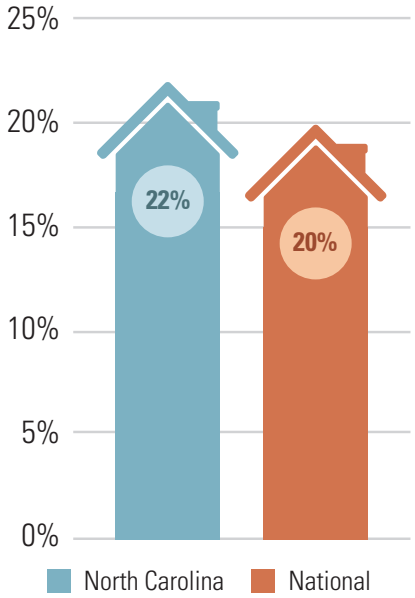
How is education paid for in North Carolina? How is funding distributed? Are there funding inequities?

Pages 50-75

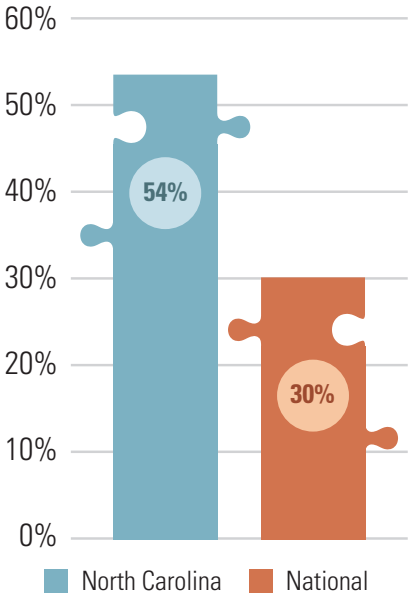
Achievement

How are students performing on state and national assessments? At what rate do North Carolina students graduate from high school and postsecondary programs? How are students performing in higher education? Are our students prepared for careers and life?

Children Living in Households with Food Insecurity (2014)



Children Under Six Receiving Developmental Screening (2015)

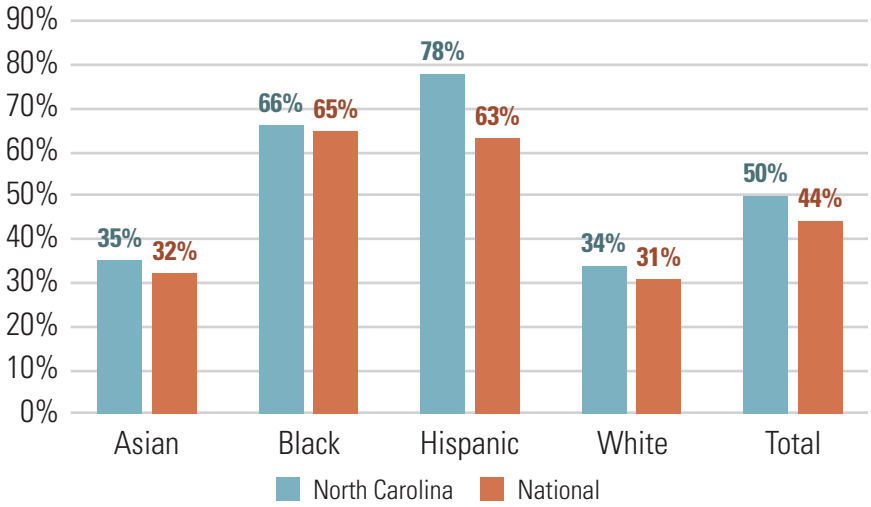


Source: *Annie E. Casey Foundation 2016 Kids Count Data Center, Zero to Three 2015 North Carolina State Baby Facts*

In 2016, North Carolina was ranked 34th overall in child wellbeing and 28th in education in the Annie E. Casey Foundation KIDS COUNT Project. KIDS COUNT annually assesses child wellbeing nationally and among the 50 states.

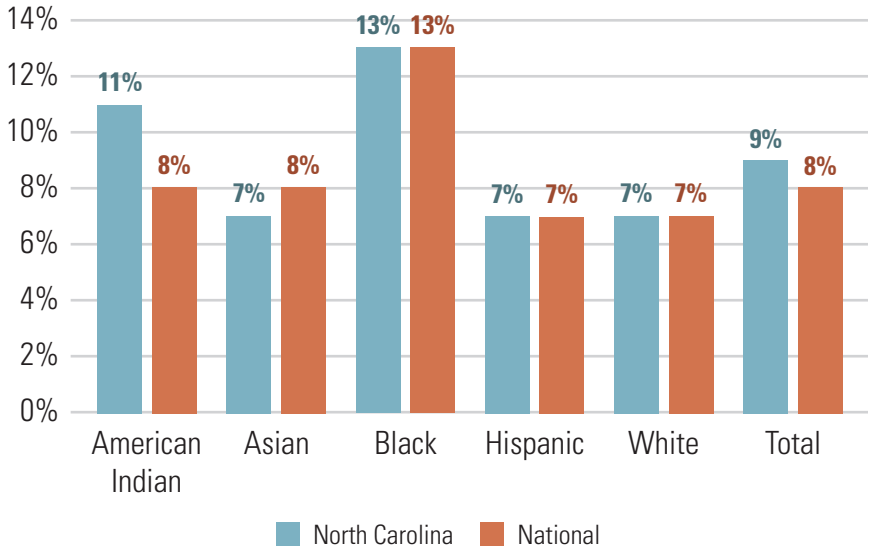
Source: *Annie E. Casey Foundation 2016 Kids Count Data Book*

Children Ages Zero to 18 Living At or Below 200% of the Federal Poverty Level (2014)



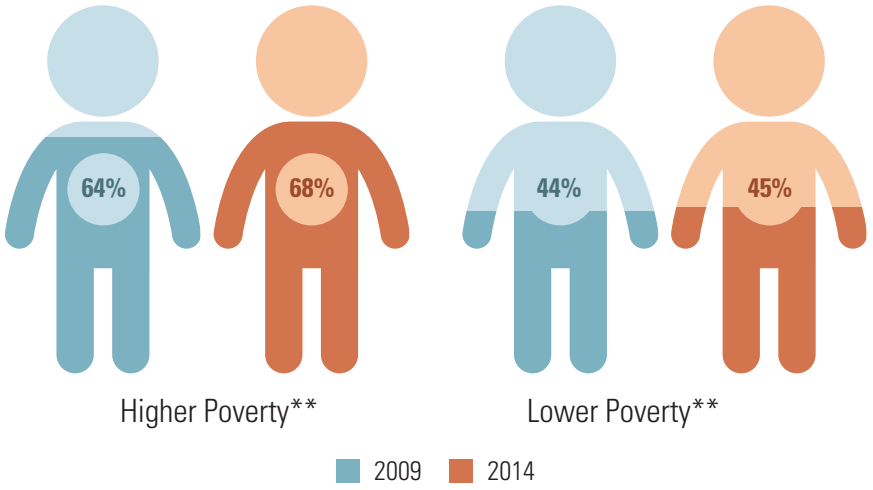
Source: *NC Child 2016 Kids Count Data Center*

Low-Birthweight Babies (2014)



Source: *NC Child 2016 Kids Count Data Center*

Young Children Not in School,* by Poverty Status



**The share of children ages three and four not enrolled in school, including nursery school, pre-school, or kindergarten.*
***Higher poverty defined as at or below 200% of the federal poverty level.*

Source: *Annie E. Casey Foundation 2016 Kids Count Data Center*

North Carolina Pre-K (NC Pre-K)

300K
children served

Since it was initiated in 2001, the NC Pre-K program (formerly More at Four) has served more than 300,000 children. Students enrolled in NC Pre-K attend school for 6.5 hours per day, 180 days per year.

10
quality benchmarks met

The NC Pre-K program meets all 10 quality benchmarks set by the National Institute for Early Education Research.

Families at or below 75% of the state median income are eligible

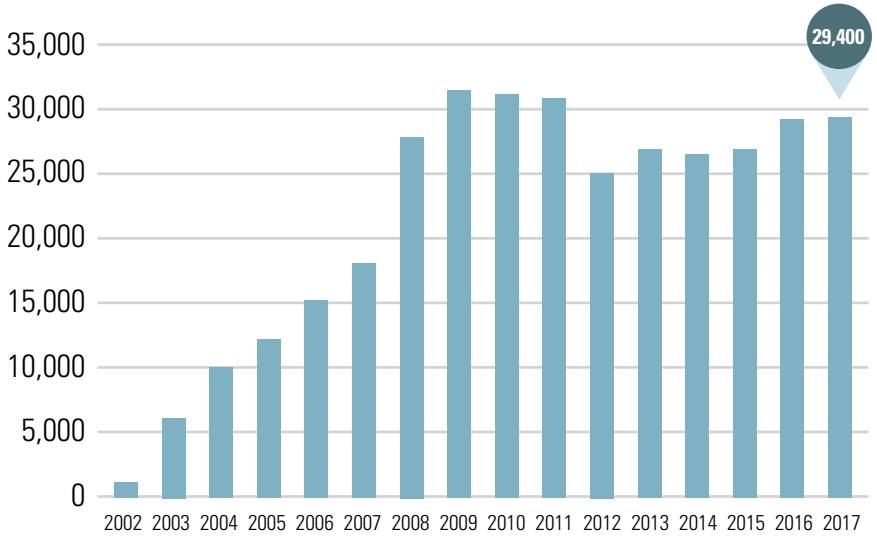
Children from families at or below 75% of the state median income are eligible to enroll in NC Pre-K, along with English language learners, children with developmental disabilities or chronic health conditions, and children of active duty military members.

29K
students enrolled in 2015-16

In 2015-16, there were approximately 29,000 students in NC Pre-K and over 7,000 additional eligible four-year-olds on the waitlist.

Source: *Frank Porter Graham 2013 NC Pre-K Evaluation, National Institute for Early Education Research 2015 NC School Report Cards, NC General Assembly 2016 Conference Committee Report, NC Dept. of Health and Human Services NC Pre-K Program Summary (as of December 2016)*

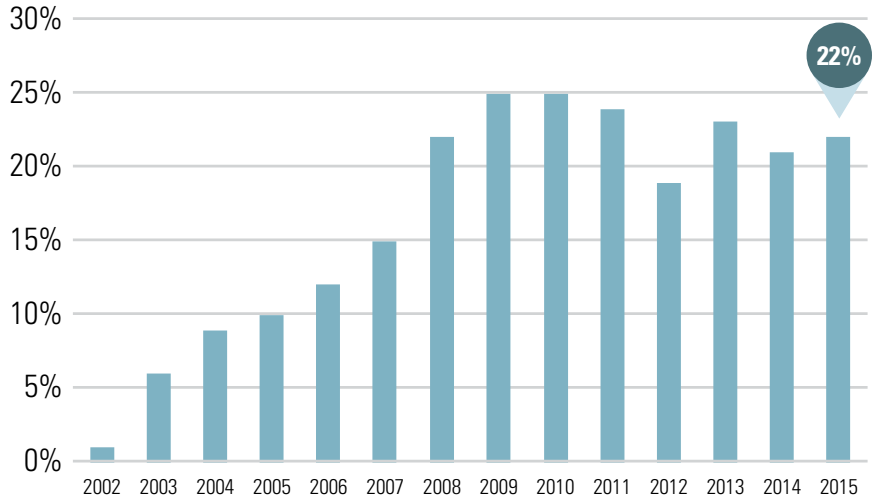
Annual Enrollment in NC Pre-K



Note: *NC Pre-K (formerly More at Four) started as a pilot in the 2001-02 school year and has included programs in all 100 counties since the 2003-04 school year.*

Source: *Frank Porter Graham 2013 NC Pre-K Evaluation Report, NC General Assembly 2016 Conference Committee Report*

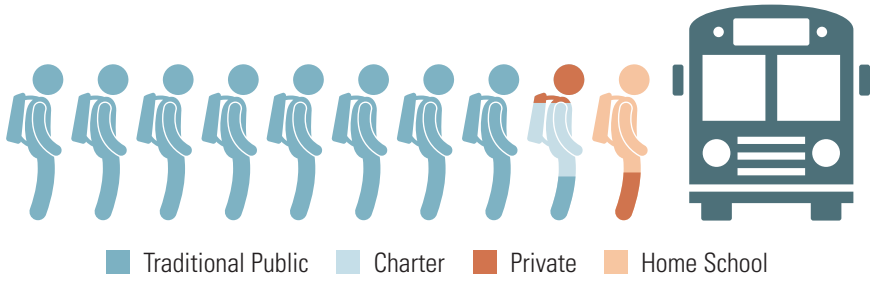
Percent of All Four-Year-Olds Enrolled in NC Pre-K



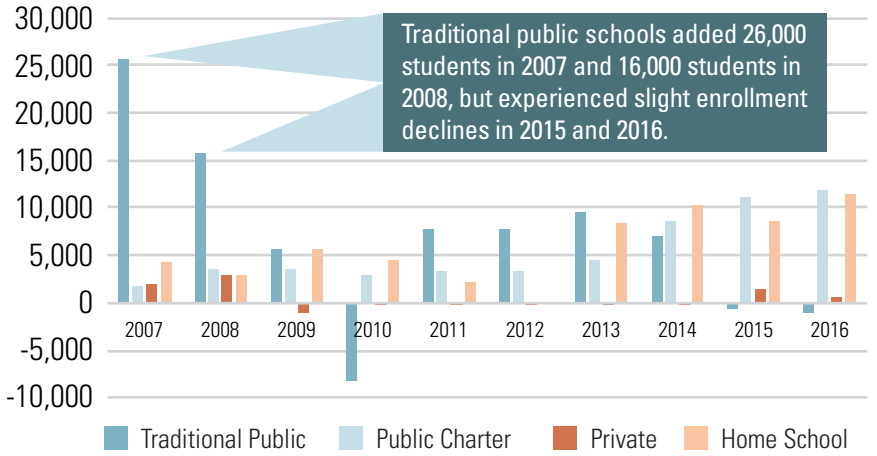
Source: *National Institute for Early Education Research 2015 North Carolina State Report Card*

Annual Enrollment in K-12 Programs (2015-16)

Traditional Public[1]	1,432,507 (82.8%)
Public Charter[2]	80,546 (4.7%)
Private	97,721 (5.7%)
Independent Private	29,403
Religious Private	68,318
Home Schooled	118,268 (6.8%)
Total K-12 Students	**1,729,042**



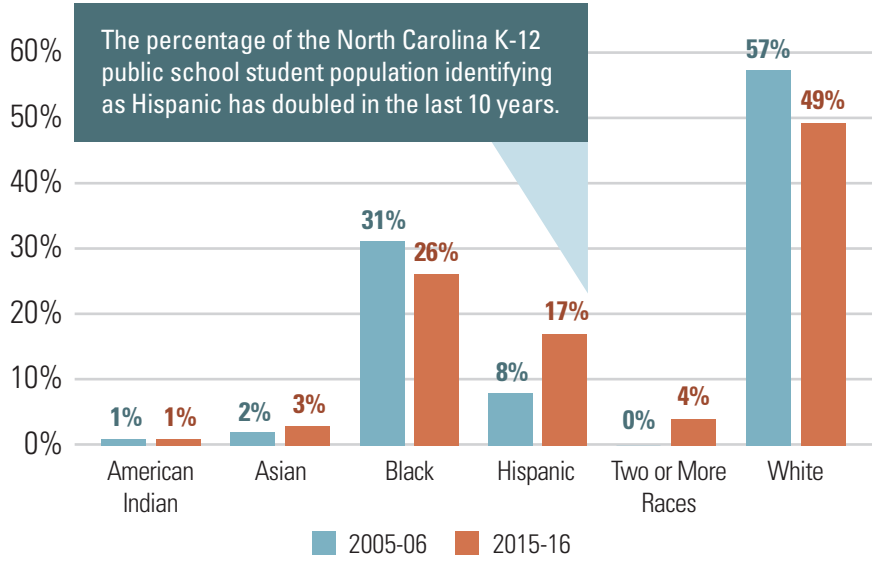
Year-Over-Year Change in K-12 Enrollment by School Type



**In 2009, the NC General Assembly enacted a law raising the minimum age for kindergarten eligibility.*
(1) For enrollment data and figures by school district see pages 34-35.
(2) Nine charter schools were added in the 2016-17 academic year, preliminary enrollment is 92,226.

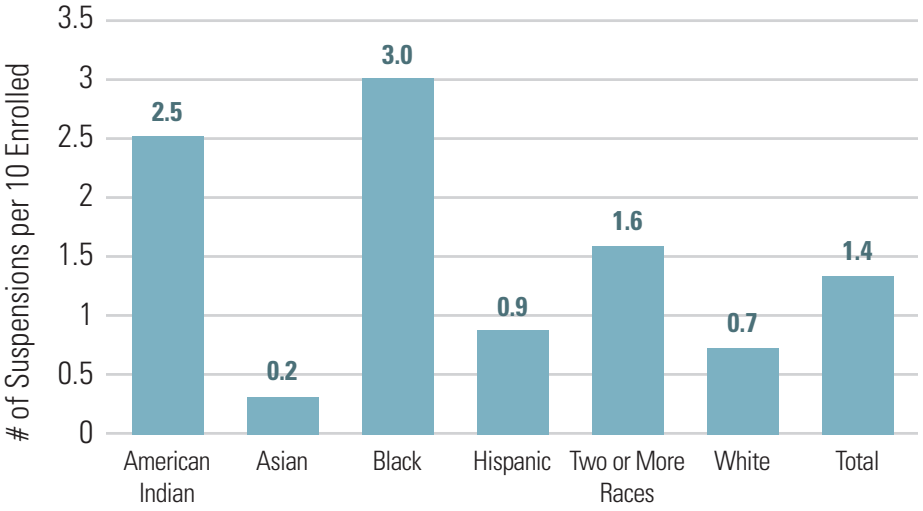
Source: *NC Department of Public Instruction (DPI) 2015-16 Final Average Daily Membership, NC 2016 Home School Statistical Summary, NC 2016 Directory of Non-Public Schools*

Enrollment by Race/Ethnicity in K-12 Public Schools



Source: *NC DPI Statistical Profile (as of December 2016)*

Short-Term Suspension Rate by Race/Ethnicity in K-12 Public Schools (2014-15)



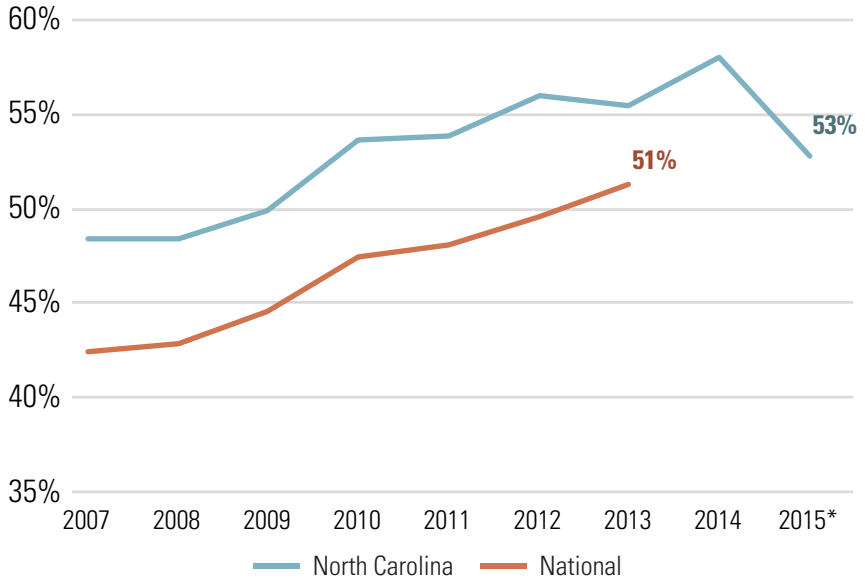
Source: *NC DPI 2014-15 Consolidated Report*

National School Lunch Program

Public school children qualify for free meals if their family's income is 130% of the federal poverty level or less ($31,590 per year for a family of four). Students qualify for reduced price meals if family income is 131-185% of the federal poverty level (up to $44,955 per year for a family of four).

Source: *US Department of Agriculture National School Lunch Program 2013 Fact Sheet, US Department of Health and Human Services 2016 Federal Poverty Guidelines*

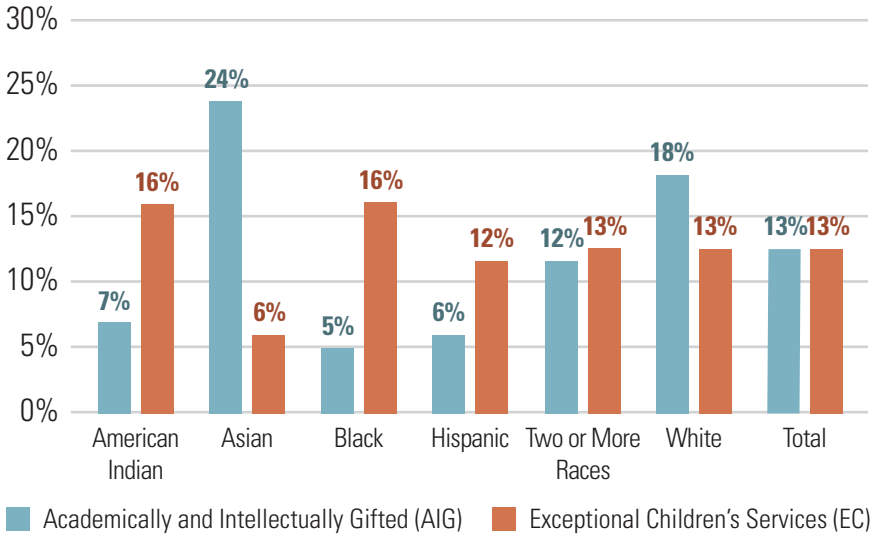
Percent of K-12 Students Who Received Free or Reduced Price Meals



**National data unavailable for 2013-14, 2014-15*

Source: *NC Department of Health and Human Services Special Nutrition Programs (as of December 2016), National Center for Education Statistics 2014 Digest*

Enrollment in K-12 Special Programs by Race/Ethnicity (2016)

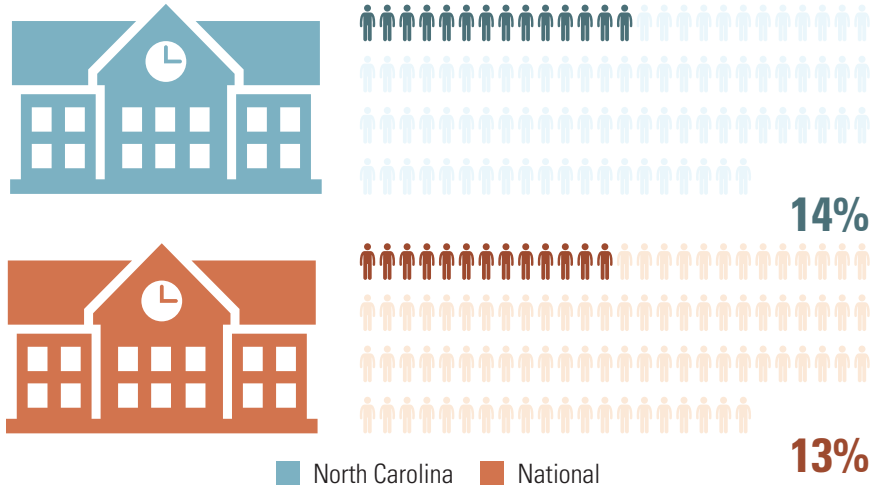


Source: *NC DPI 2016 AIG Child Count, NC DPI 2016 EC Child Count*

6.5 % of North Carolina public school students are English language learners.

Source: *NC DPI 2015 Headcount of Limited English Proficient Students*

Chronic Absenteeism* in K-12 Public Schools (2015)



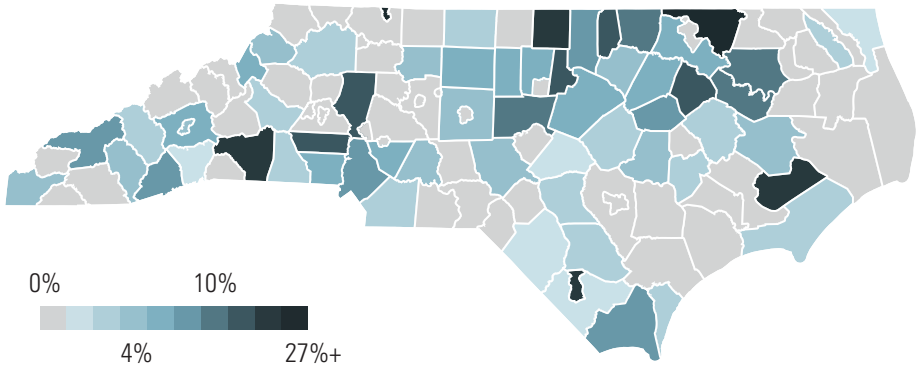
**Students are classified as chronically absent if they miss 15 or more days of school in a single year.*

Source: *Attendance Works 2016 Preventing Missed Opportunity Report*

Children who are chronically absent in preschool, kindergarten, and 1st grade are less likely to read at grade level by the 3rd grade. Students who are chronically absent from school are far more likely to eventually drop out.

Source: *US Department of Education 2015 Chronic Absenteeism Data Story*

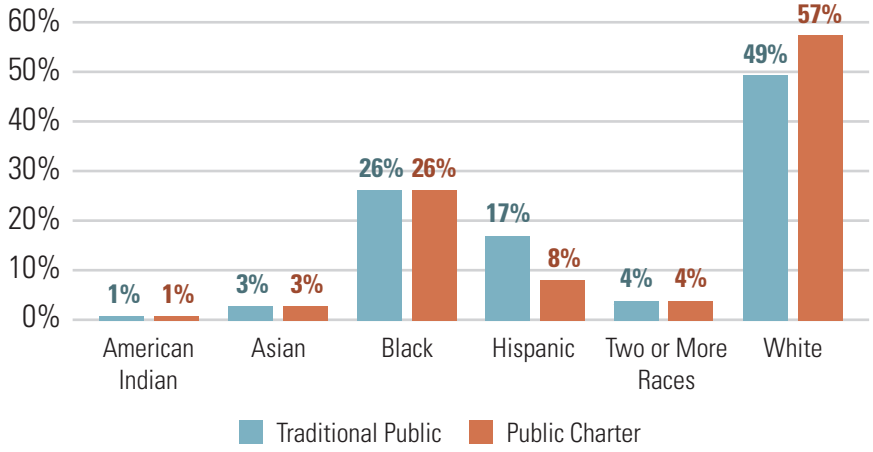
Charter Enrollment as a Percent of Total K-12 Public School Enrollment by District (2015-16)



Base geographic mapping files provided by the Friday Institute for Educational Innovation, North Carolina State University. Click here to open an interactive map.

Source: *NC DPI Statistical Profile (as of December 2016)*

Enrollment in K-12 Traditional Public and Public Charter Schools by Race/Ethnicity (2015-16)

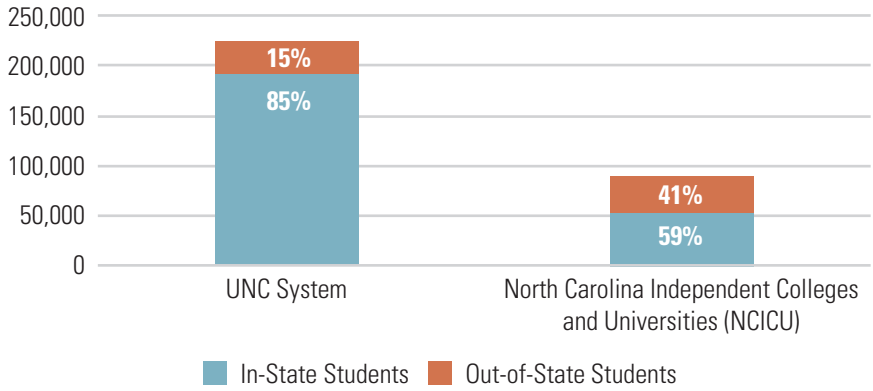


Source: *NC DPI 2016 Pupil Accounting Data*

6% of K-12 public school students statewide attend charter schools in 2016-17, up from 3% five years ago.

Source: *NC DPI 2016 Pupil Accounting Data*

Four-Year College Enrollment in North Carolina (2015)



Source: *UNC System Data Dashboard (as of December 2016), NCICU 2015-16 Enrollment Counts*

North Carolina Community College System (NCCCS) Enrollment (2015)

Fall 2015 Curriculum Enrollment

Career and Technical Education (CTE)	108,723
Transfer Preparation and General Education	106,829
Non-Credential Seeking	10,546
Total Curriculum Enrollment	**226,098**

Note: *167,727 students are enrolled full-time.*

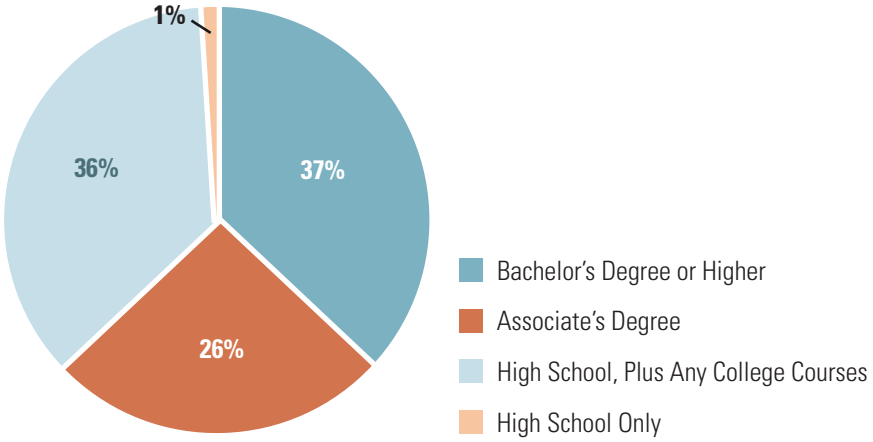
Fall 2015 Continuing Education Enrollment

Basic Skills	49,350
Occupational Continuing Education	160,366
Other	25,016
Total Continuing Education Enrollment	**234,732**

Note: *43,589 continuing education students are enrolled full-time.*

Source: *NCCCS 2015-16 Annual Statistical Report*

Educational Attainment of North Carolina Early Childhood Education (ECE) Teachers (2015)



Source: *Child Care Services 2016 Workforce Report*

Statewide Wages for Early Childhood Education Teachers (2015)

All Early Childhood Education Teachers	$10.46/hour
NC Pre-K Teachers	$17.49/hour

Source: *Child Care Services 2016 Workforce Report*

99%
of ECE teachers in North Carolina are women

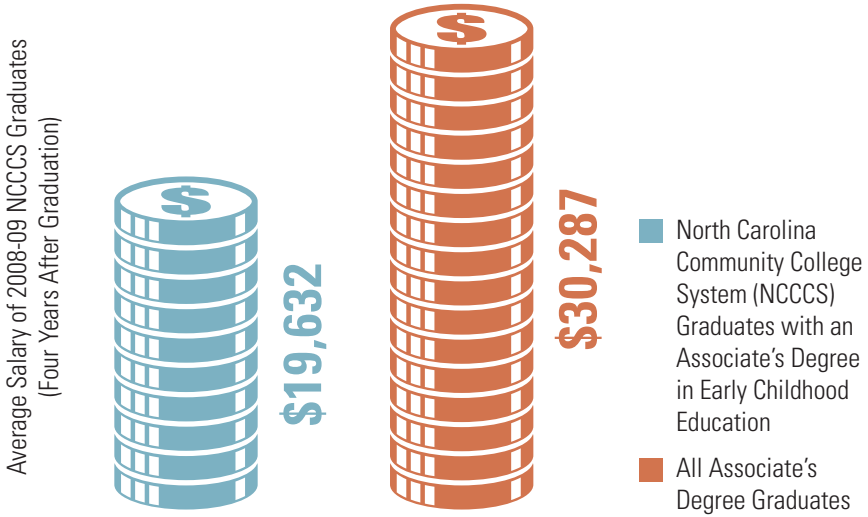
51%
of ECE centers in North Carolina offer no health insurance benefits to employees

39%
of North Carolina ECE teachers received public assistance within the last three years

18%
turnover rate of full-time ECE teachers and teacher assistants in 2015

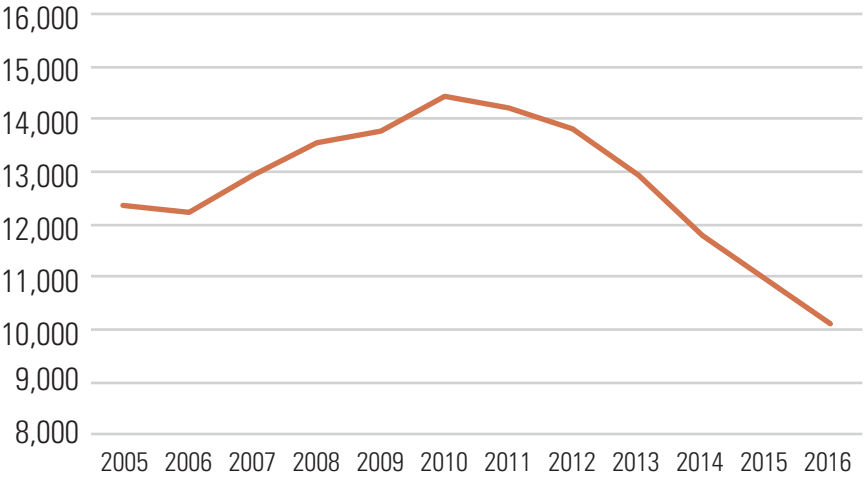
Source: *Child Care Services 2016 Workforce Report*

Early Childhood Education Teacher Wage Gap (2016)



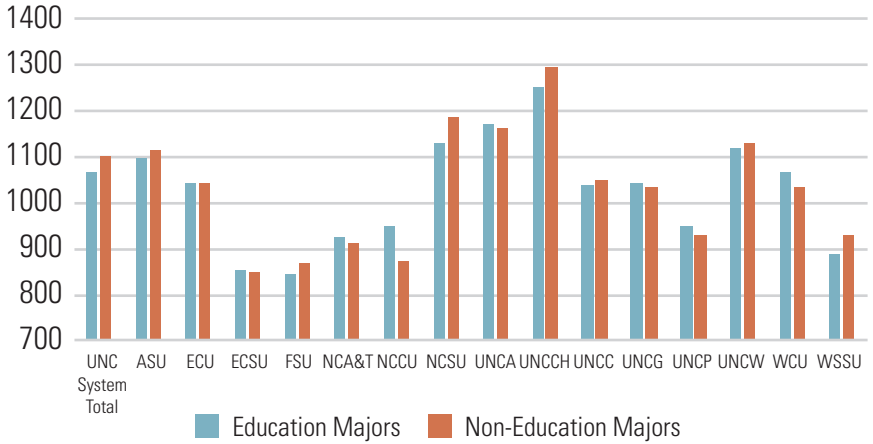
Source: *NCCCS 2016 Graduate Wage Data*

Early Childhood Education (ECE) Teacher Preparation Enrollment In North Carolina Community Colleges



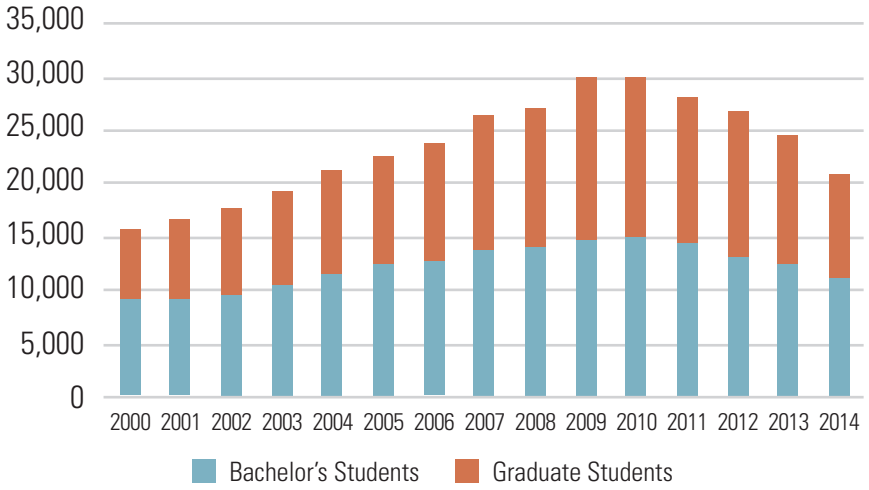
Source: *NCCCS 2016 ECE Program Enrollment Counts*

Average SAT Scores for Education Majors and Non-Education Majors in the UNC System (2014-15)



Source: *UNC Educator Quality Dashboard Academic Profile Comparisons (as of December 2016)*

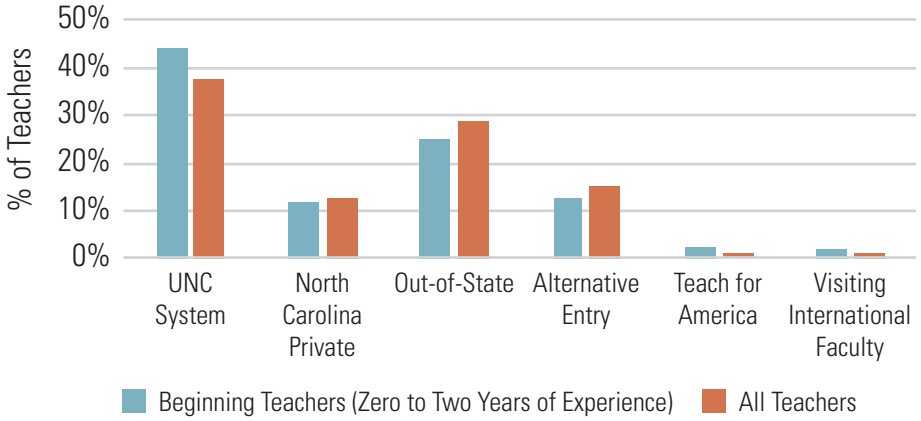
UNC System Teacher Preparation Program Enrollment* Trends



**Fall enrollment in bachelor's and graduate education and teaching certification programs.*

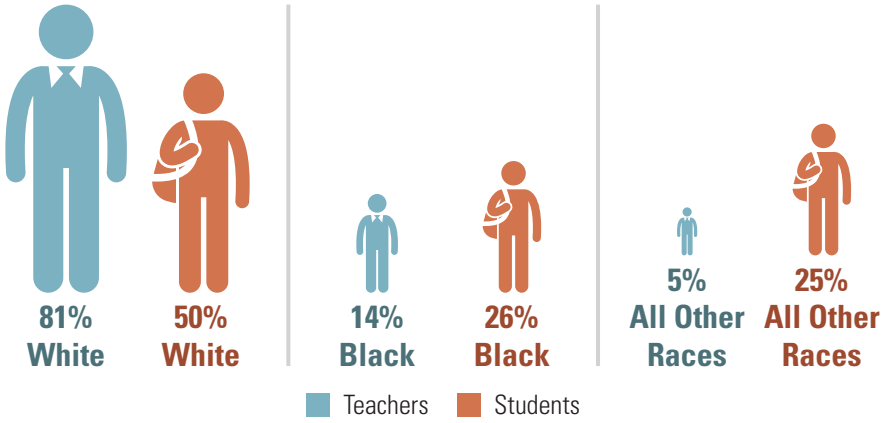
Source: *UNC System Institutional Research and Analysis Fall Enrollment Reports*

Preparation Routes for K-12 Teachers (2013-14)



Source: *UNC Educator Quality Dashboard Preparation Pathways (as of December 2016)*

Teacher and Student Demographics in K-12 Public Schools (2015-16)



Source: *NC DPI Statistical Profile (as of December 2016)*

81 **% of K-12 teachers are white, while the majority of K-12 public school students are non-white.**

Source: *NC DPI Statistical Profile (as of December 2016)*

North Carolina K-12 Teachers (2015-16)

94,421 Traditional Public School Teachers

4,990 Public Charter School Teachers

Source: *NC DPI Statistical Profile (as of December 2016)*

North Carolina K-12 School-Based Administrators (2015-16)

2,441 Traditional Public School Principals

2,853 Traditional Public School Assistant Principals

172 Public Charter School Principals

147 Public Charter School Assistant Principals

Source: *NC DPI Statistical Profile (as of December 2016)*

11% of North Carolina educators in traditional public schools are National Board Certified. North Carolina has more National Board Certified Teachers than any other state in the nation.

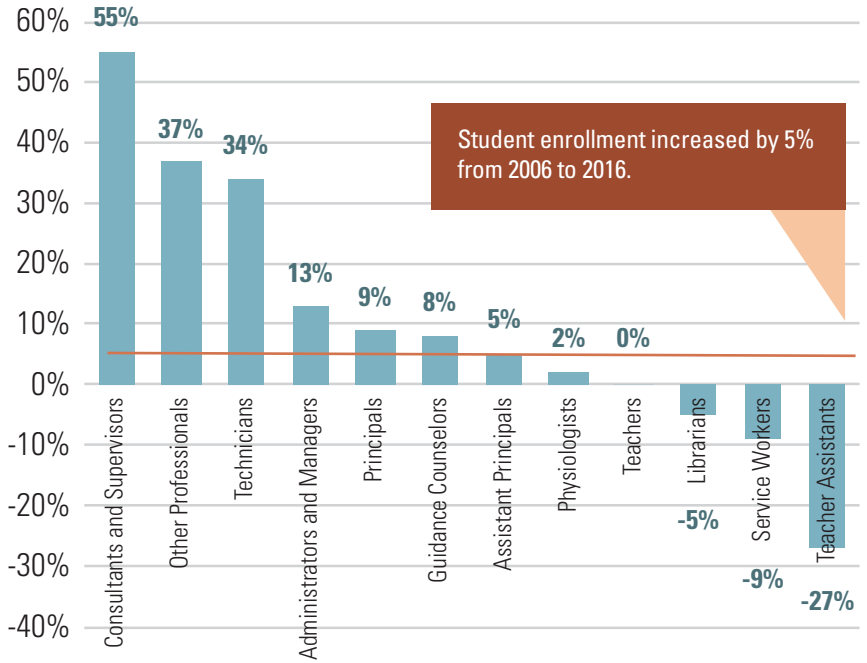
Source: *NC DPI National Board Certification Data (as of December 2016), National Board for Professional Teaching Standards 2016 State Statistics*

In 2015-16, there was one guidance counselor for every 375 students in North Carolina public schools. The American Counseling Association recommends a maximum of 250 students for every one guidance counselor.

In 2014, there was one school nurse for every 1,117 students in North Carolina public schools. The National Association of School Nurses recommends one school nurse for every 750 students without special health needs.

Source: *NC DPI Statistical Profile (as of December 2016), NC Child 2016 Health Report Card*

Percent Change in K-12 School District Personnel by Category (2006 to 2016)

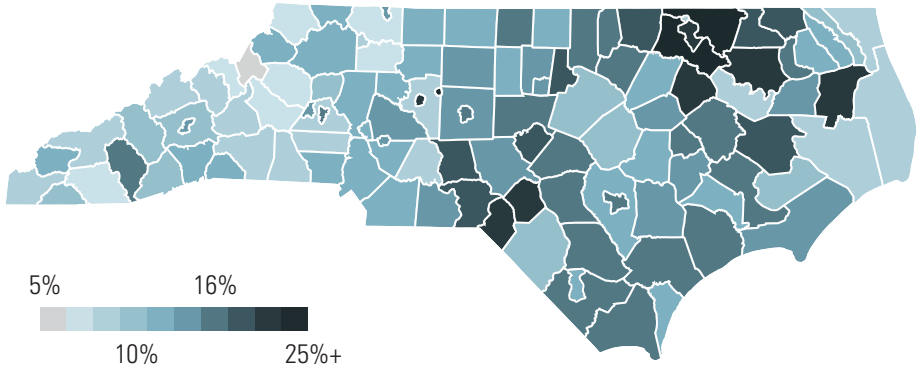


Source: *NC DPI Statistical Profile (as of December 2016)*

From 2006 to 2016, if K-12 staff had increased at the same rate as student enrollment (+5%), over 4,000 new teachers would have been added. Instead, just 292 teachers were added, while over 2,500 additional supervisors, managers, and other professionals were hired.

Source: *NC DPI Statistical Profile (as of December 2016)*

Teacher Turnover in K-12 Schools by District (2015-16)



13.4% State Average Teacher Turnover in 2015-16

Base geographic mapping files provided by the Friday Institute for Educational Innovation, North Carolina State University. Click here to open an interactive map.

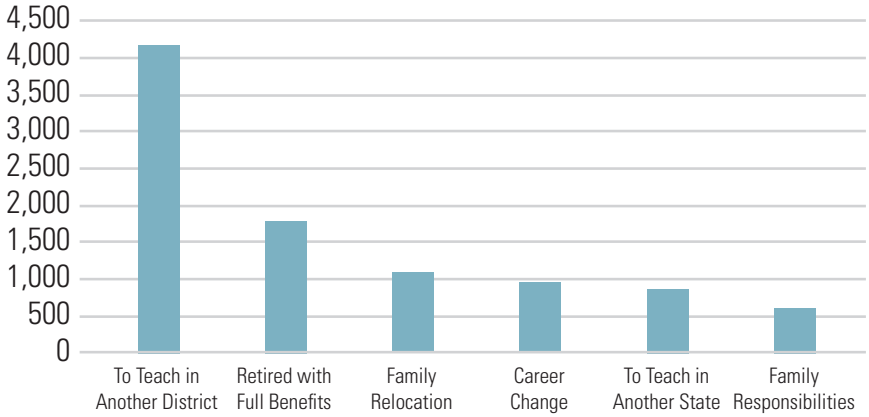
Source: *NC DPI 2015-16 State of the Teaching Profession Report*

Teachers retained in North Carolina public schools tend to be more effective, on average, than teachers who depart (as measured by the Educator Value Added Assessment System [EVAAS]).

Source: *NC DPI 2015-16 State of the Teaching Profession Report*

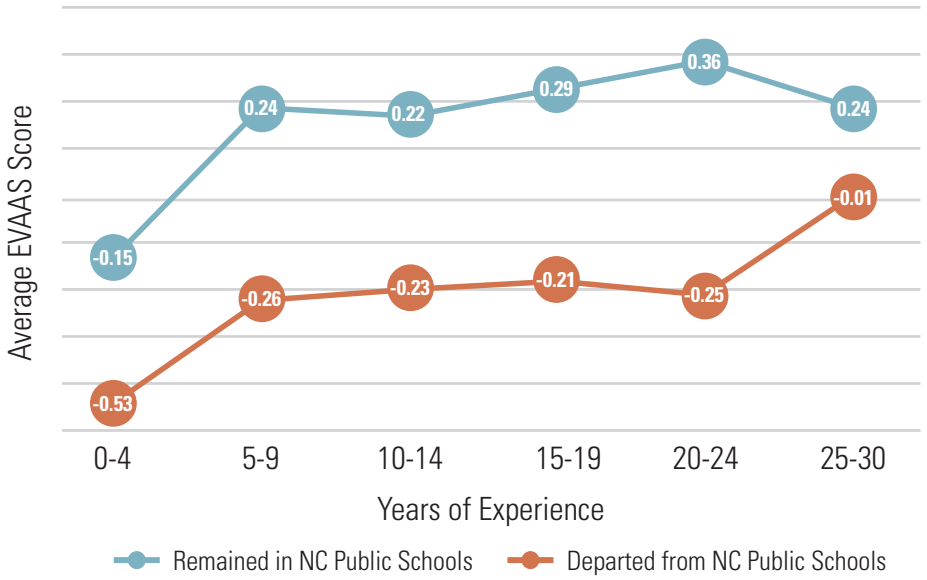
SECTION 2: Educators

Top Reasons for K-12 Teacher Turnover (2015-16)



Source: *NC DPI 2015-16 State of the Teaching Profession Report*

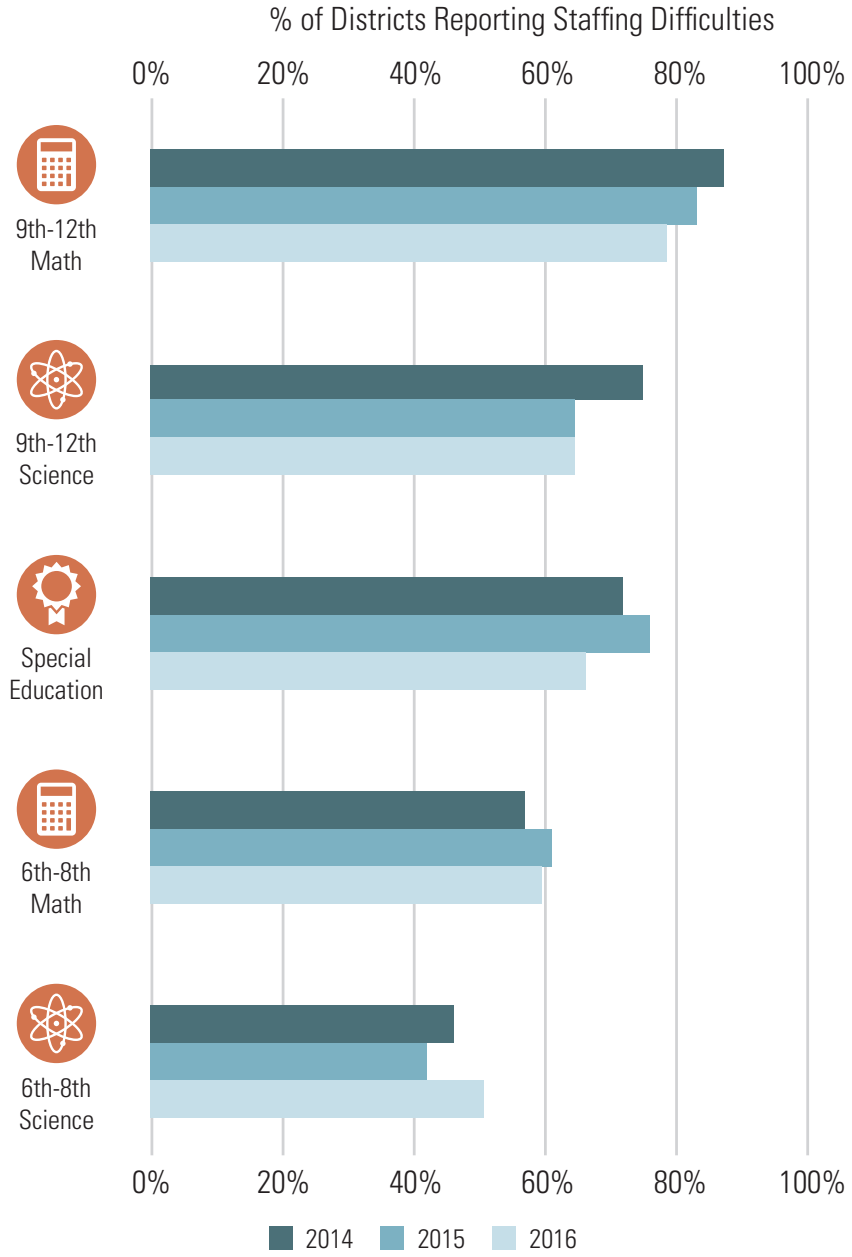
Differences in Average EVAAS Scores* Between Teachers Who Remained in and Departed from North Carolina Public Schools (2015-16)



**Teachers with EVAAS scores of zero are considered to be as effective as the hypothetical "average" North Carolina teacher.*

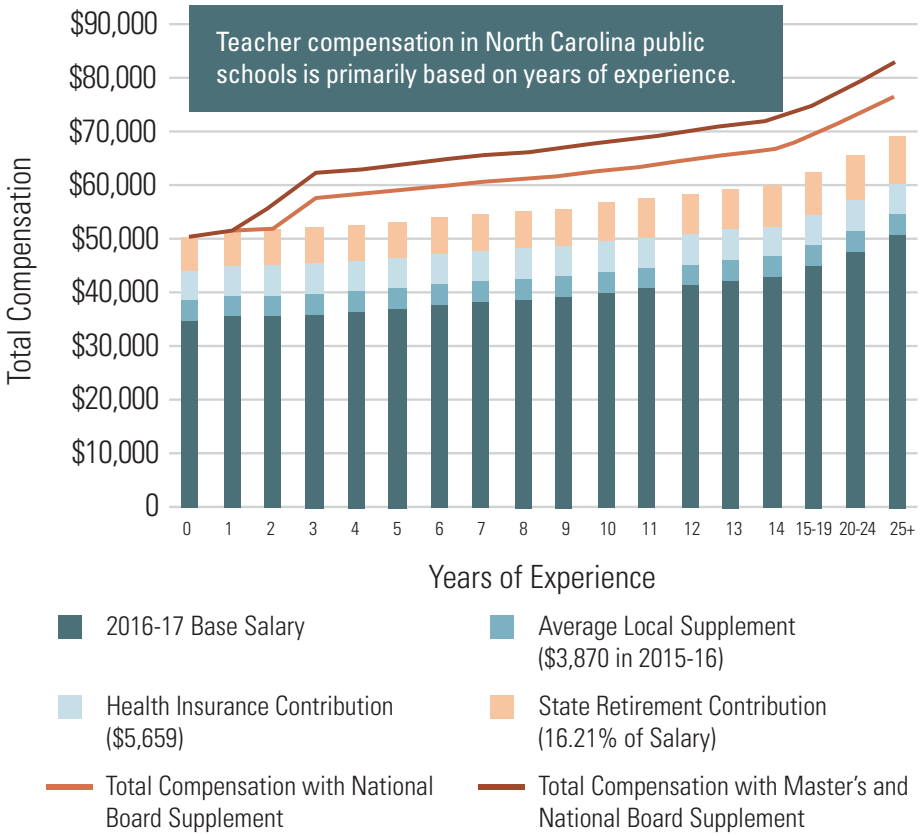
Source: *NC DPI 2015-16 State of the Teaching Profession Report*

Hard-to-Staff K-12 Teacher Licensure Areas

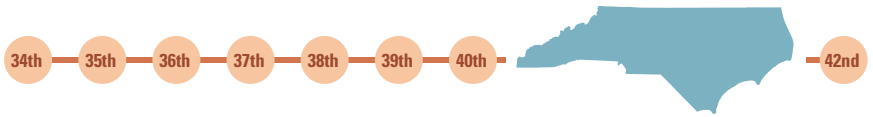


Source: *NC DPI 2015-16 State of the Teaching Profession Report*

Total Compensation for K-12 Teachers (2016-17)



Source: *NC General Assembly 2016 Appropriations Act, NC DPI Statistical Profile (as of December 2016)*



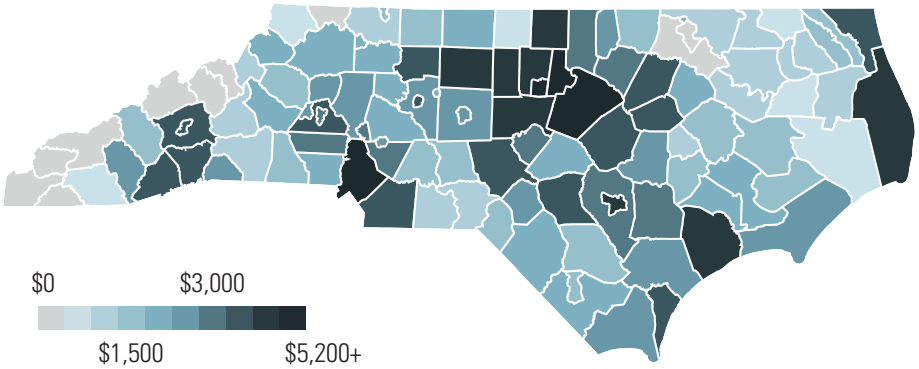
In 2015-16, North Carolina teacher pay ranked 41st in the nation.

Source: *National Education Association 2016 Rankings and Estimates Report*

One-third of middle and high school math and science courses are taught by teachers without licenses in the discipline they are teaching.

Source: *NC STEM Center 2014 Scorecard (most recently available data)*

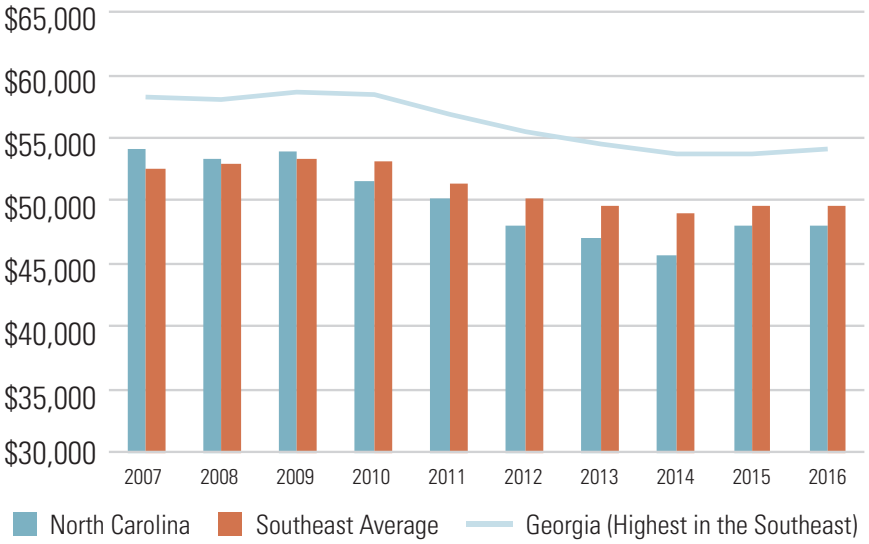
Average Local Salary Supplement for K-12 Teachers by School District (2015-16)



Base geographic mapping files provided by the Friday Institute for Educational Innovation, North Carolina State University. Click here to open an interactive map.

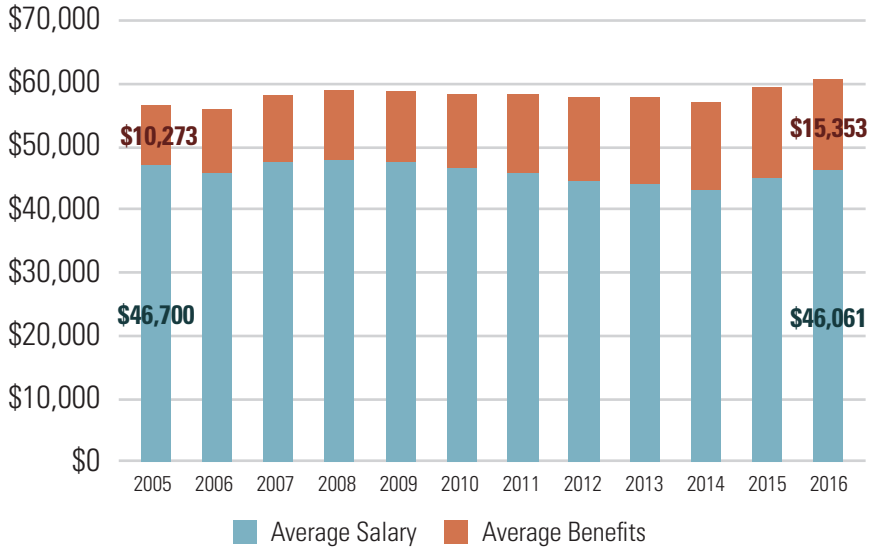
Source: *NC DPI Statistical Profile (as of December 2016)*

Average K-12 Teacher Salaries, Inflation-Adjusted to 2016 Dollars



Source: *National Education Association 2016 Rankings and Estimates Report*

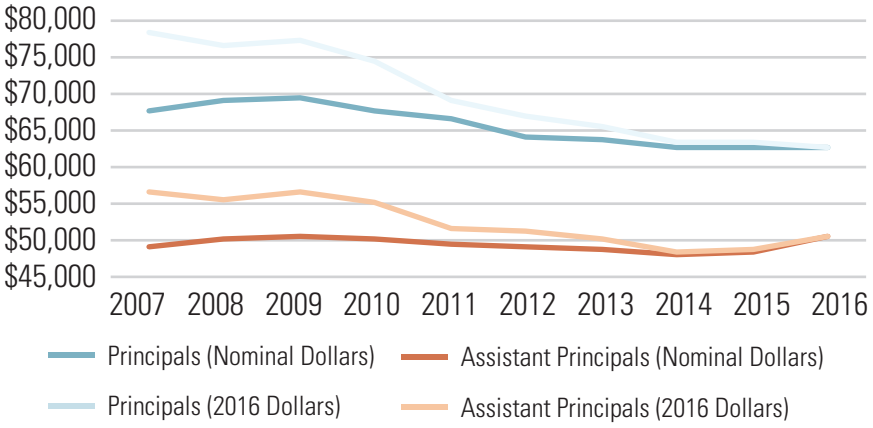
Average Total Compensation for K-12 School District Personnel*, Inflation-Adjusted to 2016 Dollars



** Includes all employees of local school districts, such as teachers, principals, central office administrators, guidance counselors, bus drivers, and cafeteria workers.*

Source: *NC DPI Statistical Profile (as of December 2016)*

Average State-Funded Salary* for K-12 School-Based Administrators (2007 to 2016)



**Does not include local supplements, longevity pay, bonuses, or benefits.*

Source: *North Carolina State Board of Education November 2, 2016 Presentation on School-Based Administrators*

20%

Adjusting for inflation, state-funded principal base salaries decreased by 20% over the past ten years.

50th

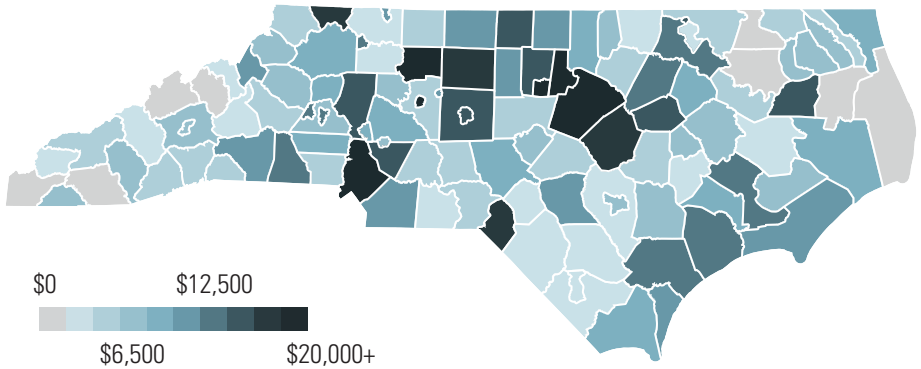
North Carolina ranks 50th out of 50 states and the District of Columbia in average pay for school-based administrators (principals and assistant principals combined).

2.7-3.5 YRS

North Carolina has one of the highest principal turnover rates in the country, with the average principal leading a school for only 2.7 to 3.5 years.

Source: *US Bureau of Labor Statistics Occupational Employment Statistics (as of December 2016), School Leaders Network 2014 CHURN Report*

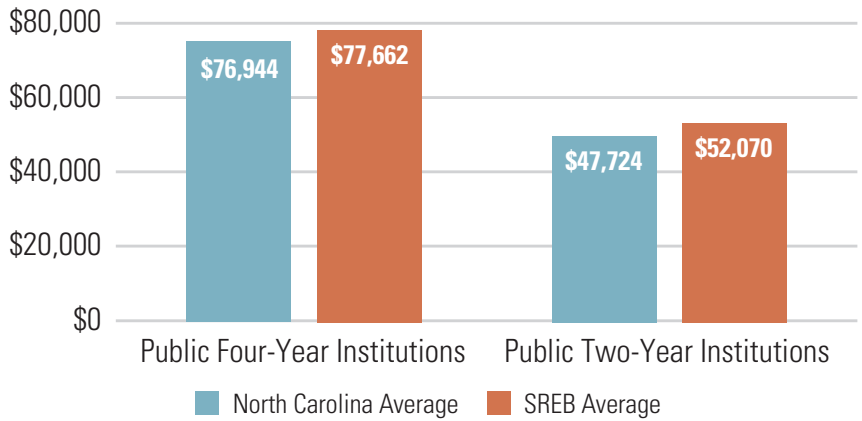
Average Local Salary Supplement for K-12 Principals by School District (2015-16)



Base geographic mapping files provided by the Friday Institute for Educational Innovation, North Carolina State University. Click here to open an interactive map.

Source: *NC DPI Statistical Profile (as of December 2016)*

Higher Education Salaries in North Carolina vs. Southern Region Education Board (SREB) States



Source: *SREB 2016 State Data Exchange*

In the 2015-16 academic year, the average local salary supplement was $12,763 for K-12 principals and $6,604 for assistant principals.

Source: *NC DPI Statistical Profile (as of December 2016)*

Teacher Evaluations (2014-15)

	% Proficient and Above
Standard 1: Teachers demonstrate leadership.	98.6%
Standard 2: Teachers establish a respectful environment for a diverse population of students.	97.7%
Standard 3: Teachers know the content they teach.	97.3%
Standard 4: Teachers facilitate learning for their students.	98.0%
Standard 5: Teachers reflect on their practice.	97.7%
	% Meet or Exceed Expectation
Standard 6: Teachers contribute to the academic success of students.	82.4%

Note: *Standards 1-5 are assessed by an administrator. The sixth standard is measured using state-administered standardized tests. Effective April 2016, Standard 6 is renamed Student Growth and is no longer an independent standard in the educator evaluation process.*

Source: *NC DPI 2014-15 Educator Effectiveness Data, North Carolina State Board of Education July 2016 Educator Evaluation Policy Changes Memo*

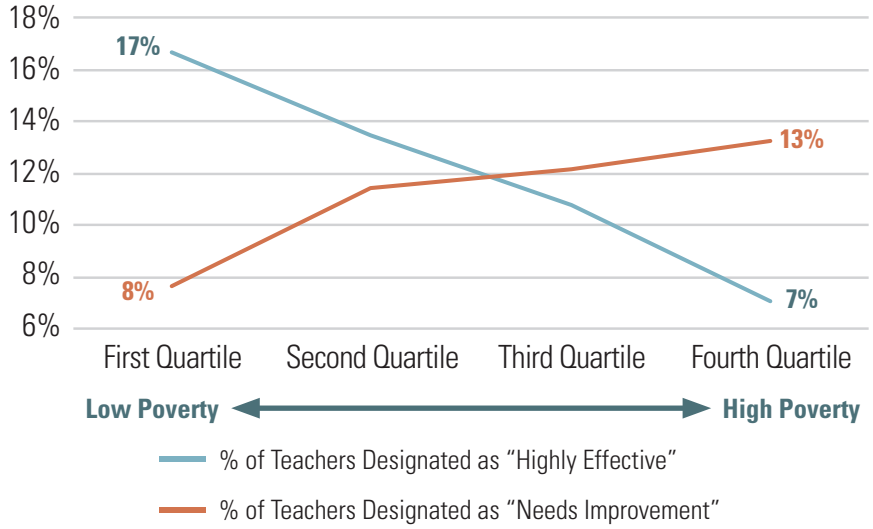
Principal Evaluations (2014-15)

	% Proficient and Above
Standard 1: Strategic Leadership	98.0%
Standard 2: Instructional Leadership	97.8%
Standard 3: Cultural Leadership	98.1%
Standard 4: Human Resource Leadership	98.2%
Standard 5: Managerial Leadership	98.4%
Standard 6: External Development Leadership	98.7%
Standard 7: Micro-Political Leadership	98.5%
	% Meet or Exceed Expectation
Standard 8: Academic Achievement Leadership	67.2%

Note: *District Superintendents and Assistant Superintendents are responsible for principal evaluations. Effective April 2016, Standard 8 is renamed School Growth.*

Source: *NC DPI 2014-15 Educator Effectiveness Data, North Carolina State Board of Education July 2016 Educator Evaluation Policy Changes Memo*

Teacher Effectiveness in K-12 Schools by Student Poverty, Three-Year Average (2011-12 to 2013-14)



Source: *North Carolina 2015 State Plan to Ensure Equitable Access to Effective Educators*

Students in predominately non-white schools are twice as likely to be taught by a first-year teacher and half as likely to be taught by a National Board Certified Teacher as students in predominately white schools.

Source: *North Carolina 2015 State Plan to Ensure Equitable Access to Effective Educators, Education Policy Analysis Archives National Board Certified Teachers and the Students Who Need them Most (2005)*

SECTION 3: School & Programs

North Carolina has 6,621 licensed child care programs; 4,628 are child care centers and 1,993 are family child care homes. North Carolina uses a range of one to five stars to rate early learning programs. Programs that meet minimum standards receive one star, while programs exceeding these requirements may apply to receive up to five stars.

Source: *Child Care Services Association 2016 Statewide Facts, NC Department of Health and Human Services NC Pre-K Overview (as of December 2016)*

Children in Four- or Five-Star Child Care Programs

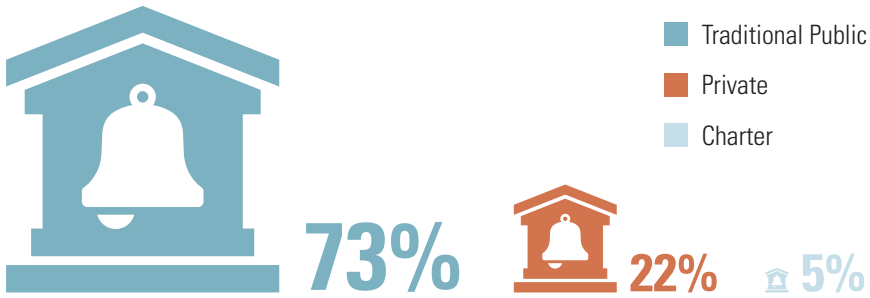
86%
NC Pre-K

75%
Child Care Centers (Ages 0-5)

Source: *Frank Porter Graham Child Development Institute 2012-13 NC Pre-K Evaluation*

K-12 Schools by Type (2016-17)

Traditional Public	2,446
Public Charter	168
Schools for the Deaf & Blind	3
Private	720
Total K-12 Schools	**3,337**



Source: *NC DPI 2016-17 Average Daily Membership Data, NC 2016 Directory of Non-Public Schools*

North Carolina Cooperative Innovative High Schools (2014-15)

Number of Schools	106
Students Currently Enrolled	21,458
Graduation Rate	94%
Percent of Community College Courses Passed with C or Better (2013)	82%

Source: *NC DPI 2016 Evaluation of Innovative High School Programs*

North Carolina's College and Career Promise

The College and Career Promise offers opportunities for qualified high school students to enroll tuition-free in community college courses that provide pathways leading to a certificate, diploma, or degree. In 2015, nearly 17,000 North Carolina high school students participated in the College and Career Promise program.

Source: *North Carolina Community College System (NCCCS) College and Career Promise (as of December 2016)*

Career and Technical Education (CTE)

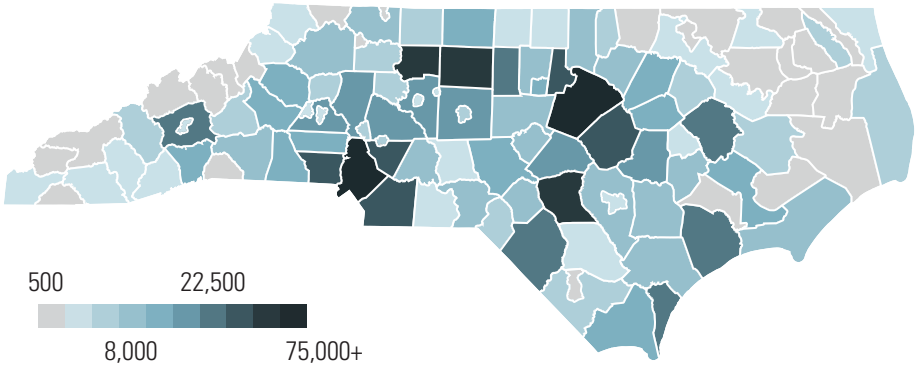
Career and Technical Education (CTE) in North Carolina public schools provides students with academic, technical, and employability skills along with industry-recognized certifications and licensure that have value in local, regional, state, and global economies.

Nearly 89,000 North Carolina public school students earned one or more Career and Technical Education credentials in the 2015-16 academic year.

Source: *NC DPI 2016 CTE Career Pathways Directory, NC DPI 2015-16 CTE Credentialing Data*

8% of North Carolina high school students attended a cooperative innovative high school or participated in the College and Career Promise program in 2015.

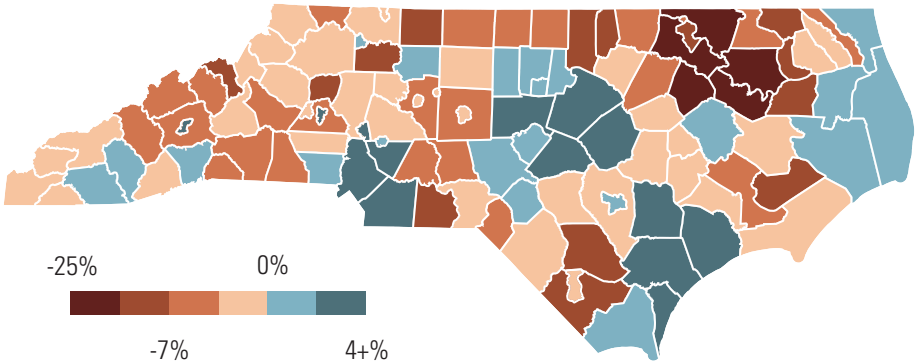
Enrollment in K-12 Traditional Schools by District (2015-16)



Base geographic mapping files provided by the Friday Institute for Educational Innovation, North Carolina State University. Click here to open an interactive map.

Source: *NC DPI 2015-16 Student Accounting Data*

Five-Year Percent Change in K-12 Student Enrollment by School District (2011 to 2016)

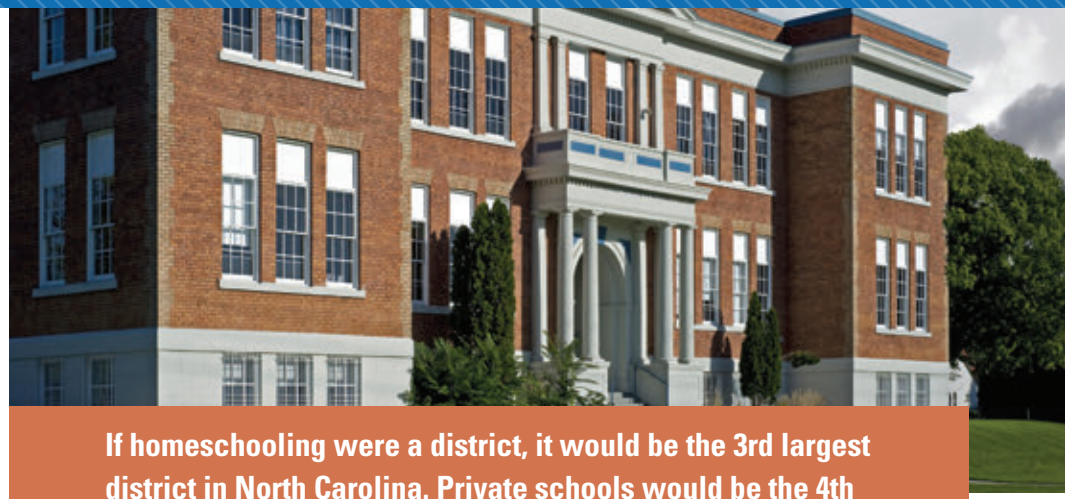


Base geographic mapping files provided by the Friday Institute for Educational Innovation, North Carolina State University. Click here to open an interactive map.

Source: *NC DPI Student Accounting Data 2011-12 to 2015-16*

Although K-12 student enrollment increased by 1.1% overall in North Carolina traditional public schools over the past five years, more than two-thirds of school districts experienced a net decline in enrollment.

Source: *NC DPI Student Accounting Data 2011-12 to 2015-16*



If homeschooling were a district, it would be the 3rd largest district in North Carolina. Private schools would be the 4th largest, and charter schools would be the 5th largest.

Source: *NC DPI 2015-16 Student Accounting Data*

North Carolina K-12 Public School Districts

North Carolina has 115 school districts (otherwise known as Local Education Agencies or LEAs).

12,457 Students
Average District Size

6,020 Students
Median District Size

Source: *NC DPI 2015-16 Student Accounting Data*

33%
of students attend the largest five school districts

In 2015-16, Wake and Mecklenburg counties each enrolled more students than the 50 smallest districts combined.

Source: *NC DPI 2015-16 Student Accounting Data*

Access to Technology in K-12 Schools

North Carolina is nationally recognized as a leader in bringing broadband Internet access to public schools.

Through the School Connectivity Initiative (SCI), every $1 in state funds is leveraged with at least $3.50 in federal funds to deliver high-speed Internet to virtually every K-12 public school in North Carolina. More than two-thirds of school districts have at least one Internet access point per classroom.

In the past five years, Internet bandwidth delivered to K-12 public schools increased eightfold. According to the North Carolina Department of Public Instruction's 2017 SCI report, peak Internet usage in K-12 public schools is double that of the community college system, UNC system, and independent colleges and universities combined.

2015 Annual Media and Technology Report Survey

684
schools from 93 districts and 20 charter schools have 1:1 computing initiatives

631
schools estimate that less than 50% of their students have home Internet access

Source: *NC DPI 2017 School Connectivity Initiative report, NC DPI School Connectivity and E-Rate Services 2016 highlights, NC DPI 2015 Annual Media and Technology Report Survey*

Higher Education Institutions in North Carolina (2017)

North Carolina Community College System (NCCCS)

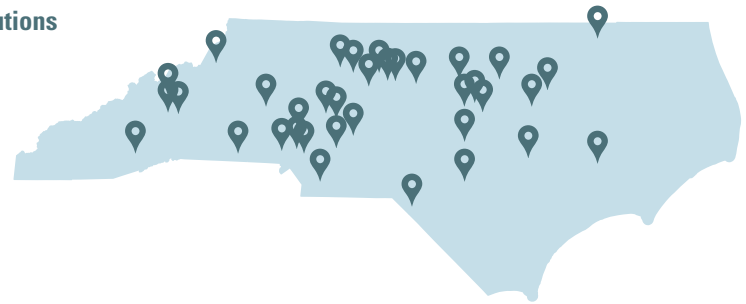
58 Community Colleges

UNC System

17 Public Campuses

Independent Colleges and Universities

36 Institutions



SECTION 4: Finance

NC Pre-K Program Per Pupil Expenditures (2015)

State Funding Per Child

$5,340

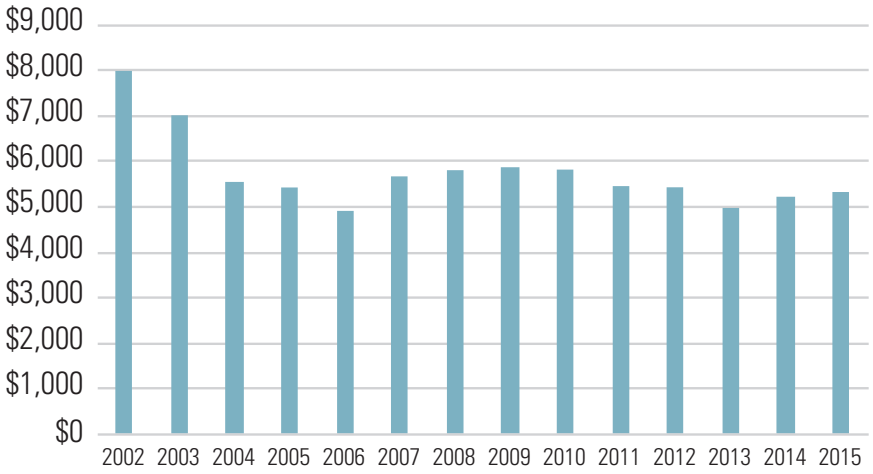
Total Funding Per Child*

$7,793

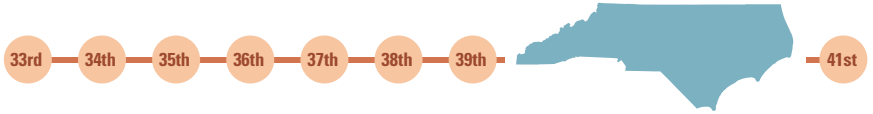
**Includes federal, state and local funds*

Source: *National Institute for Early Education Research 2015 North Carolina State Report Card*

State Funding Per Pupil Enrolled in NC Pre-K, Inflation-Adjusted to 2015 Dollars



Source: *National Institute for Early Education Research 2015 North Carolina State Report Card*



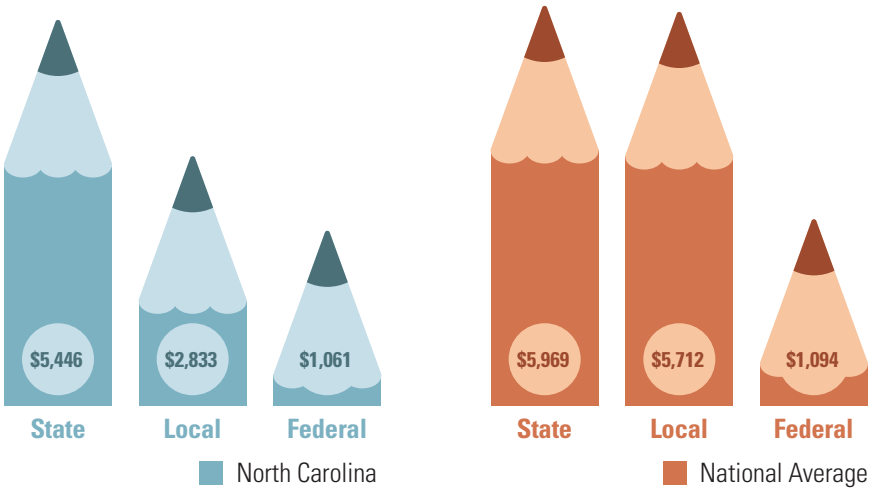
North Carolina ranked 40th in the country in total K-12 per pupil funding in 2014-15.

North Carolina ranked 13th in the country for the percentage of education funding provided by the state in 2014-15.

Source: *US Census Bureau 2016 Public Education Finances Report on Fiscal Year 2014*

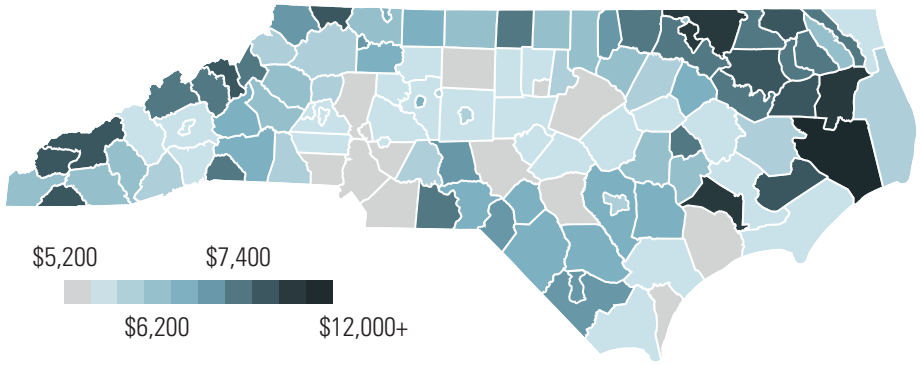
How North Carolina Finances K-12 Education Compared to the National Average (2016)

	North Carolina	National Average
Total Funding Per Pupil	$9,340	$12,775
State	$5,446 (58%)	$5,969 (47%)
Local	$2,833 (30%)	$5,712 (45%)
Federal	$1,061 (11%)	$1,094 (9%)



Source: *US Census Bureau 2016 Public Education Finances Report on Fiscal Year 2014*

State-Funded K-12 Per Pupil Spending by District (2015-16)

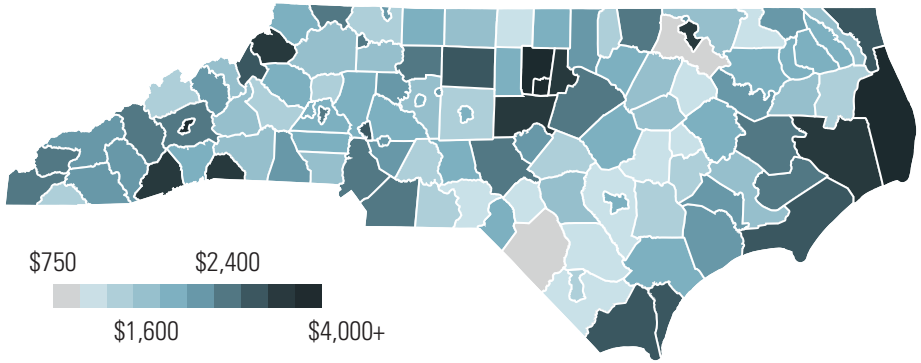


North Carolina Average: $5,724

Base geographic mapping files provided by the Friday Institute for Educational Innovation, North Carolina State University. Click here to open an interactive map.

Source: *NC DPI Statistical Profile (as of December 2016)*

Locally-Funded K-12 Per Pupil Spending by District (2015-16)

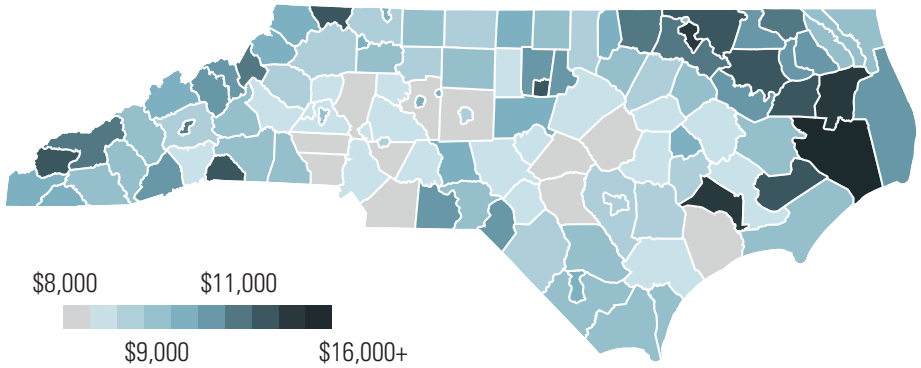


North Carolina Average: $2,158

Base geographic mapping files provided by the Friday Institute for Educational Innovation, North Carolina State University. Click here open an interactive map.

Source: *NC DPI Statistical Profile (as of December 2016)*

Total K-12 Per Pupil Spending by District: State, Federal, and Local (2015-16)



North Carolina Average: $8,888

Base geographic mapping files provided by the Friday Institute for Educational Innovation, North Carolina State University. Click here to open an interactive map.

Source: *NC DPI Statistical Profile (as of December 2016)*

The five districts* that spent the most per pupil in 2015-16 (including state, local, and federal spending) spent an average of $14,643 per pupil, compared to an average of $8,024 in the five districts spending the least per pupil. The difference in spending–$6,619 per pupil–amounts to a $165,470 difference in spending on a class of 25 students.

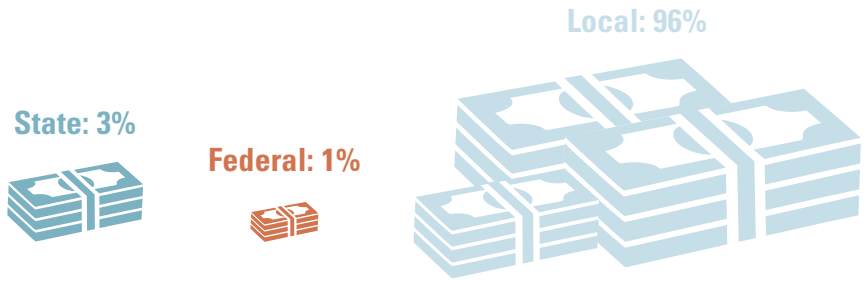
**The five districts spending the most per pupil (Hyde, Tyrrell, Weldon City, Jones, and Northampton) all have fewer than 2,000 students and higher free and reduced meal eligibility rates than the state average.*

Source: *NC DPI Statistical Profile (as of December 2016)*

North Carolina earned a "B" for funding equity and an "F" for funding effort from the Education Law Center's national school funding report card in 2016.

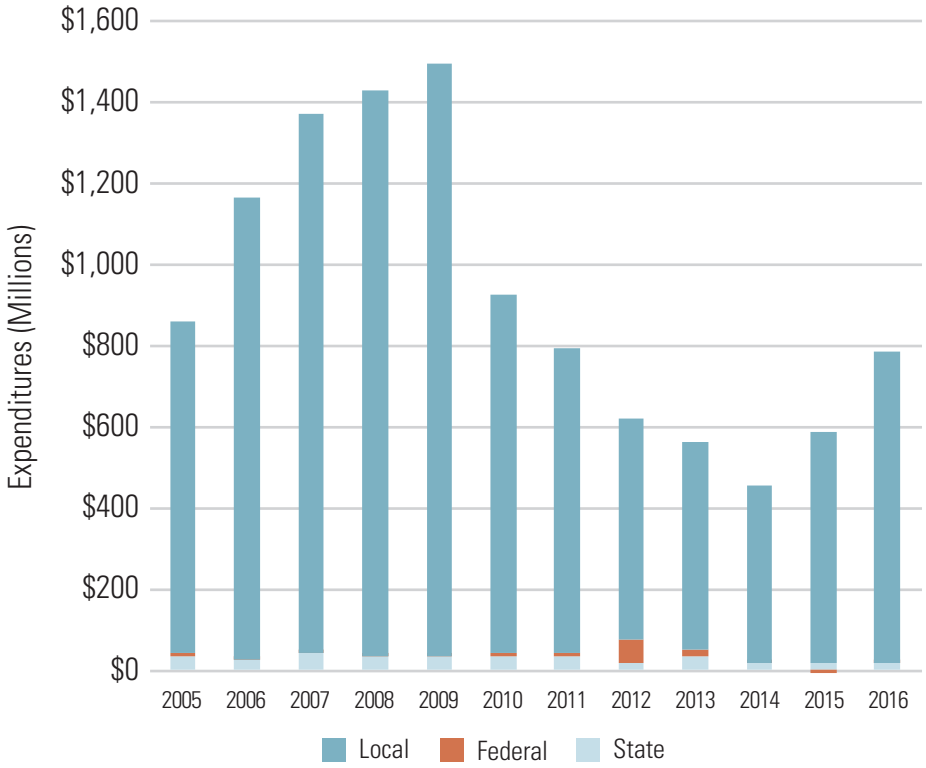
Source: *Education Law Center 2016 School Funding Fairness Report*

Capital Expenditures for K-12 Public Schools by Source (2005 to 2016)



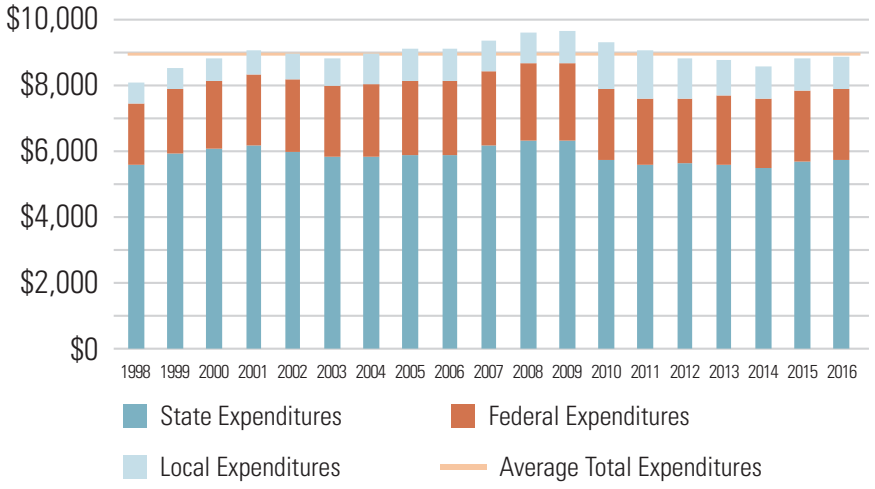
Source: *NC DPI Statistical Profile (as of December 2016)*

Total Capital Expenditures for K-12 Public Schools



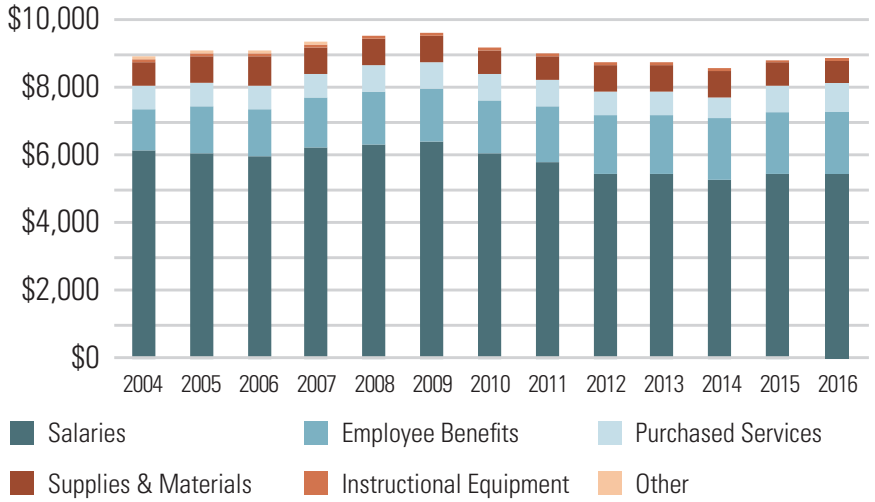
Source: *NC DPI Statistical Profile (as of December 2016)*

Historical Per Pupil Expenditures for K-12 Public Schools, Inflation-Adjusted to 2016 Dollars



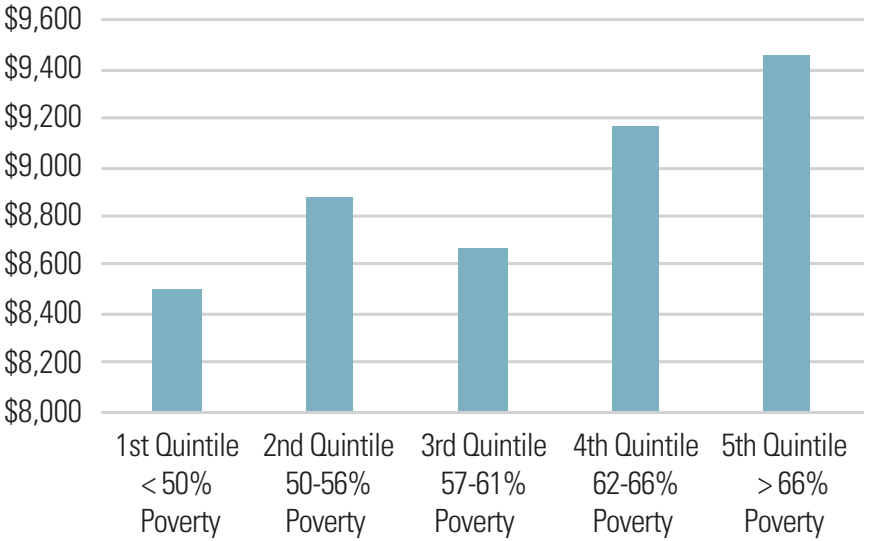
Source: *NC DPI Statistical Profile (as of December 2016)*

Historical Per Pupil Expenditures for K-12 Public Schools by Category, Inflation-Adjusted to 2016 Dollars



Source: *NC DPI Statistical Profile (as of December 2016)*

Per Pupil Spending versus Poverty* Rate in K-12 School Districts (2014-15)



**As measured by free and reduced meal eligibility rates.*

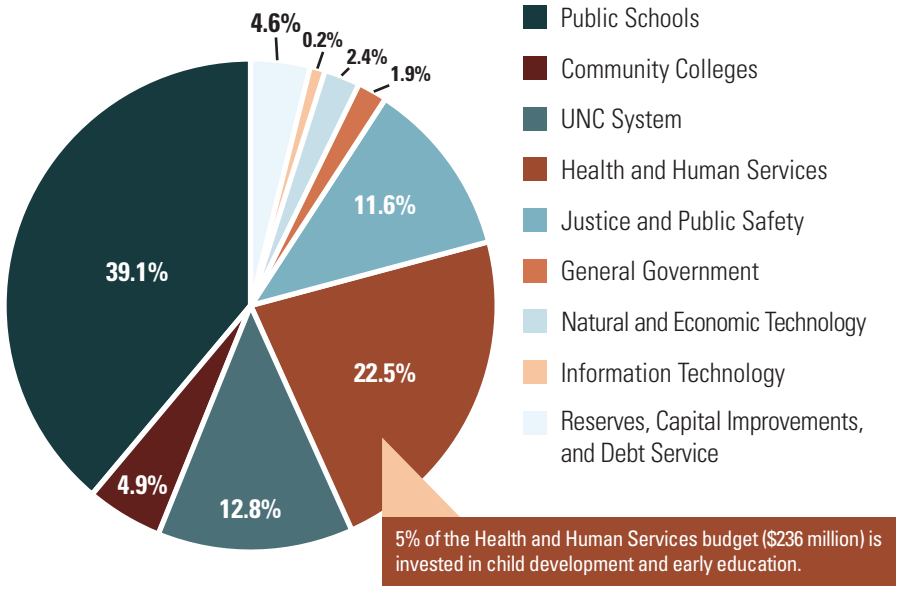
Source: *NC DPI Statistical Profile (as of December 2016), NC Department of Health and Human Services School Nutrition Data (as of December 2016)*

North Carolina is one of just six states nationally that provide at least 10% more per pupil funding to high poverty districts than low poverty districts.

Source: *Ed Build 2016 Resource Inequality Map*

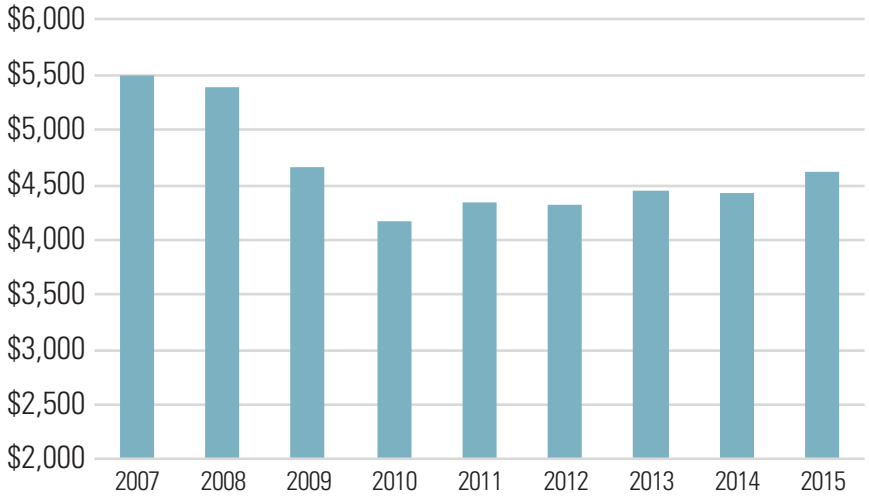
State General Fund Appropriations in North Carolina (2016-17)

Public Schools	$8,733,375,580	39.1%
Community Colleges	$1,095,990,712	4.9%
UNC System	$2,852,288,121	12.8%
Health and Human Services	$5,020,897,501	22.5%
Justice and Public Safety	$2,601,712,738	11.6%
General Government	$427,507,960	1.9%
Natural and Economic Technology	$536,329,317	2.4%
Information Technology	$43,297,929	0.2%
Reserves, Capital Improvements, and Debt Service	$1,030,037,732	4.6%
Total	**$22,341,437,590**	



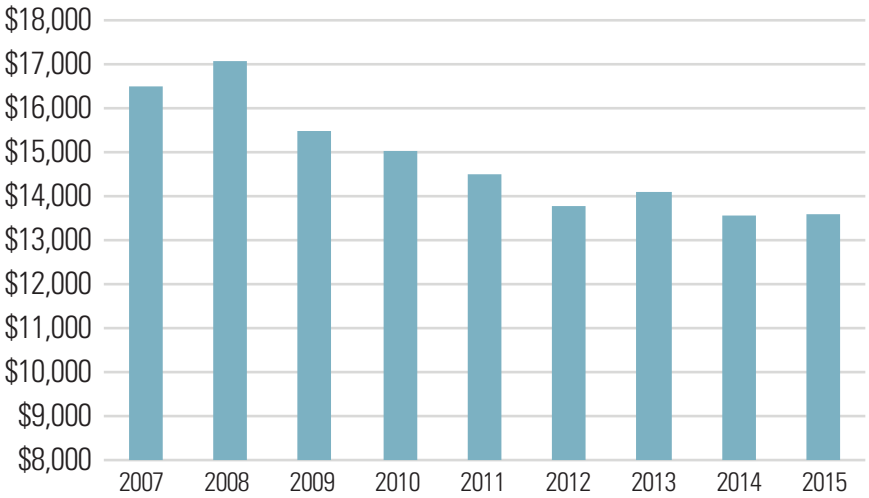
Source: *NC General Assembly 2016 Conference Committee Report*

North Carolina Community College System (NCCCS): State Expenditures per Full-Time Student, Inflation-Adjusted to 2015 Dollars



Source: *NC General Assembly Fiscal Research Historical Education Expenditures, Fiscal Year 2006-07 to Fiscal Year 2014-15*

UNC System: State Spending per Full-Time Student, Inflation-Adjusted to 2015 Dollars



Source: *NC General Assembly Fiscal Research Historical Education Expenditures, Fiscal Year 2006-07 to Fiscal Year 2014-15*

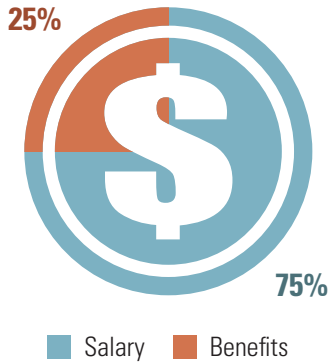
North Carolina Teachers and State Employees Retirement System

All full-time employees in North Carolina public schools participate in the state's Teachers and State Employees Retirement System (TSERS). TSERS provides qualifying employees a guaranteed salary and individual health benefits upon retirement from state government.

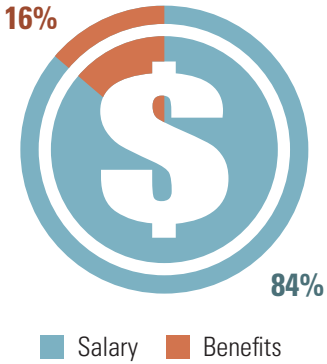
In North Carolina, employees vest in TSERS after five years of service. Employees may retire with unreduced benefits after 30 years at any age, after 25 years of service at age 60 or older, or after five years at age 65 or older. National research from TeacherPensions.org suggests that roughly half of teachers in North Carolina public schools do not vest in TSERS because they teach for fewer than five years.

Teachers contribute 6% of their pre-tax salary to TSERS, a rate that has been consistent since 1975. Due in part to longer life expectancies and rising health care costs, the State's employer contribution has increased from 7% of each employee's salary in 2006 to 16% in 2016. For comparison, the average employer retirement contribution for large private companies is 6%.

Compensation Distribution for North Carolina K-12 Public School System Employees



Compensation Distribution for Private Sector Employees



Source: *NC DPI Statistical Profile (as of December 2016), NC General Assembly Fiscal Research 2015 Comparison of the Value of State Employee Benefits, NC Treasurer 2016 TSERS Handbook*

North Carolina Education Lottery

The North Carolina Education Lottery was created with the enactment of House Bill 1023 in 2005. By law, education-directed lottery revenues were intended to support NC Pre-K, reduce class size, provide financial aid for low-income students to attend college, and support the public school building capital fund.

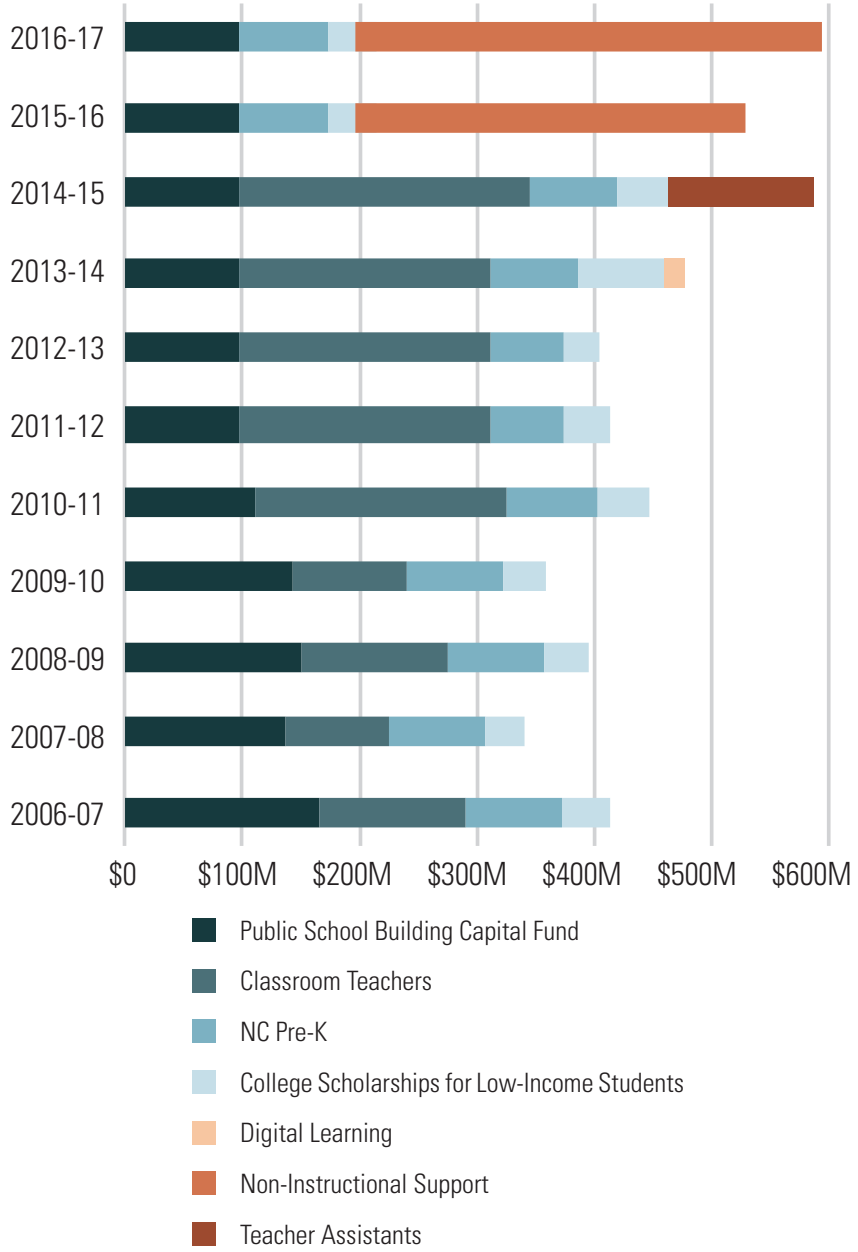
This funding prescription was eliminated in 2013. Currently, the bulk of education-directed lottery revenues fund non-instructional supports such as clerical assistants, custodians, and substitute teachers.

Source: *North Carolina Education Lottery 2015 Comprehensive Annual Financial Report*

The majority of lottery revenues are used to pay for prize expenses. In the 2014-15 academic year, 27% of net lottery revenue went toward education funding, down from 35% in 2006-07 (the first year of the North Carolina Education Lottery).

Source: *North Carolina Education Lottery 2015 Comprehensive Annual Financial Report*

North Carolina Education Lottery: Education-Directed Spending By Category



Source: *NC General Assembly Fiscal Research Budget Legislation, 2006 to 2016*

Statewide Assessments for K-12 Students

Test	State	Federal
Kindergarten Entry Assessment	✓	
K-3 mClass Reading (Various Assessments)	✓	
3rd Grade Beginning-of-Grade Reading	✓	
3rd-8th Grade End-of-Grade Tests in Both Math and English, also in Science for 5th and 8th Grades		✓
End-of-Course in Biology, Math I, and English II		✓
ACT Testing Suite, Given in 8th, 10th, and 11th Grades	✓	
North Carolina Final Exams, Given in Otherwise Untested Grades and Subjects	✓	
Career and Technical Education (CTE) Assessments in All CTE Courses		✓

Subgroups of students, such as English Language Learners, Advanced Placement, and International Baccalaureate students, participate in additional state and federal testing. In addition, local districts often require multiple additional assessments, such as interim or benchmark tests, that may provide educators in the district with additional information about student growth and achievement. A statistical sample of students in North Carolina also takes the National Assessments for Educational Progress (NAEP) every two years.

Note: *All assessments above are given to the majority of students in North Carolina.*

Source: *NC DPI Accountability Services Division*

North Carolina has led the nation in accountability since the establishment of the ABCs of Public Education in 1995. Long before No Child Left Behind (2001) and federal testing mandates, North Carolina administered end-of-grade and end-of-course assessments.

Source: *NC DPI ABCs Accountability Model*

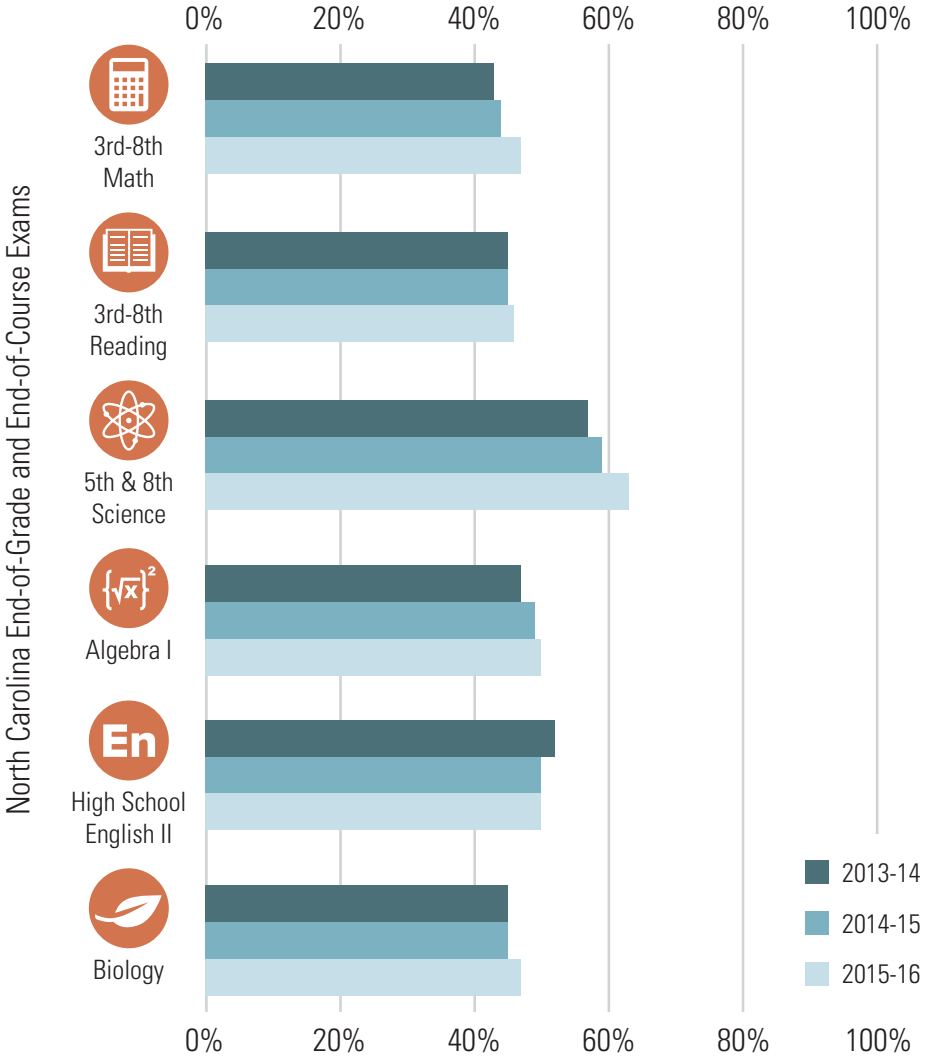
Performance on North Carolina End-of-Grade (EOG) and End-of-Course (EOC) Exams

Performance on North Carolina End-of-Grade (EOG) and End-of-Course (EOC) exams is broken out into five achievement levels.

Achievement Level	Command of Grade-Level Knowledge and Skills	Indicates Grade-Level Proficiency	On Track for College and Career Readiness
5	Superior	Yes	Yes
4	Solid	Yes	Yes
3	Sufficient	Yes	No
2	Partial	No	No
1	Limited	No	No

Source: *NC DPI Accountability Services Division*

North Carolina K-12 Students On Track for College and Career by Subject

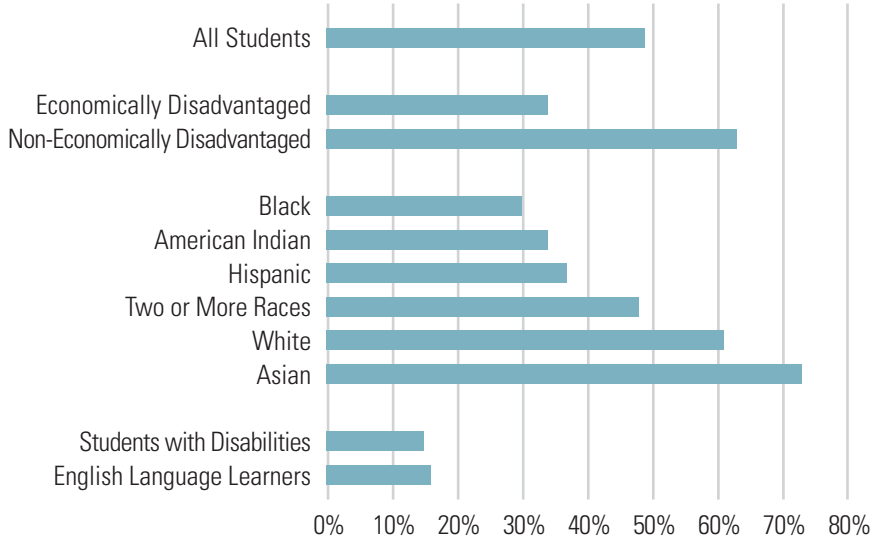


Source: *NC DPI 2015-16 Accountability and Testing Results*

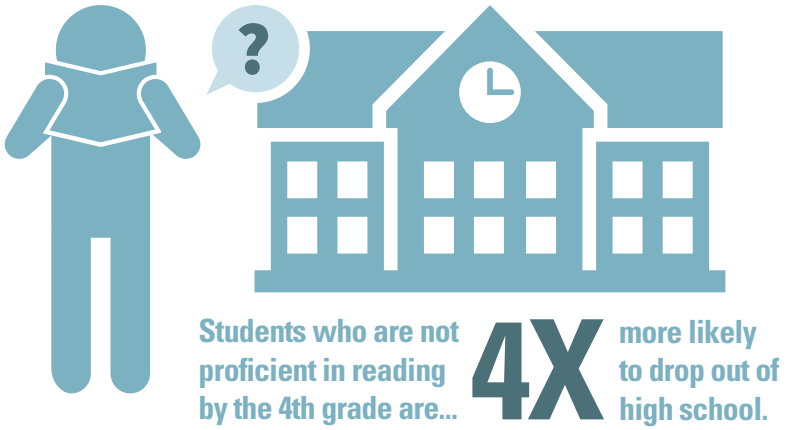
38 **% of North Carolina 4th grade students scored at or above proficient on the 2015 NAEP reading assessment (up from 35% in 2013).**

Source: *The Nation's Report Card 2015 Reading Assessment*

North Carolina K-12 Students On Track for College and Career by Group (2016)



Source: *NC DPI 2015-16 Accountability and Testing Results*

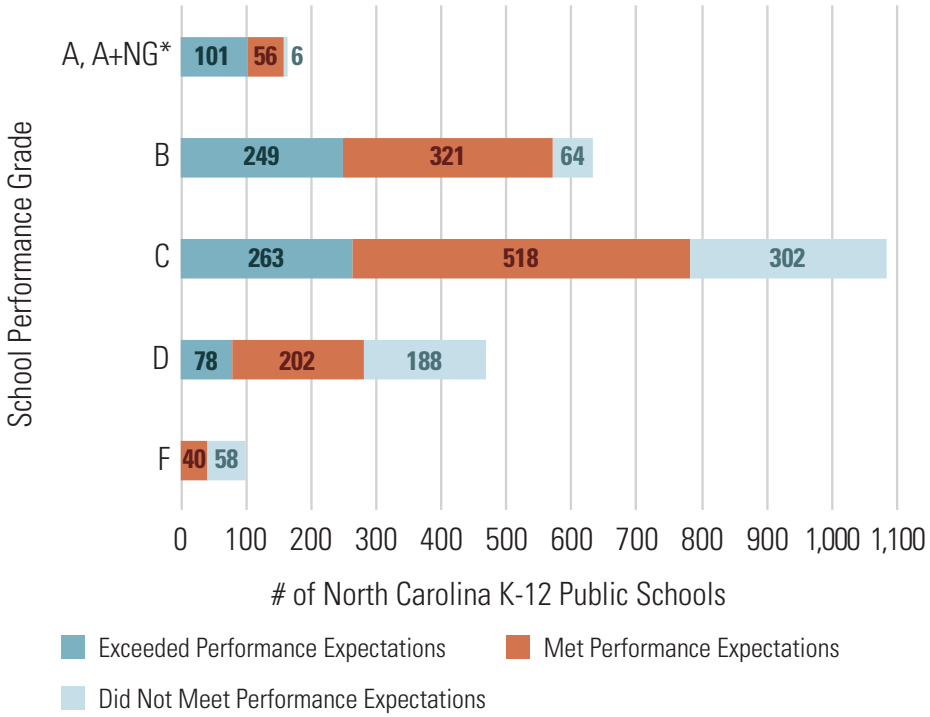


Source: *Annie E. Casey Foundation 2016 Kids Count Data Book*

Reading proficiency by the 3rd grade is the single greatest predictor of high school graduation and later success.

Source: *Annie E. Casey Foundation 2016 Kids Count Data Book*

School Performance Grades and Performance Expectations (2015-16)



Source: *NC DPI 2015-16 Accountability and Testing Results*

Grade Calculation

80% School Achievement Score and 20% Value-Added Growth Score**

School grades are assigned on a 15-point scale:
A = 85-100; B = 70-84; C = 55-69; D = 40-54; F = < 40

**A+NG schools earn an A rating and have no significant achievement gaps between student groups.*

***The value-added growth model designates a school as having exceeded, met, or not met student performance expectations. Schools meet performance expectations if students in the school maintain their relative academic standing compared to students across the state with similar performance on previous state tests.*

Source: *EVAAS Statistical Models 2010 White Paper*

Percentage of North Carolina K-12 Students On Track for College and Career by Free and Reduced Meal Eligibility Rate (2015-16)

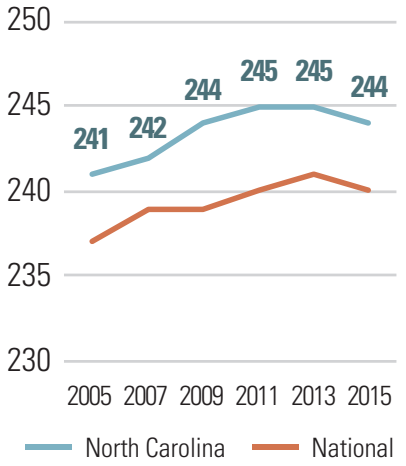
Source: *NC DPI 2015-16 Accountability and Testing Results, NC Department of Health and Human Services School Nutrition Programs (as of December 2016)*

Across North Carolina, school grades and proficiency rates are strongly correlated with student poverty. However, 339 schools statewide (or nearly 14%) serve higher than average percentages of low-income students while posting higher than average rates of college and career readiness.

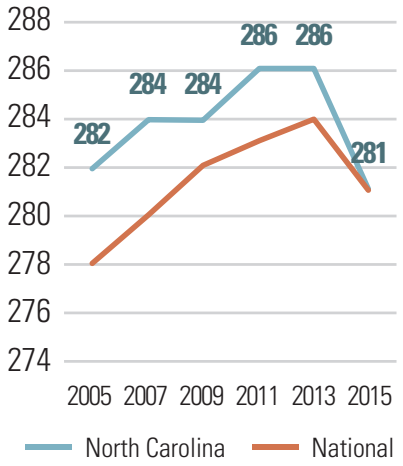
Source: *NC DPI 2015-16 Accountability and Testing Results, NC Department of Health Human Services School Nutrition Programs (as of December 2016)*

National Assessment of Education Progress (NAEP)

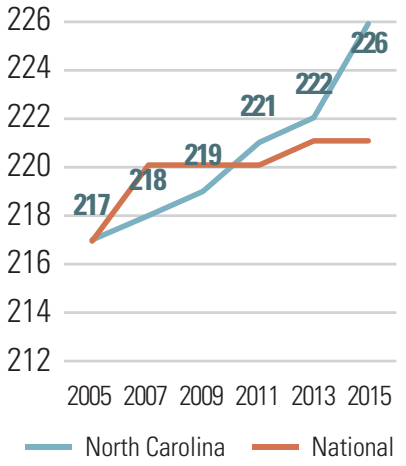
NAEP 4th Grade Math Score Trends (2005 to 2015)



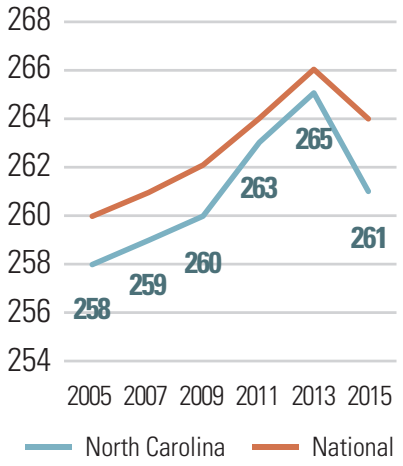
NAEP 8th Grade Math Score Trends (2005 to 2015)



NAEP 4th Grade Reading Score Trends (2005 to 2015)

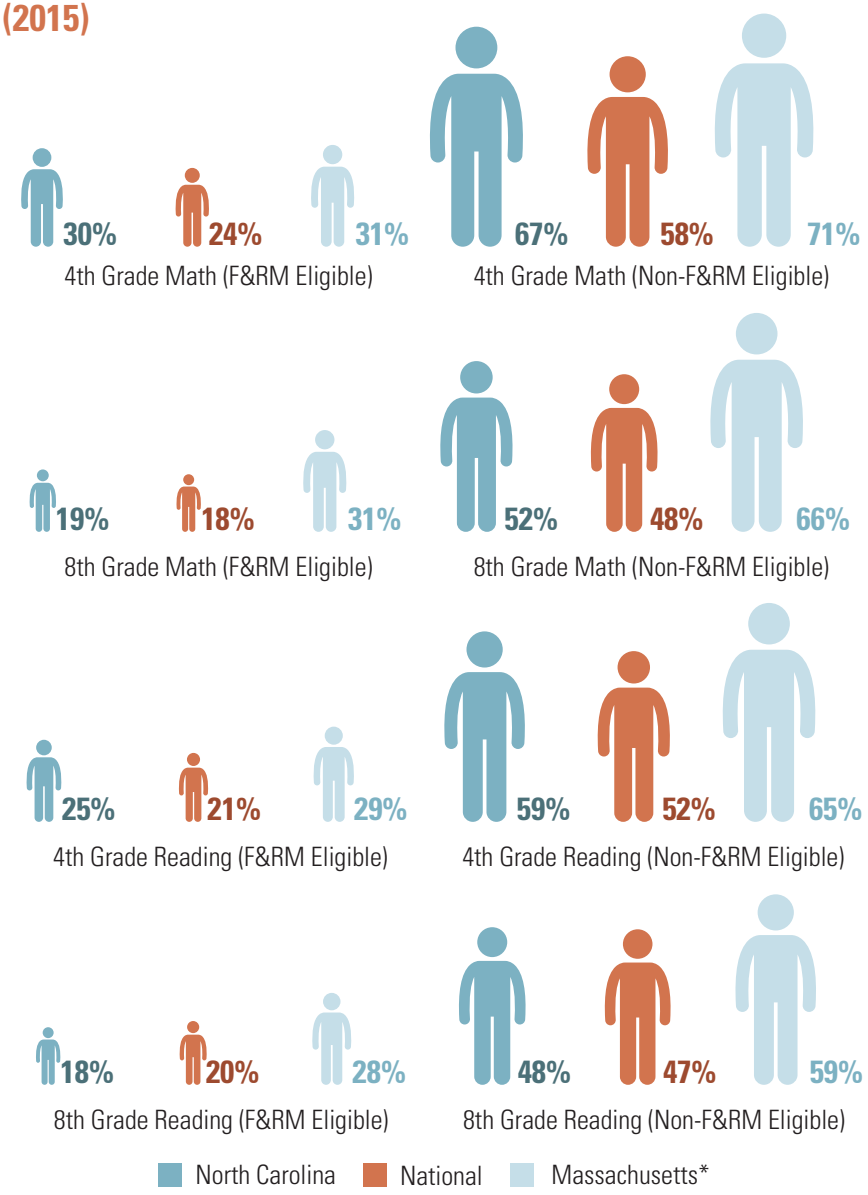


NAEP 8th Grade Reading Score Trends (2005 to 2015)



Source: *The Nation's Report Card 2015 Math and Reading Assessment*

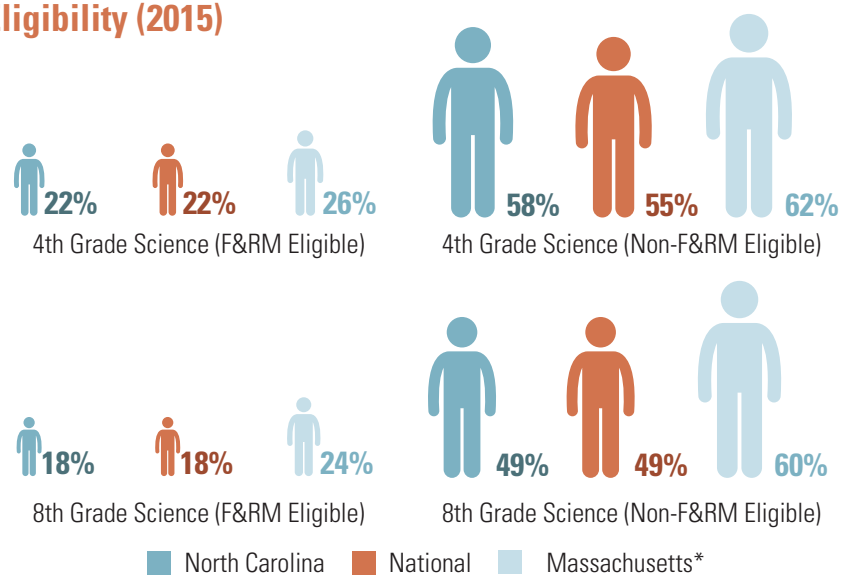
National Assessment of Education Progress (NAEP) Proficiency by Free & Reduced Meal (F&RM) Eligibility (2015)



**Massachusetts is the highest performing state nationally*

Source: *The Nation's Report Card 2015 Math and Reading Assessment*

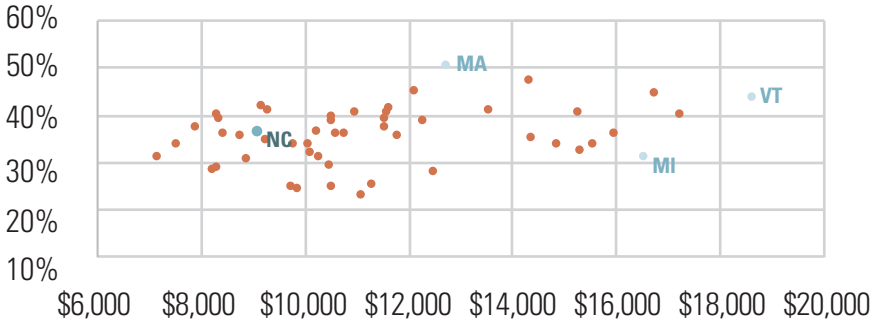
National Assessment of Education Progress (NAEP) Science Proficiency by Free & Reduced Meal (F&RM) Eligibility (2015)



**Massachusetts is the highest performing state nationally*

Source: *The Nation's Report Card 2015 Science Assessment*

NAEP Proficiency versus Per Pupil Expenditures (2014-15)



Note: *Per pupil expenditures adjusted by state cost of living using the Council for Community and Economic Research state cost of living index.*

Source: *The Nation's Report Card 2015 Math and Reading Assessments, National Education Association 2016 Rankings and Estimates Report, The Council for Community and Economic Research*

North Carolina received an 'A' for academic return on investment from the US Chamber of Commerce in 2014.

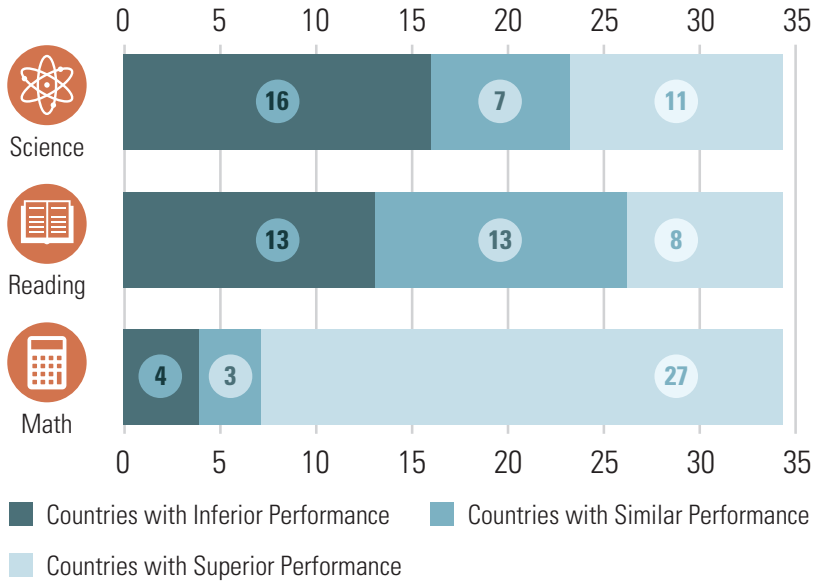
Programme for International Student Assessment (PISA)

The Programme for International Student Assessment (PISA) is a triennial survey of 15-year-old students assessing essential higher-order knowledge and skills in science, reading, and mathematics needed for full participation in the modern world.

Worldwide, 73 countries and education systems participated in the survey, including all Organization for Economic Cooperation and Development (OECD) nations, which are most directly comparable with the United States. North Carolina and Massachusetts were the only two US states to participate in the study at a state level, and can therefore put student performance in an international context.

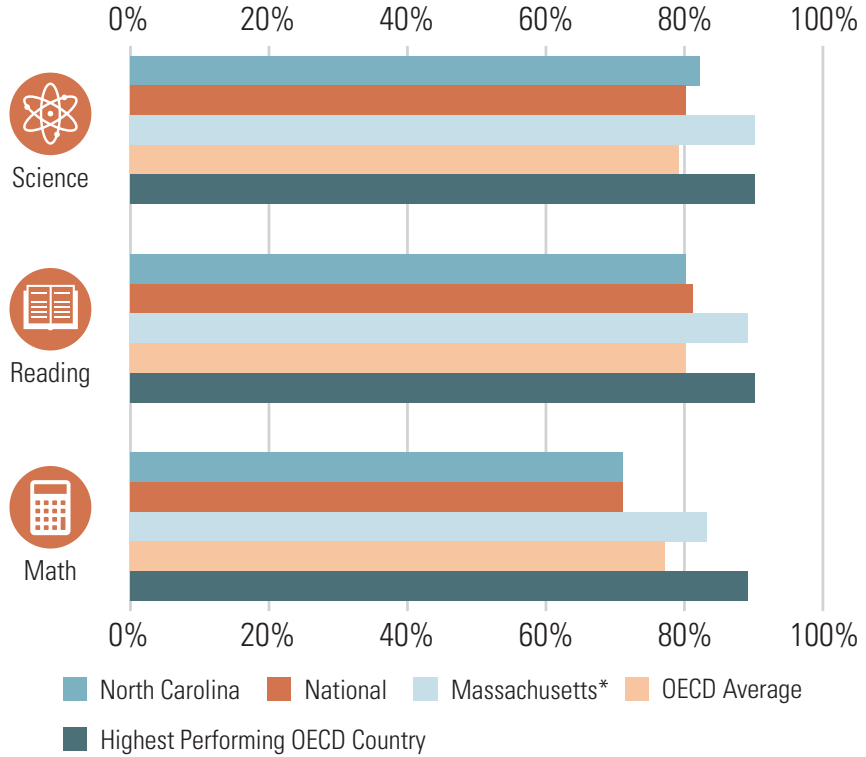
North Carolina's student performance closely mirrored the performance of the United States as a whole. Benchmarked against all 35 OECD countries, North Carolina ranks in the middle of the pack in science and reading, and near the bottom in math.

PISA Results: North Carolina Performance Benchmarked Against OECD Countries (2015)



Source: *PISA 2015 Excellence and Equity in Education Report*

PISA Results: Percentage of Students Achieving Baseline Proficiency by Subject (2015)



**Massachusetts is the highest performing state nationally*

Source: *PISA 2015 Excellence and Equity in Education Report*

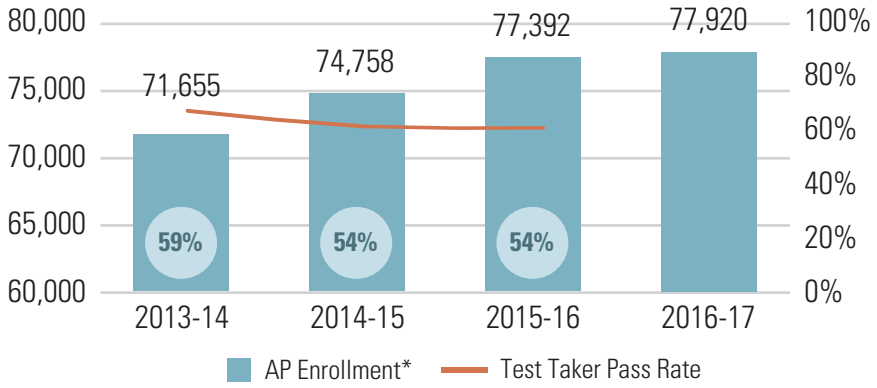
North Carolina outperforms the US and other OECD countries on measures of educational equity. In North Carolina, 9% of the variation in science performance can be explained by students' socioeconomic status, compared to 11% in the US and 13% in OECD countries as a whole.

Source: *PISA 2015 Excellence and Equity in Education Report*

71% of North Carolina students attained a baseline level of proficiency in math, compared 83% in Massachusetts, and an average of 77% in OECD countries.

Source: *PISA 2015 Excellence and Equity in Education Report*

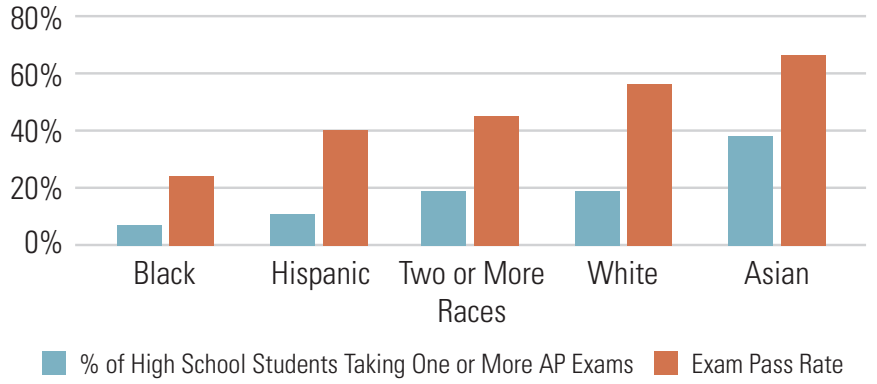
Advanced Placement (AP) Course Enrollment and Pass Rates



**Number of Students Enrolled in at Least One AP Course*

Source: *NC DPI 2016 AP Report, North Carolina State Board of Education 2016 AP Participation Report*

AP Enrollment and Pass Rates by Race/Ethnicity (2016)



Source: *NC DPI 2016 AP Report, NC DPI 2016 Student Accounting Data*

1 IN 5

North Carolina public high school students took at least one AP course

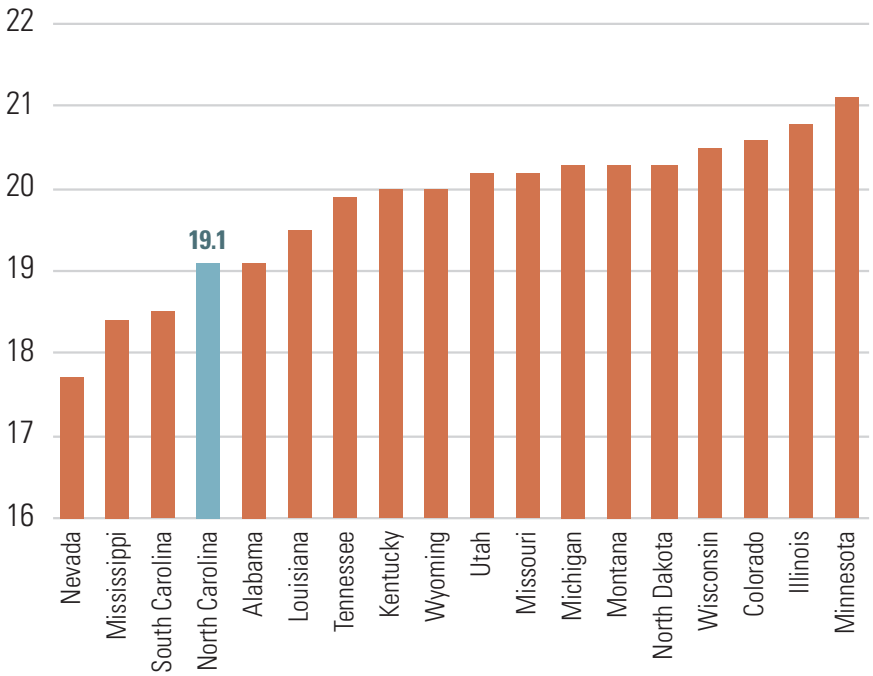
In 2014, the North Carolina General Assembly made the AP exam free of charge for any student enrolled in an AP course. Nearly one in five high school students in North Carolina public schools took at least one Advanced Placement course in 2015-16.

Source: *NC DPI 2016 AP Report, NC DPI 2016 Student Accounting Data*

American College Testing (ACT)

The ACT and ACT WorkKeys assessments are used to measure college and career preparedness among high school students in North Carolina public schools. All high school juniors are required to take the ACT. All seniors with a Career and Technical Education (CTE) concentration also take the ACT WorkKeys career readiness assessment.

ACT Average Composite Scores* for States with 100% Participation (2016)

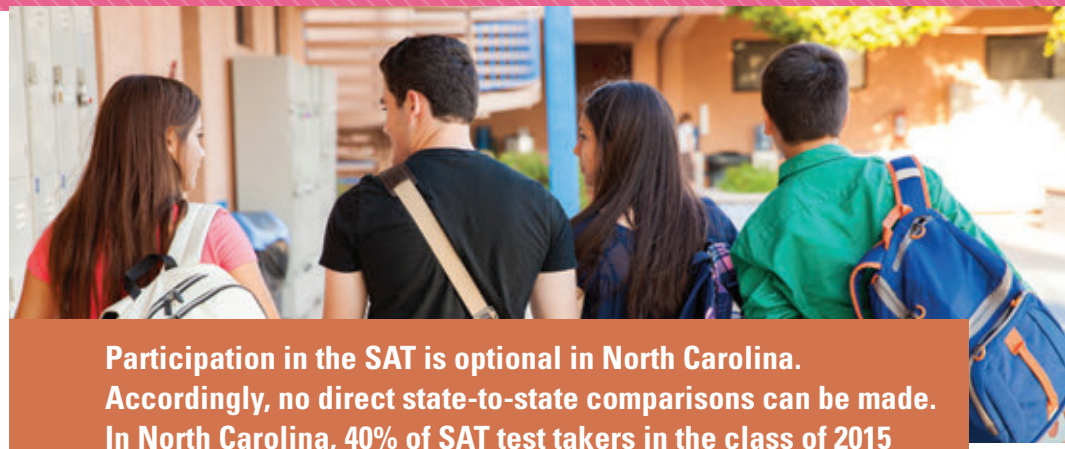


*Scores are based on a 36-point scale.

Source: *ACT 2016 Condition of College and Career Readiness Report*

40 % of North Carolina public school students scored below a 17 on the ACT in 2016, the minimum entry score required for admission into UNC System institutions.

Source: *NC DPI 2015-16 Accountability and Testing Results*



Participation in the SAT is optional in North Carolina. Accordingly, no direct state-to-state comparisons can be made. In North Carolina, 40% of SAT test takers in the class of 2015 met the SAT college and career readiness benchmark.

Source: *SAT 2015 Profile Report*

Career and Technical Education (CTE) ACT WorkKeys Career Readiness Certificate (2016)

In North Carolina, 73% of high school seniors with a CTE concentration earned at least a Silver Career Readiness Certificate on the ACT WorkKeys assessment, indicating readiness for at least two-thirds of surveyed jobs.

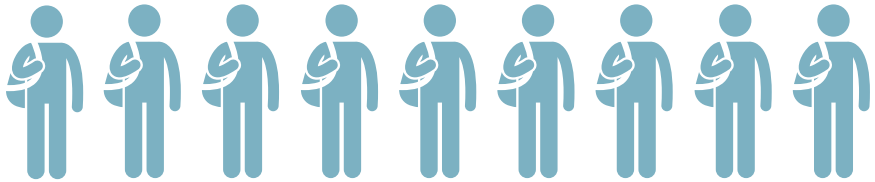
ACT Career Readiness Certificates are based on the assessments of work skills needed for success in jobs across industries and occupations, including the ability to set up and solve complex work-related math problems, read and understand documents commonly found in the workplace, and apply information derived from graphics to work-related problems.

Source: *NC DPI 2015-16 Accountability and Testing Results, ACT National Career Readiness Certificate Information (as of December 2016)*

Nearly

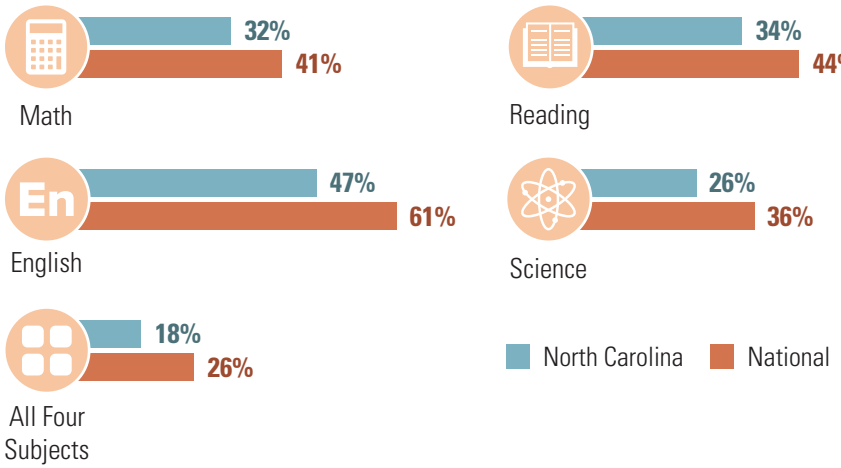
90,000

CTE students earned one or more industry-recognized certifications in the 2015-16 academic year.

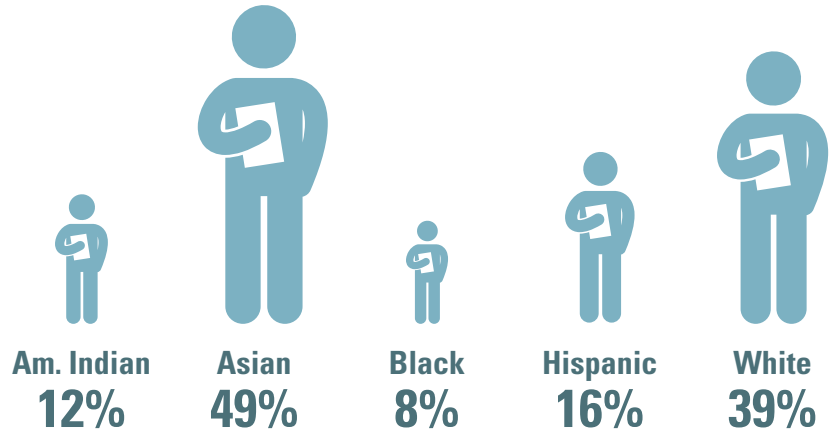


Source: *NC DPI 2015-16 CTE Credentialing Data*

ACT-Tested High School Students Meeting College Readiness Benchmarks (2016)



ACT-Tested High School Graduates Meeting Three or More Benchmarks by Race/Ethnicity (2016)

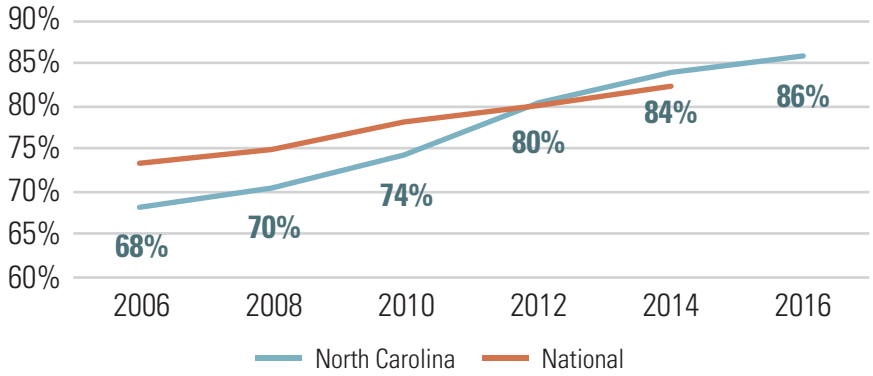


Source: *ACT 2016 North Carolina Profile Report*

46 % of North Carolina high school graduates met none of the four ACT college readiness benchmarks in 2016.

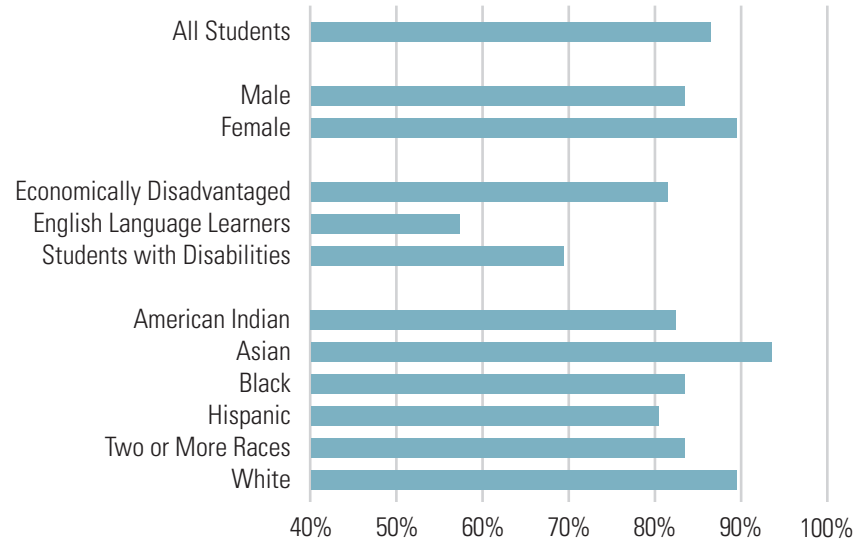
Source: *ACT 2016 North Carolina Profile Report*

Four-Year Cohort High School Graduation Rate



Source: *NC DPI Cohort Graduation Report 2006 to 2016, National Center of Education Statistics 2014 Common Core of Data*

High School Graduation Rate by Student Group (2015-16)



Source: *NC DPI Cohort 2015-16 Graduation Report*

66 % of 2013 North Carolina public high school graduates enrolled in postsecondary education within 16 months of receiving a regular diploma, down from 68% in 2011.

Source: *NC DPI 2016 School Report Card Datasets*

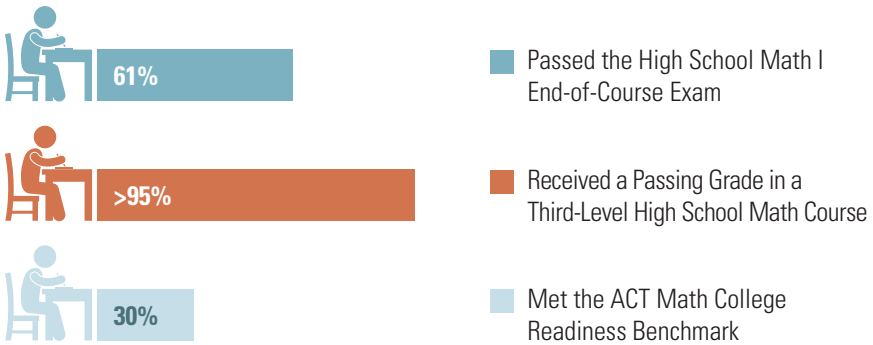
High School Diploma Integrity

In North Carolina, 61% of students passed the End-of-Course (EOC) exam in Math I in 2015-16, the first math course offered in high school. Less than a third of students met college readiness benchmarks in math on the ACT. Nevertheless, virtually all students (>95%) received passing grades in Math III, which is typically taken two years after Math I but does not have an End-of-Course exam.

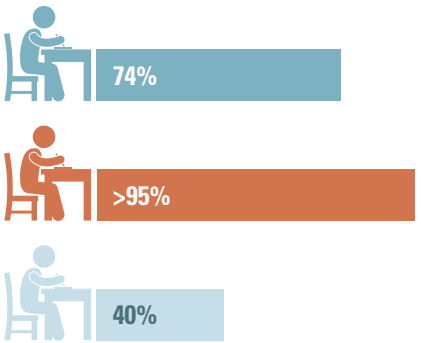
Source: *NC DPI 2015-16 Accountability and Testing Results*

Math Content Proficiency versus Math Course Pass Rates

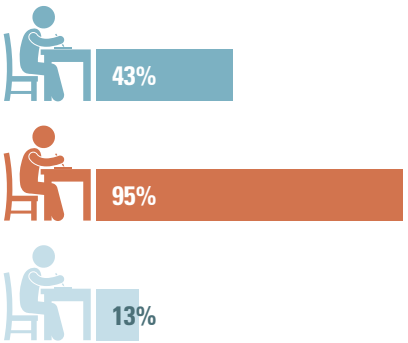
All Students



Non-Economically Disadvantaged Students



Economically Disadvantaged Students



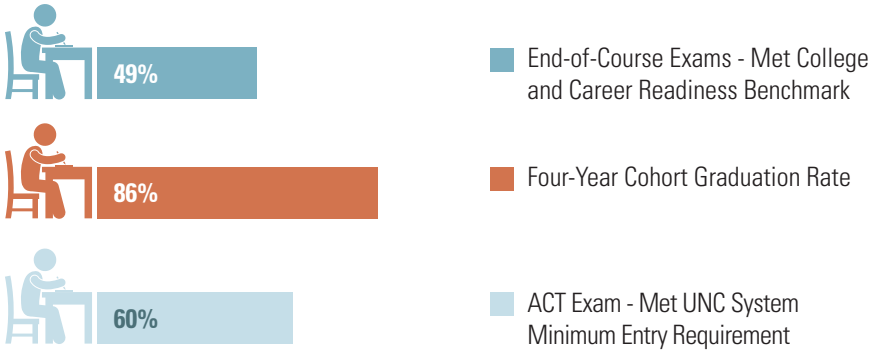
Source: *NC DPI 2015-16 Accountability and Testing Results*

Graduation rates dramatically increased across North Carolina and across student groups, from 68% in 2006 to an all-time high of 86% in 2016. However, data comparing ACT scores, overall End-of-Course (EOC) proficiency, and high school graduation rates suggest an issue of diploma integrity – particularly for traditionally underserved students. Roughly half of low-income students graduate without achieving grade level proficiency in math, English, and biology and without meeting the minimum ACT entry requirement for UNC System institutions.

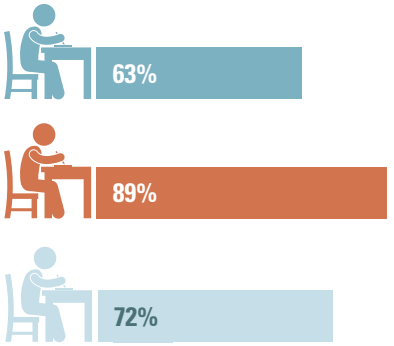
Source: *NC DPI 2015-16 Accountability and Testing Results*

High School Graduation versus Postsecondary Readiness

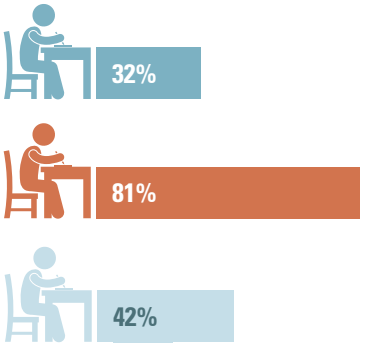
All Students



Non-Economically Disadvantaged Students



Economically Disadvantaged Students

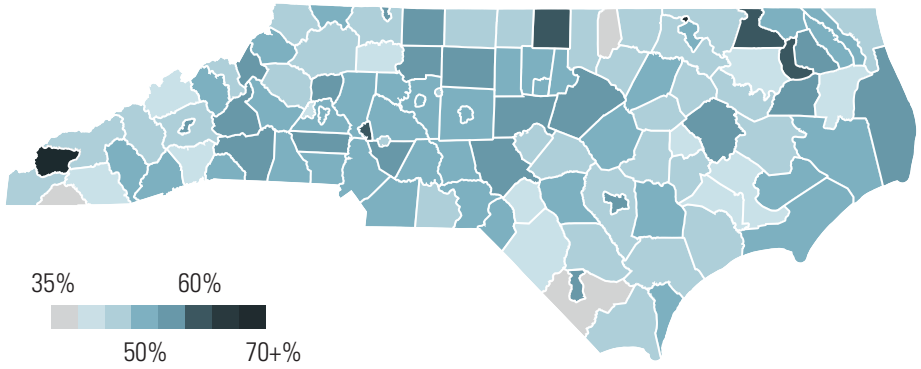


Source: *NC DPI 2015-16 Accountability and Testing Results*

Free Application for Federal Student Aid (FAFSA)

The Free Application for Federal Student Aid (FAFSA) must be filled out by anyone seeking federal aid to help fund their higher education expenses.

Public School District FAFSA Completion Rates for North Carolina (2015-16)



Base geographic mapping files provided by the Friday Institute for Educational Innovation, North Carolina State University. Click here for an interactive map.

Source: *US Department of Education 2016 FAFSA Completion Rates*

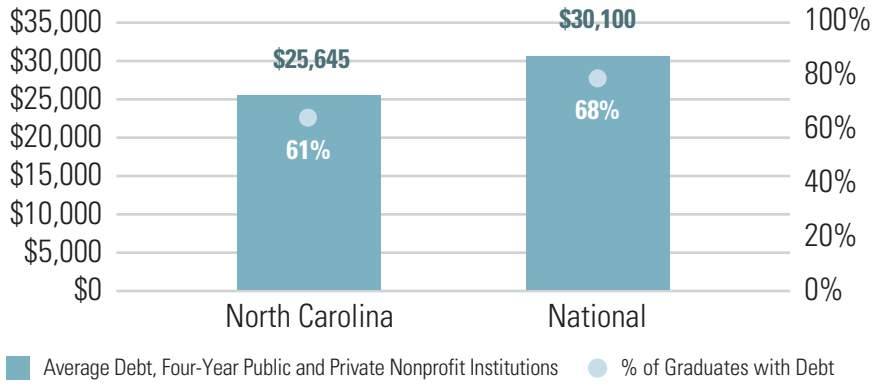
Overall, North Carolina had a 39% FAFSA completion rate in 2016. The national average was 40%, and Tennessee led all states with a 62% completion rate.

Source: *Bellwether Education Partners 2016 FAFSA Completion Rates by State*

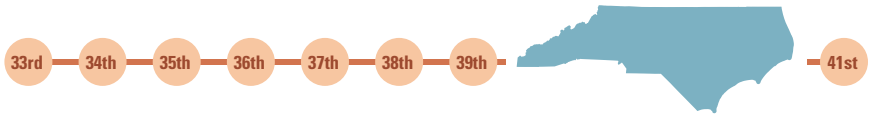
"The General Assembly shall provide that the benefits of The University of North Carolina and other public institutions of higher education, as far as practicable, be extended to the people of the State free of expense."

– Article IX, Section 9, North Carolina Constitution

Percent of College Graduates with Debt and Average College Debt (2015)



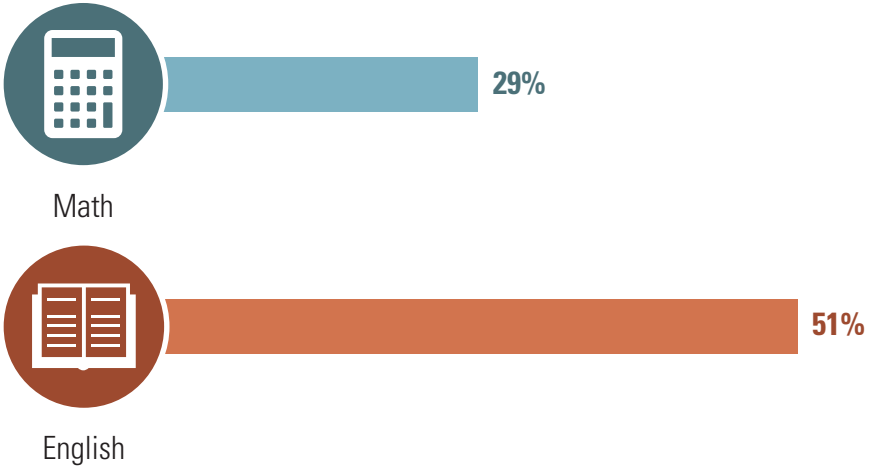
Source: *Institute for College Access and Success Student Debt and the Class of 2015*



North Carolina ranks 40th out of 50 in the Class of 2015 in average student debt carried by graduates, with 1st place being the state with the highest average student debt.

Source: *Institute for College Access and Success Student Debt and the Class of 2015*

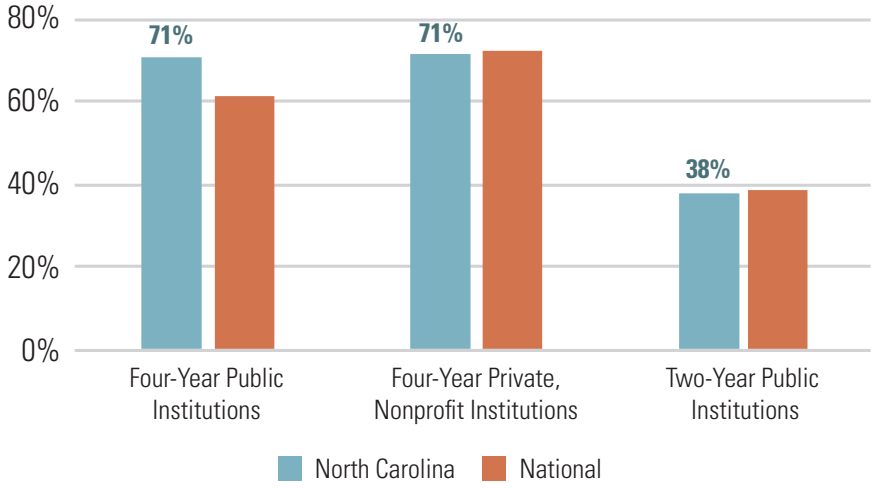
Success Rate* in College-Level Courses North Carolina Community College System (NCCCS) (2016)



**Percentage of first-time Associate's Degree seeking and transfer pathway students, ages 18 to 24, passing a credit-bearing math and English course with a "C" or better within their first two academic years.*

Source: *NCCCS 2016 State and Federal Performance Measures*

Six-Year Higher Education Completion Rates, Fall 2009 Freshmen Cohort



Source: *National Student Clearinghouse 2016 Signature Report State Supplement*

UNC System Enrollment and Six-Year Completion Rates (2009 First-Time, Full-Time Freshmen)

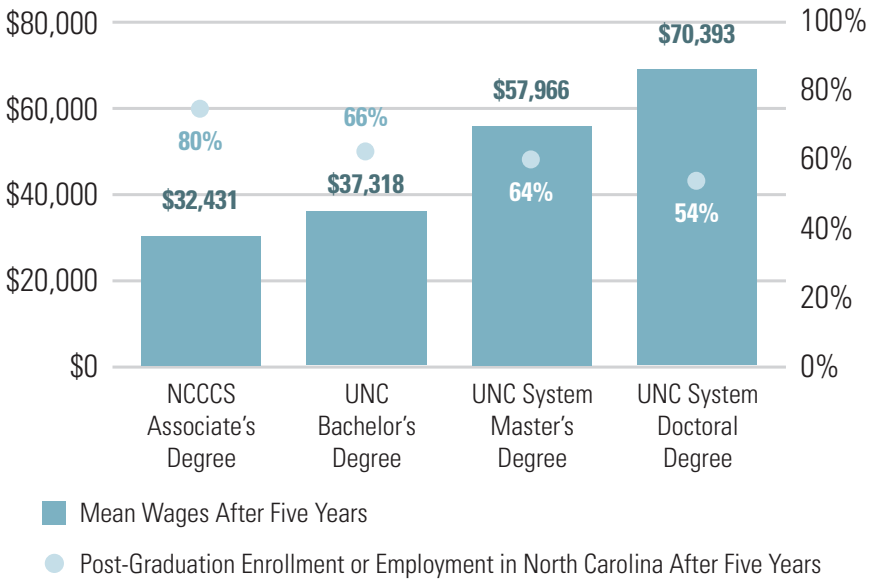
	Enrollment	Completion
Appalachian State University	2,773	71%
East Carolina University	3,947	62%
Elizabeth City State University	660	39%
Fayetteville State University	754	32%
NC A&T State University	1,879	44%
NC Central University	1,346	42%
NC State University	4,589	76%
UNC Asheville	639	60%
UNC Chapel Hill	3,958	90%
UNC Charlotte	3,158	53%
UNC Greensboro	2,497	56%
UNC Pembroke	1,202	38%
UNC Wilmington	1,945	71%
UNC School of the Arts	157	68%
Western Carolina University	1,549	57%
Winston-Salem State University	794	47%

Source: *UNC System 2016 Data Dashboard*

74 % students who attend UNC System schools after receiving their Associate's degree from the North Carolina Community College System graduate with a Bachelor's degree within four years.

Source: *UNC System 2015 Retention and Graduation Report*

Graduate Retention and Wages: North Carolina Community College System (NCCCS) and UNC System (2013)



Source: *NC Tower (as of December 2016)*

North Carolina Employer Needs Survey (2016)

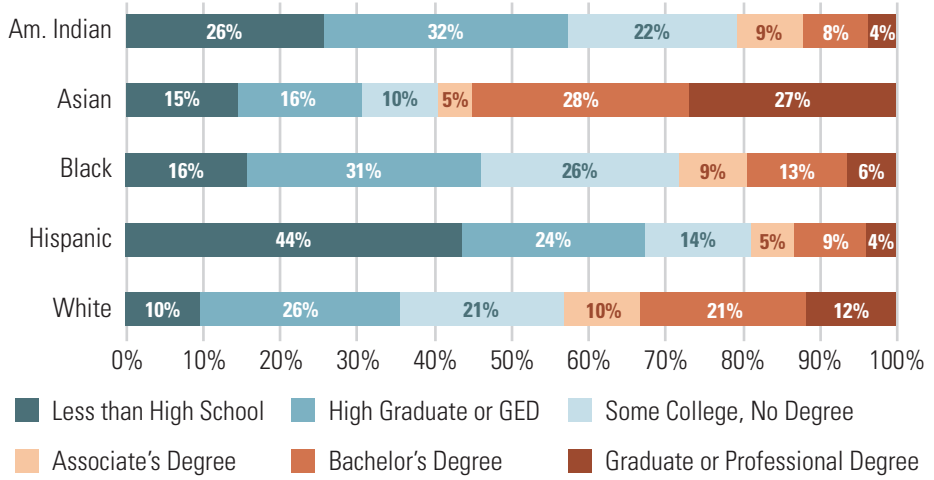
6 OUT OF 10
employers use on-the-job training exclusively to meet skill needs.

39% of employers in North Carolina had difficulty filling at least one position in 2015.

Among employers with hiring difficulty, 62% cited a lack of education, certification, or training among applicants.

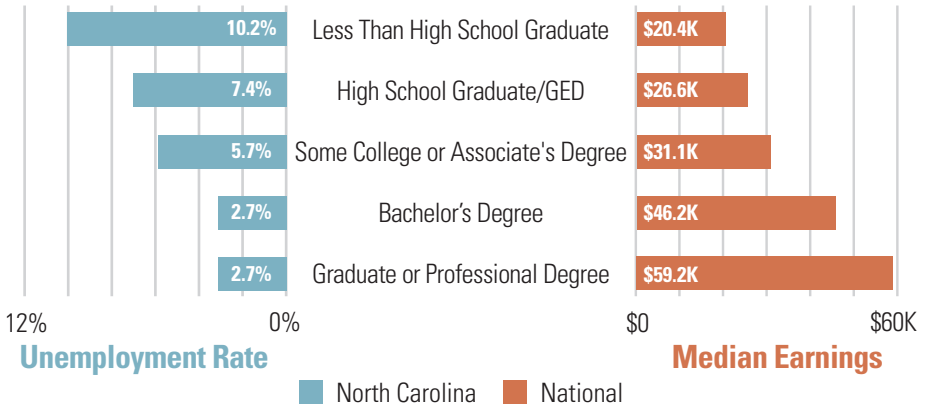
Source: *NC Department of Commerce 2016 Employer Needs Survey*

Educational Attainment by Race/Ethnicity in North Carolina (2015)



Source: *United States Census Bureau 2015 American Community Survey*

Median Earnings and Unemployment Rate by Education Level in North Carolina (2015)



Source: *United States Census Bureau 2015 American Community Survey*

37 % of North Carolina residents ages 25 and older have an Associate's degree or higher.

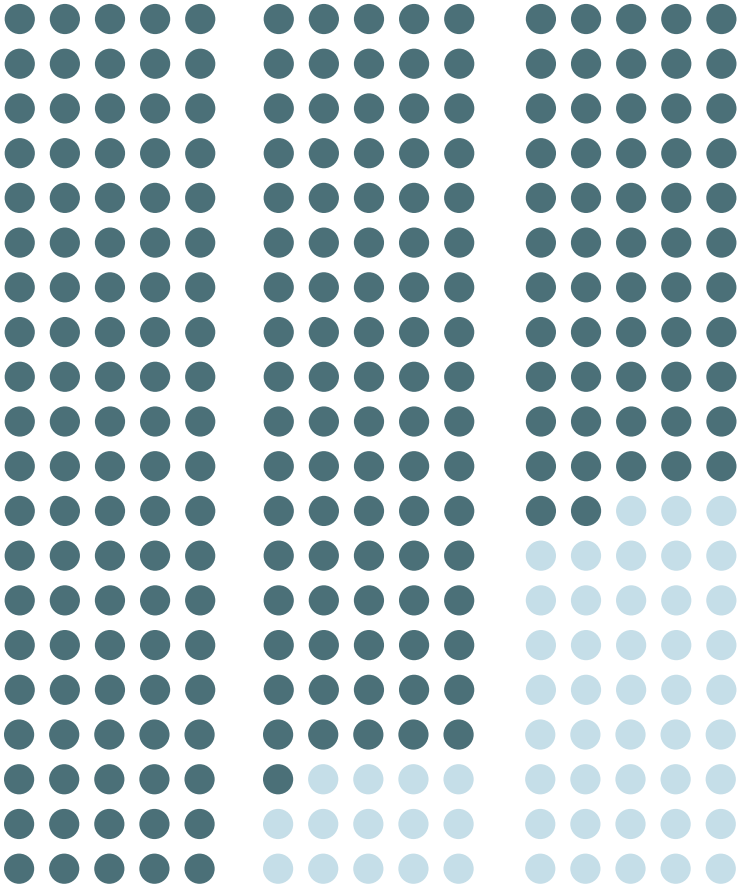
Source: *United States Census Bureau 2015 American Community Survey*

High School to Postsecondary Pipeline in North Carolina (2016)

100 9th Grade Students

86 High School Graduates

57 High School Graduates Enrolled in a Postsecondary Institution within 16 Months of Graduation



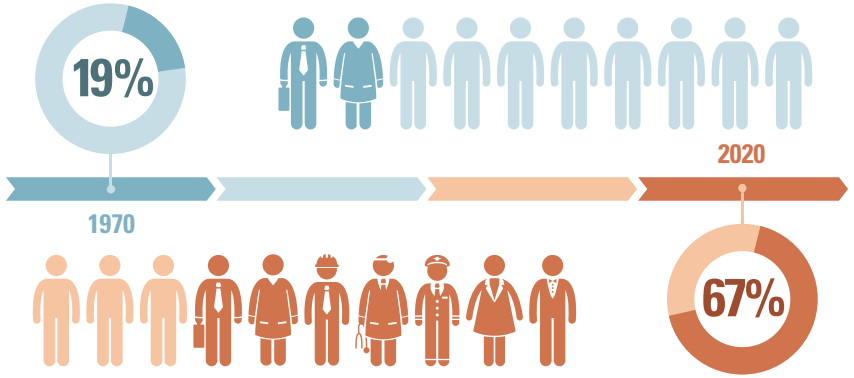
42% of North Carolina Community College System students earn a degree or transfer to a four-year institution within 6 years

70% of UNC System students graduate from college within 6 years

Source: *NC DPI 2016 School Report Card Data Sets, North Carolina Community College System 2016 Performance Measures Report, UNC System 2016 Data Dashboard*

SECTION 5: Achievement

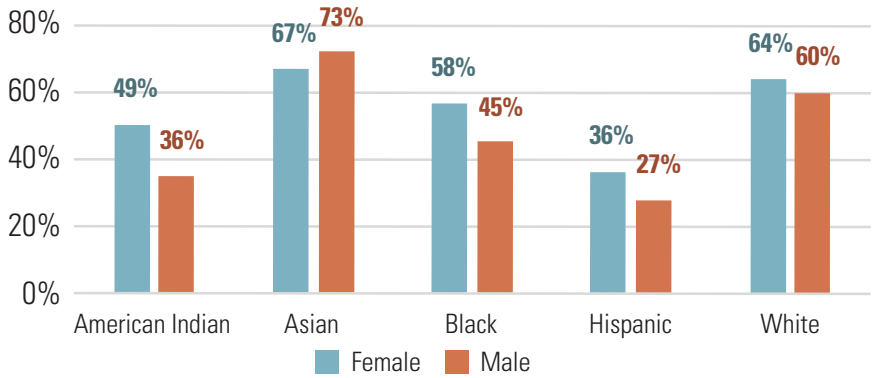
In 1970, just 19% of North Carolina adults ages 25-64 had any postsecondary education.



By 2020, 67% of North Carolina jobs will require some postsecondary education.

Source: *Georgetown University 2014 Report on Job Growth and Education Requirements Through 2020, Carolina Demography*

Share of North Carolina Adults with Any Postsecondary Education by Gender and Race/Ethnicity (2015)



Source: *United States Census Bureau 2015 American Community Survey*

59% of North Carolina adults ages 25 and older have some postsecondary education.

Source: *United States Census Bureau 2015 American Community Survey*

BEST NC Business for Educational Success and Transformation

BEST NC's mission is to unite an engaged and informed business perspective to build consensus toward dramatically transforming and improving education in North Carolina.

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In memory of our friend and Board Advisor Howard Haworth, whose dedication to uncomfortable truths and urgent commitment to student success continues to inspire our work every day.

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JANUARY 2017