



**BEST NC (Business for Educational Success and Transformation)** is a non-profit 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 public 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.

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**919.531.3385**



### **BEST NC's Vision:**

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



This handy 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.



## Students

Who goes to school in North Carolina? Where do they go to school? How are students divided across the state?



## Talent

Who is teaching in K-12 schools in North Carolina? How do K-12 teachers enter the profession? How are K-12 teachers compensated?



## Schools & Programs

How many schools are in North Carolina? Where do students in North Carolina go to school from Pre-K to Post-Secondary? What schooling options do students have in North Carolina?



## School Finance in NC

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



## Achievement

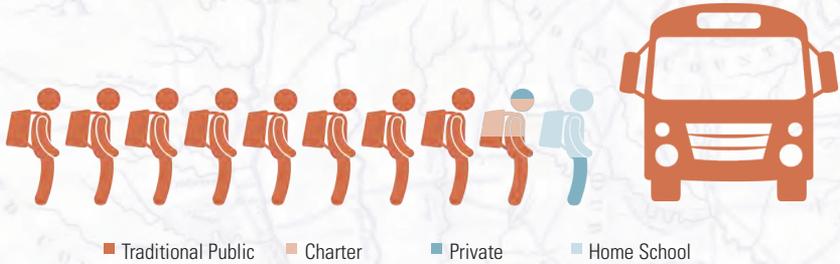
How are students performing on state and national assessments? At what rate do North Carolina students graduate from high school and post-secondary programs? How prepared are our students for careers and life? How are students performing in higher education?



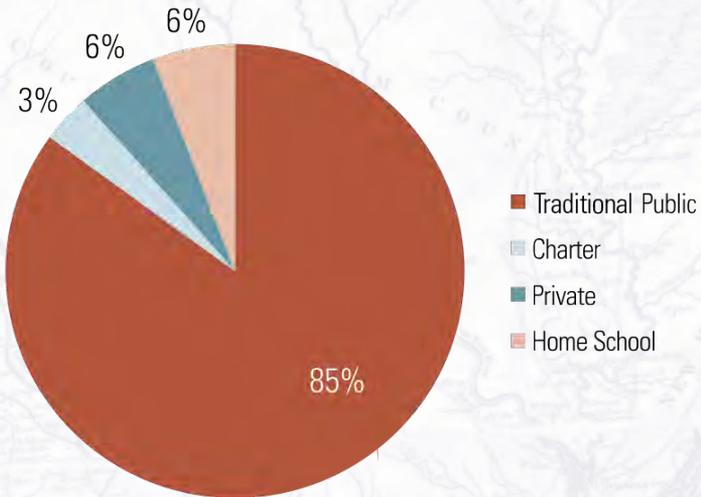
## SECTION 1: Students

### K-12 Average Daily Student Membership

Traditional Public <sup>a</sup> :	1,435,617 (85%)
Charter Students <sup>a</sup> :	58,464 (3.5%)
Private Students <sup>a</sup> :	95,768 (5.7%)
Independent Private:	28,867
Religious Private:	66,901
Home School Students <sup>b</sup> :	98,172 (5.8%)
<b>Total K-12 Students:</b>	<b>1,688,201</b>



### Students by Schooling Type



<sup>a</sup> 2013-14, <sup>b</sup> 2012-13

**Source:** NC Dept. of Public Instruction; NC Dept. of Administration; NC Division of Non-Public Instruction



## K-12 Public School Students

	#	%
Male <sup>a</sup>	774,475	51%
Female <sup>a</sup>	733,389	49%
Academically Gifted (AIG) <sup>b</sup>	172,947	10%
English Language Learners <sup>b</sup>	99,150	6%
Exceptional Children (IEP) <sup>a</sup>	193,036	12%

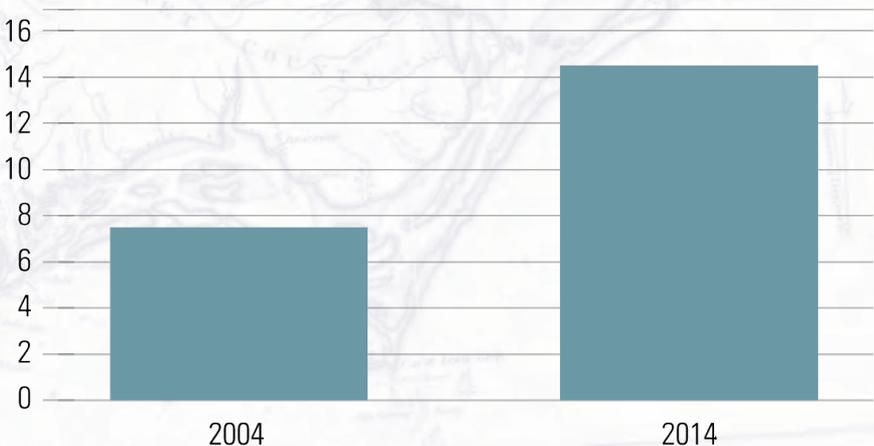
<sup>a</sup>2012-13, <sup>b</sup> 2011-12

**Source:** NC Dept. of Public Instruction

## Student Population by Race (%)

Since 2004, the Hispanic population in K-12 schools in North Carolina has grown rapidly. In 2004, Hispanic students accounted for 7.5% of K-12 public school enrollment. In ten years, that number increased to 14.5%.

## Hispanic K-12 Public School Enrollment (2013-14)



**Source:** NC Dept. of Public Instruction

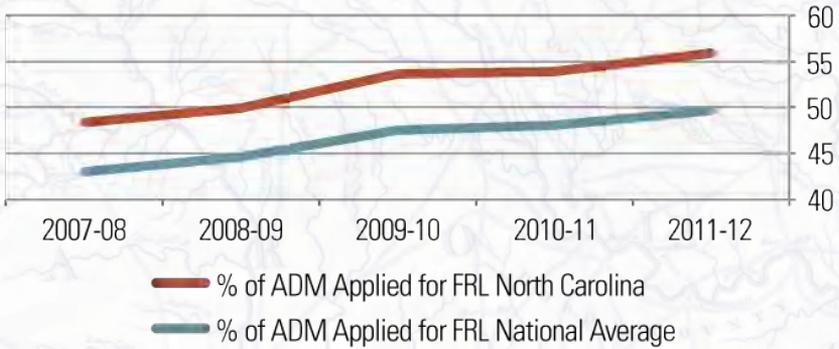
**“For the first time ever, U.S. public schools are projected this fall to have more minority students than non-Hispanic whites enrolled.”**

- The Washington Post, August 2014



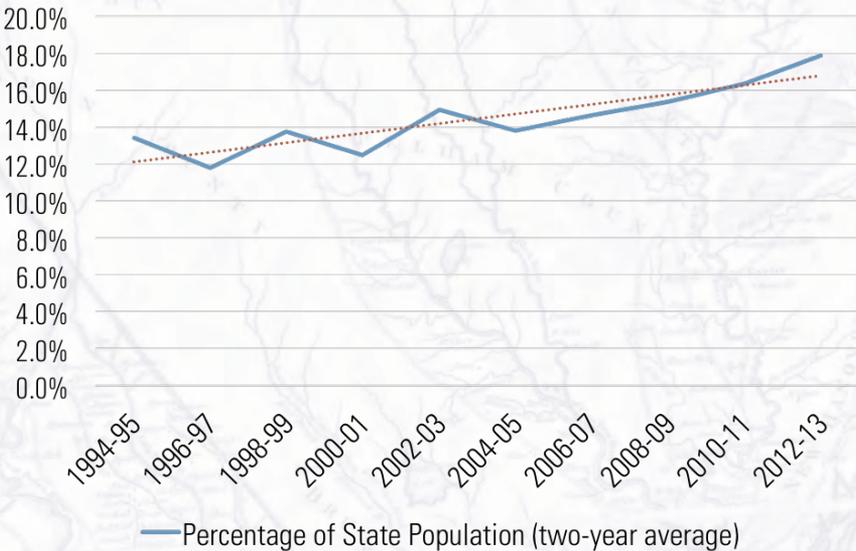
## SECTION 1: Students

### Percent of K-12 Students Eligible for Free or Reduced-Price Lunch



Source: : NC Dept. of Public Instruction, National Center for Education Statistics

### North Carolina Poverty Rate



Source: US Census Bureau Current Population Survey (1994-2013)



**56** %: The percentage of all K-12 students who were eligible to receive free or reduced price lunch in 2012-13.

*Source:* NC Dept. of Public Instruction



**3.8**

**%: Overall enrollment in public charter schools  
in 2014 (compared to 3.0 in 2012).**

*Source: NC Dept. of Public Instruction*



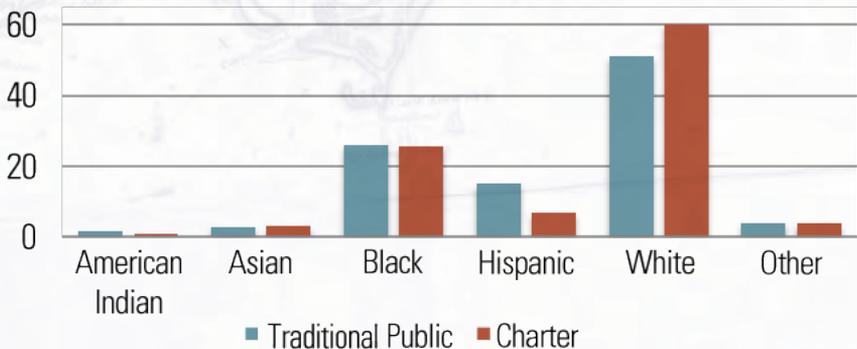
## Charter Schools

Districts with the Highest # of Students Enrolled (2014)	Students
Charlotte-Mecklenburg	10,804
Wake	6,721
Durham	4,776
Guilford	3,553
Forsyth	2,386

Districts with the Highest % of Enrollment (Charter Enrollment/Total LEA Enrollment) (2014)	Percentage
Person	18.5
Pamlico	16.5
Halifax	15
Northampton	13.9
Durham	12.6

Source: NC Dept. of Public Instruction

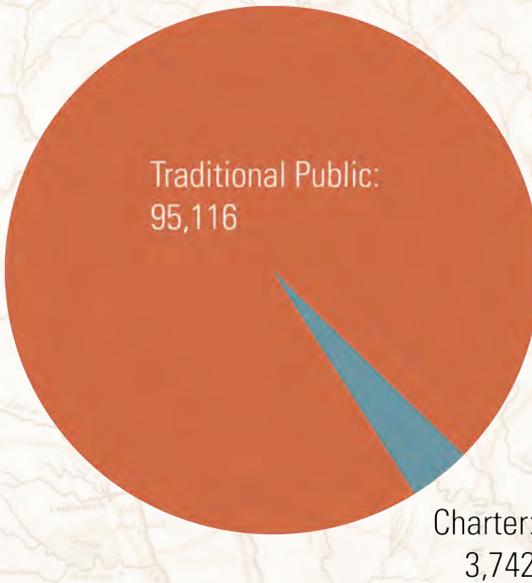
## School Attendance by Ethnicity (Charter and Traditional Public)



Source: NC Dept. of Public Instruction

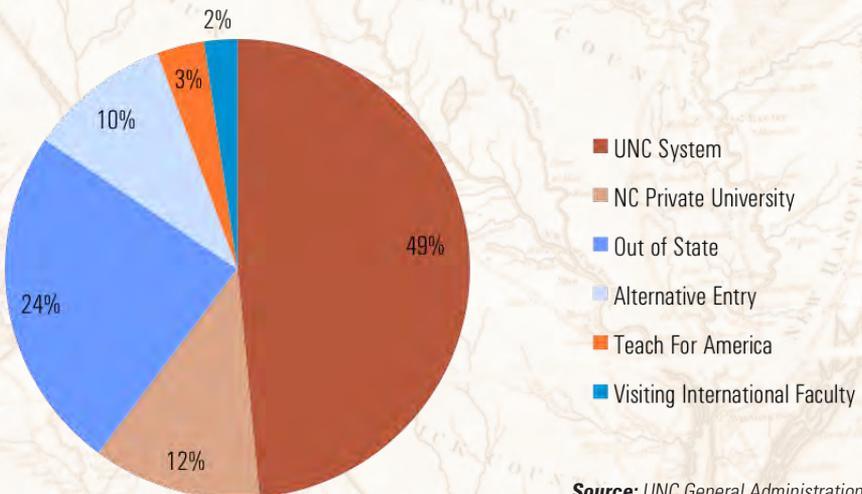


## Number of School Teachers (2013-14)



Source: NC Dept. of Public Instruction

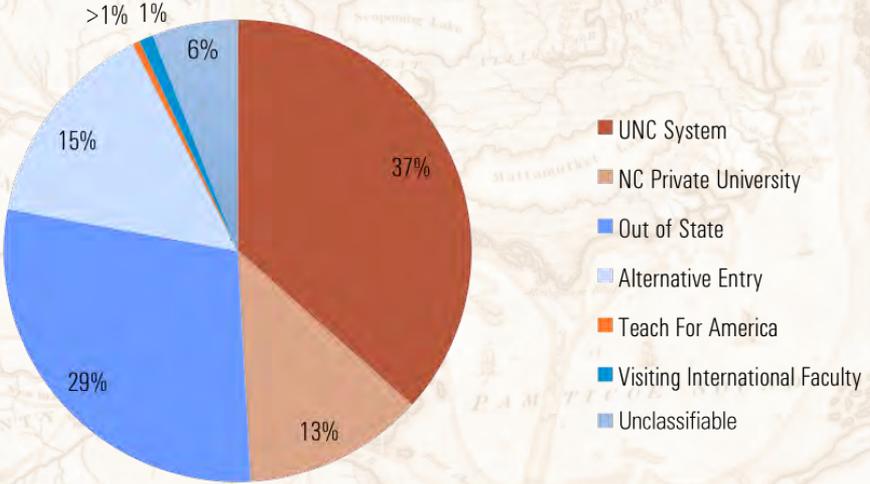
## Percentage of First Year Teachers by Route of Entry (2011-12)



Source: UNC General Administration

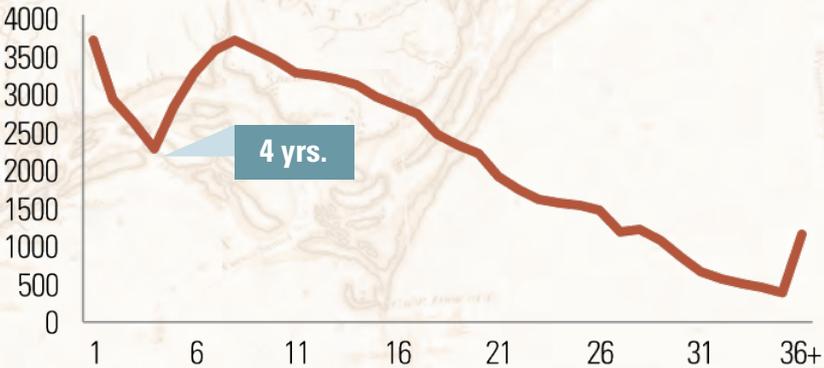


### Percentage of Total Teachers by Route of Entry (2011-12)



Source: UNC General Administration

### Number of Teachers by Years of Experience (2013-14)\*



\*Data only includes state-funded positions

Source: NC Dept. of Public Instruction

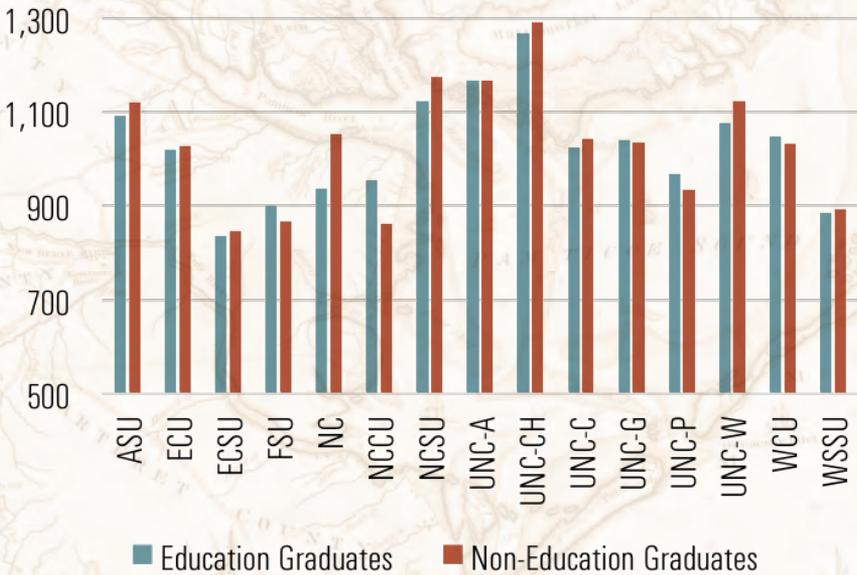
The drop in teachers with 2-4 years of experience correlates with a steep decrease in ADM in 2009-10. There were fewer new teachers hired for the 2009-2010 school year compared to surrounding years.





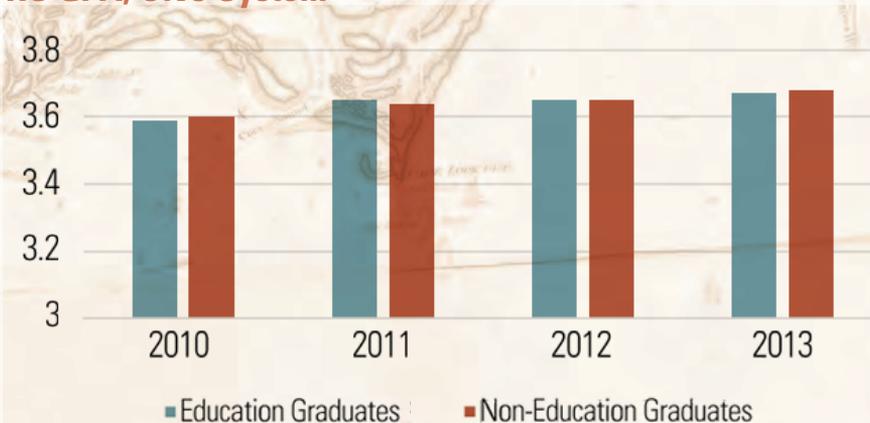
The UNC System collects information about the credentials of students in Schools of Education versus all other majors. The charts below summarize data on UNC System graduates from 2013.

## Average SAT Scores, UNC System



Source: UNC General Administration

## HS GPA, UNC System



Source: UNC General Administration



## SECTION 2: Talent

In 2013, North Carolina had 14.1 employees in the education system per 100 students, down from 16.1 in 2008.

*Source: Economic Policy Institute*



### Board Certification

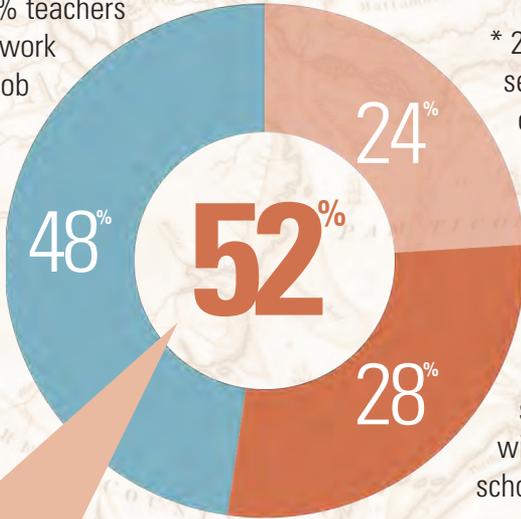
**20**% NC has more board certified teachers than any other state in the nation, with 20,122 (20%) teachers in the state identified as being certified in 2013.

*Source: National Board for Professional Teaching Standards*



North Carolina has the **3rd highest rate** of teachers working a second job outside of the school system.

\* 48% teachers only work one job



\* 24% have second jobs outside of the school system

\* 28% have second jobs within the school system

**In total, 52%** of teachers in North Carolina have a second job.

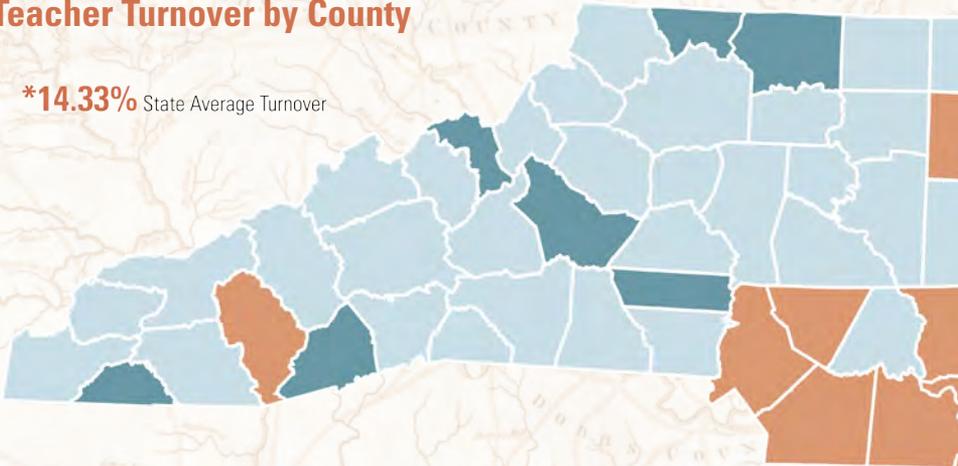
**53**

The number of hours teachers in North Carolina work on average per week (43 hours/week if you adjust across a regular work year including 2 weeks vacation without seasonal breaks).



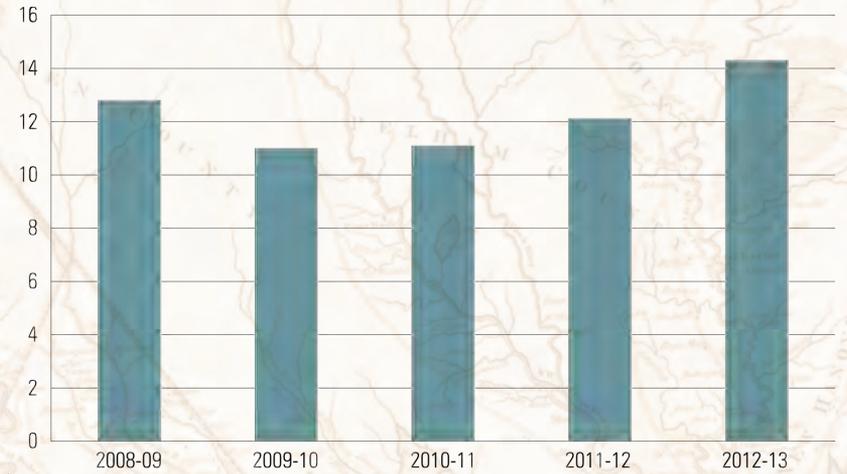
## Teacher Turnover by County

\*14.33% State Average Turnover



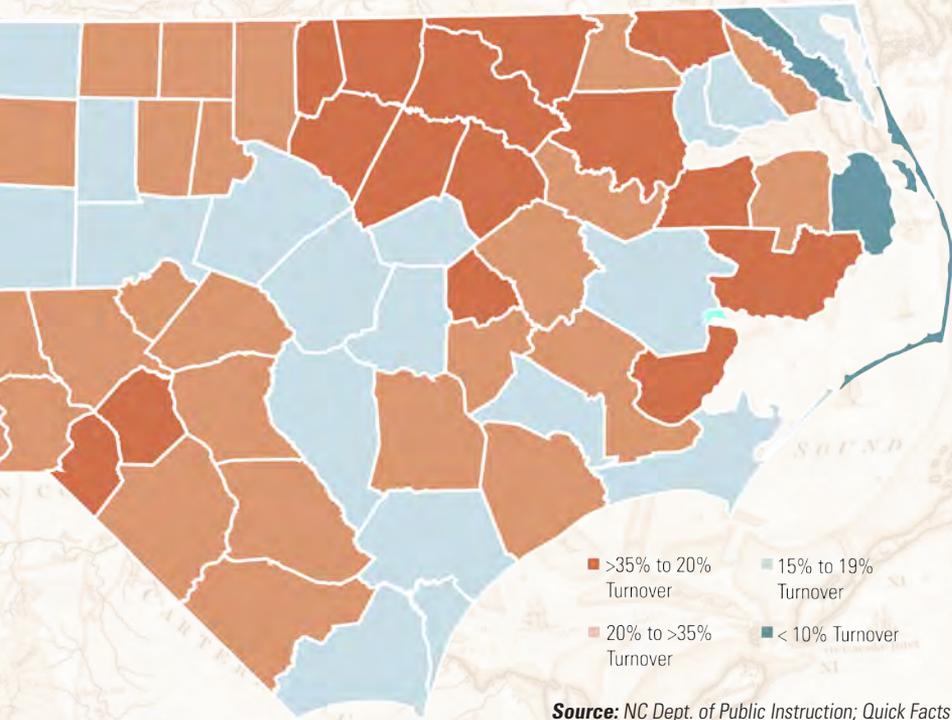
## Teacher Turnover 2008-13

Teacher turnover: 14.33% (2012-13)



\*Includes intrastate transfers: teachers who transfer from one district to another or from traditional public schools to public charter schools

Source: NC Dept. of Public Instruction



**Source:** NC Dept. of Public Instruction; Quick Facts

**62.8%** of teachers believe that non-instructional time provided for teachers in their schools is sufficient.

**66%** of teachers agree that they have sufficient instructional time to meet the needs of all students.

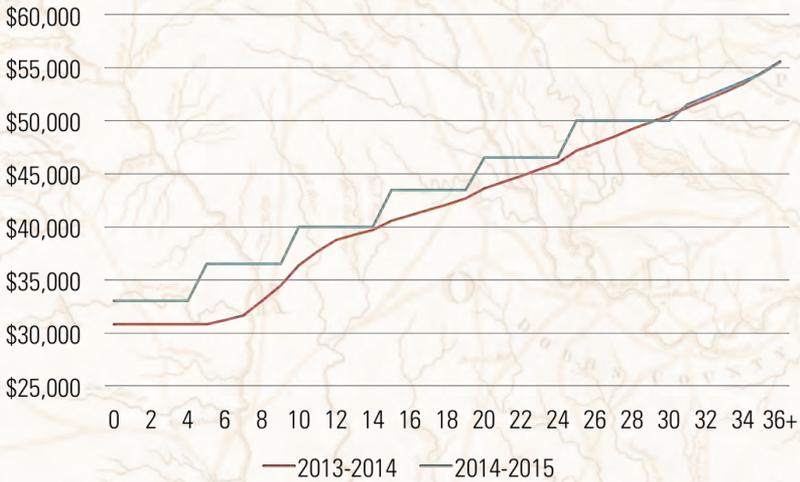
**Source:** 2014 Teacher Working Conditions Survey

**42%** of early education teachers received public assistance within the last three years.

**Source:** Child Care Services Association, 2013 Workforce Study



## Teacher Compensation and Benefits



\* This is Schedule "A" for teachers without a Master's degree or National Board Certification; includes longevity pay

Source: NC Dept. of Public Instruction, North Carolina General Assembly

Prior to the passage of the 2014-2015 state budget that included a new teacher salary schedule, North Carolina was ranked 47th in the nation for teacher compensation.

## Teacher Benefits

Teachers receive an additional 15% of their base pay for retirement, retirement health, disability and life insurance. In addition, teachers receive \$4179-\$5377 in health insurance benefits annually.

Source: NC Dept. of State Treasurer



## Teacher Evaluation Based on Educator Effectiveness Data (2012-13)

North Carolina teachers are evaluated based on a set of six professional standards. They are as follows:

- Standard 1. Teachers demonstrate leadership.
- Standard 2. Teachers establish a respectful environment for a diverse population of students.
- Standard 3. Teachers know the content they teach.
- Standard 4. Teachers facilitate learning for their students.
- Standard 5. Teachers reflect on their practice.
- Standard 6. Teachers contribute to the academic success of students.

Standards 1-5: 97% of teachers are rated proficient or above.  
Standard 6: Nearly 80% of teachers meet or exceed expected student growth

**Source:** NC Dept. of Public Instruction





## SECTION 3: Schools and Programs

### K-12 Public Schools by Level (2012-13)

Elementary (Grades K-8): 1,834

Secondary (Grades 9-12): 413

Secondary (Grades 9-13 Early College): 73

**Combined: 98**

### K-12 Schools by Type (2013-2014)

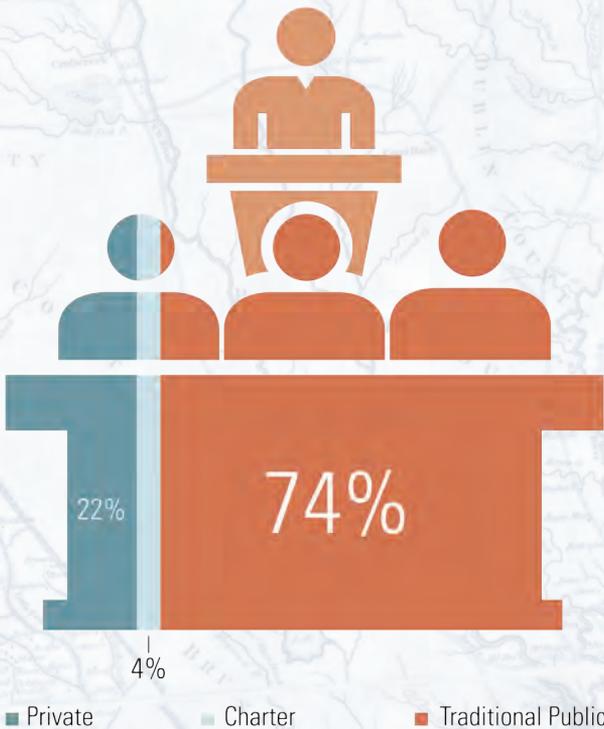
Traditional Public: 2,436

Charter: 127

Private: 715

Regional: 1

**Total Schools: 3,279**



Source: NC Dept. of Public Instruction; NC Dept. of Administration



NC has **115** school districts.

(otherwise known as Local Education Agencies or LEAs)

District Size (Students)	# of Districts	Average # of Students	Total # of Students	% of All Students
100,000+	2	147,712	295,423	21%
75,000-99,999	0	--	--	--
50,000-74,999	3	58,855	176,564	12%
25,000-49,999	8	30,513	244,103	17%
10,000-24,999	22	16,483	362,635	25%
5,000-9,999	31	7,332	227,288	16%
1,000-4,999	47	2,733	128,467	9%
500-999	2	569	1,137	0.1%

**33** % of the state's students are served by the largest five out of 115 school districts in North Carolina.

Source: NC Dept. of Public Instruction



## Five Largest and Five Smallest Districts by Student Population (2013)

Five Largest by Student Population:	
Wake County Schools	153,217
Charlotte-Mecklenburg Schools	142,206
Guilford County Schools	71,897
Winston Salem/Forsyth County Schools	53,316
Cumberland County Schools	51,351

Five Smallest by Student Population:	
Graham County Schools	1,183
Jones County Schools	1,123
Weldon City Schools	1,036
Hyde County Schools	593
Tyrrell County Schools	544

Average LEA Size: **12,484** students

Source: NC Dept. of Public Instruction

***“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**



## How Many Higher Education Institutions are in North Carolina?

### Community Colleges (2014)

**58** Public Colleges



### UNC System (2014)

**17** Public Campuses



### North Carolina Independent Colleges and Universities

**36** Indep Colleges and Universities



Source: NCICU



# \$8,514

## K-12 Average Per Pupil Spending (2013-14)

Average State: \$5,361

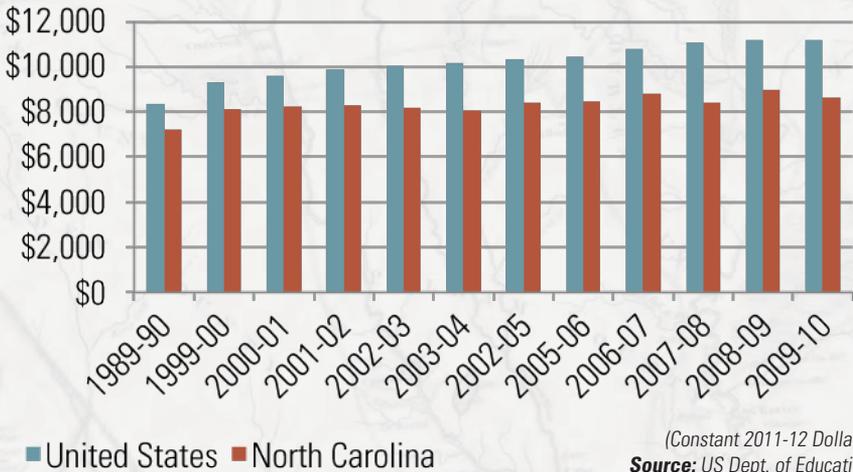
Average Federal: \$1,182

Average Local: \$1,893

*(averages by source are 2011-12 numbers)*

**Source:** NC Dept. of Public Instruction

### Trends in Per Pupil Spending (Includes Federal, Local and State):



### NC District Spending

Top spending counties in North Carolina spent \$2,878 more in local funding per student than the state average, while bottom-spending counties added an average of \$598 to state support. Top spending counties provided an average of \$2,280 more per pupil in local funding than bottom spending counties.

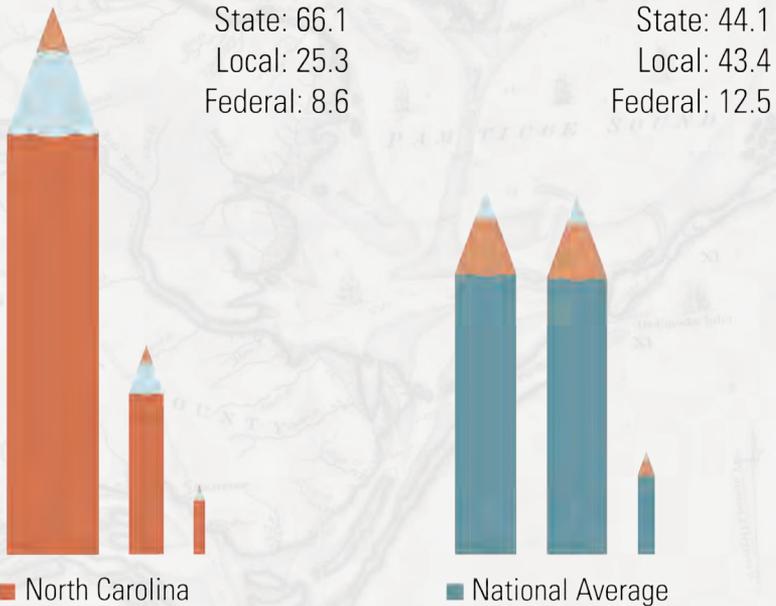
**Source:** Public School Forum of North Carolina



## NC Ranked 48th in the Country for Total Per-Pupil Funding in 2012

Source: US Census Bureau

### How NC Finances Education Compared to National Average (2013)



Source: NC Dept. of Public Instruction; US Dept. of Education

North Carolina ranks eighth in the country for the portion of state education funding, due to the state's historical commitment to finance equity. In actual dollars contributed, North Carolina ranks 28th in the country for state contribution, 16th for federal and 42nd for local.

**"NC earned an 'A' for Academic Return on Financial Investment in 2014."**

Source: US Chamber of Commerce, *Leaders and Laggards: A State by State Report Card on K-12 Educational Effectiveness*



## 2013-2014 North Carolina State General Fund Appropriations (\*in Millions)

Elementary and Secondary Education: \$7,905 (38.5%)

Community Colleges: \$1,012 (4.9%)

UNC System: \$2,560 (12.5%)

Health and Human Services: \$5,020 (24.4%)

Child care subsidy: \$41 (0.2%)

NC Pre-K General Fund: \$65 (0.33%)

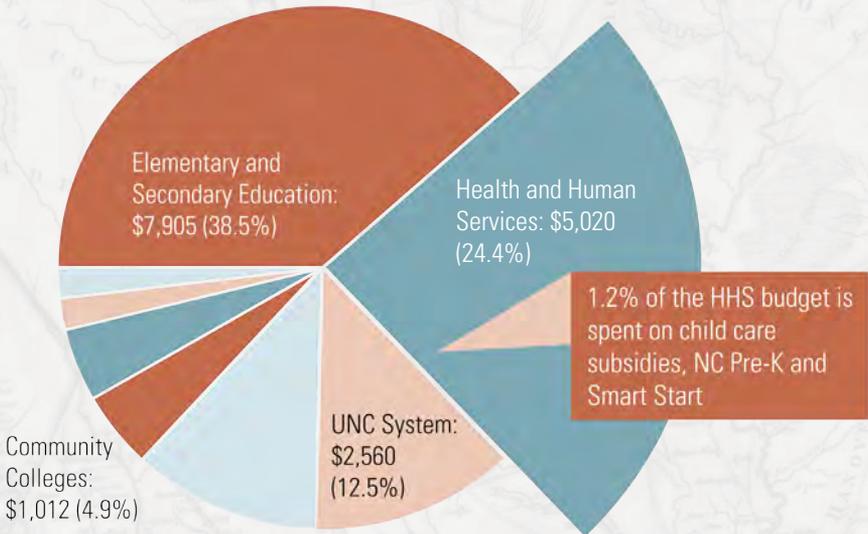
Smart Start: \$143 (0.7%)

Natural and Economic Resources: \$355 (1.7%)

Justice and Public Safety: \$2353 (11.5%)

General Government: \$403 (2%)

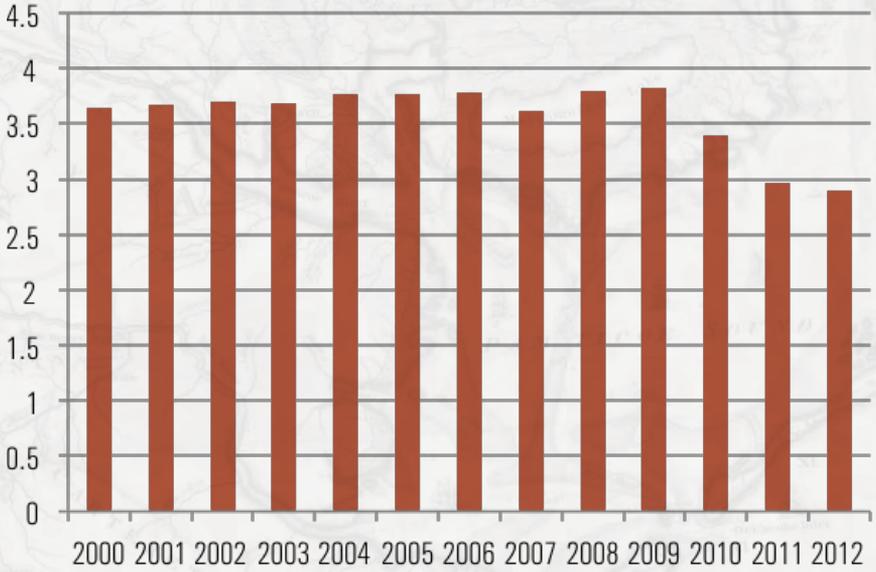
Other: \$930.5 (4.5%)



**Source:** North Carolina Legislature



## Percentage of Total State Income Spent on K-12 Students



Source: Ed Source





## Finance Equity

In 2009, North Carolina tied for 4th place in school finance equity with an inequity index of 9%. This means that variations in state per pupil spending across districts were, on average, 9% above or below the state average. In comparison, Virginia had an inequity index of 17%.

**Source:** Federal Education Budget Project



## Where Inequities Still Exist

In 2012, the gap between the highest and lowest spending counties was \$2,280 per child, which was an increase of \$1,039 since 1997. This means that the highest spending county spent \$57,000 more on a classroom of 25 students than the lowest spending county.

**Source:** Public School Forum of North Carolina



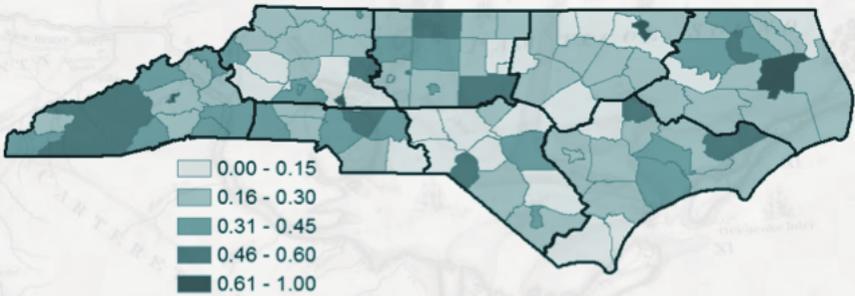
## Access to Technology

Classrooms connected to the internet: 99.8%

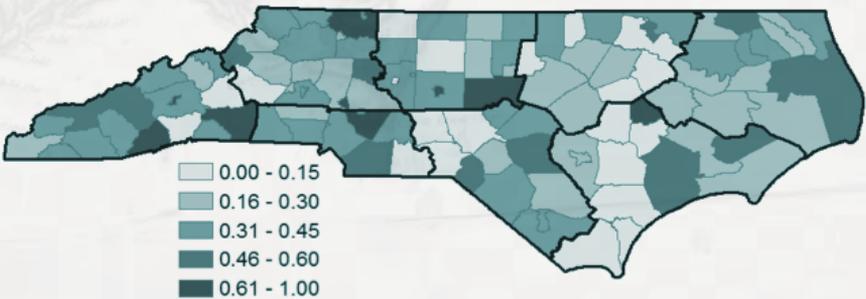
Average Number of students per internet-connected digital learning device: 1.79

**Source:** NC Dept. of Public Instruction

“The reliability and speed of Internet connections in this school are sufficient to support instructional practices.”



“Teachers have sufficient access to instructional technology, including computers, printers, software and internet access.”



**Source:** Friday Institute for Educational Innovation analysis of 2014 NC Teacher Working Conditions Survey data. Maps show proportion of teachers in each LEA who Agree or Strongly Agree with each statement.



## SECTION 5: Achievement

### Early Education in North Carolina

#### Licensed Early Education Programs\* (2013-14)

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 basic requirements may volunteer to apply to receive up to five stars.

*\*Licensed early education programs include licensed child care centers and licensed family child care homes.*

#### Pre-K in North Carolina

North Carolina has distinguished itself as a national leader in pre-K quality. During the 2012-2013 school year, NC Pre-K met all 10 quality standard benchmarks from the National Institute of Early Education Research.

**Source:** National Institute for Early Education Research

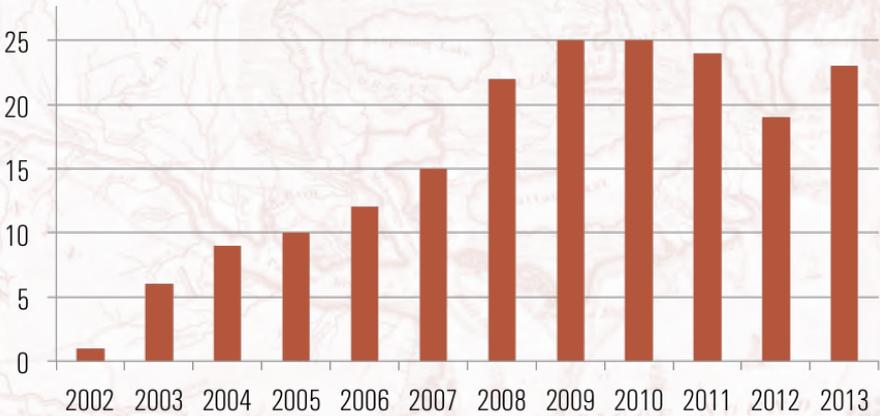


Since it was initiated in 2001, the North Carolina Pre-K program has served more than 255,000 children. Students enrolled in North Carolina Pre-K attend school for 6.5 hours per day, 180 days per year.

**Source:** UNC Frank Porter Graham Child Development Institute



## % of NC 4 Year-Olds Enrolled in Pre-K



### Early Education – 2013-2014 (Includes Pre-K)

Enrollment: 179,620

Sites (Center and Homes): 7,150

Quality: 71% of children attend 4 or 5-star programs

Number of Children Receiving Subsidy: 80,457

### Pre-K – 2012-2013 School Year

Enrollment: 32,142

Sites: 1,218

Quality: 80.2% of sites received a 4 or 5-star rating

Average class size: 16 students

Eligible for free or reduced-price lunch: 91%

State cost per child: \$4,960 (2013)

All reported spending per child (State + Local + Other): \$7,086

**Source:** Child Care Services Association Data Repository

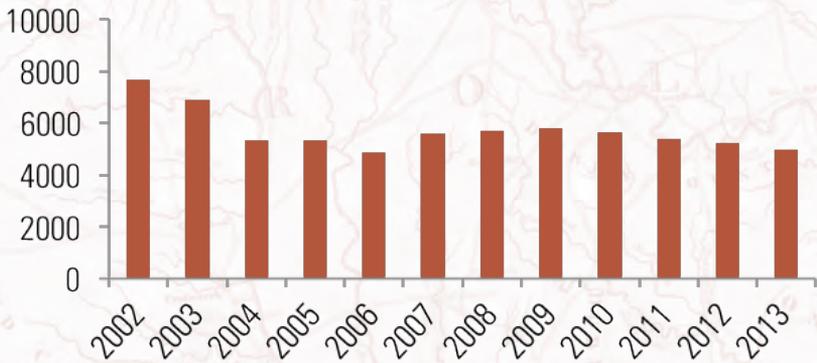


## SECTION 5: Achievement

**23%** of all 4-year-olds in North Carolina are enrolled in Pre-K.

**Source:** UNC Frank Porter Graham Child Development Institute; National Institute for Early Education Research

### State Spending per Child Enrolled in Pre-K\*



\*Spending in constant 2013 dollars.



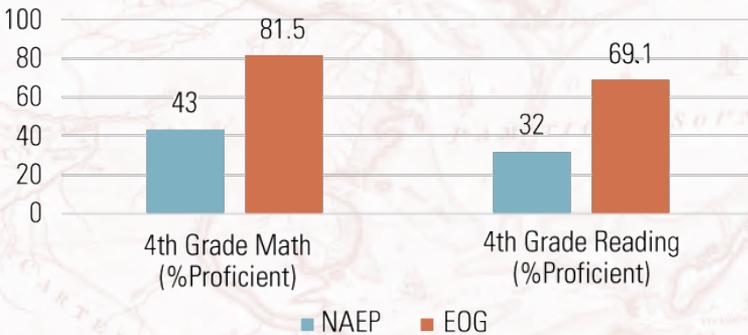
**End of third grade reading proficiency is the single greatest predictor of high school graduation and later success.**

**Source:** Annie E. Casey Foundation

## Standards and Assessments

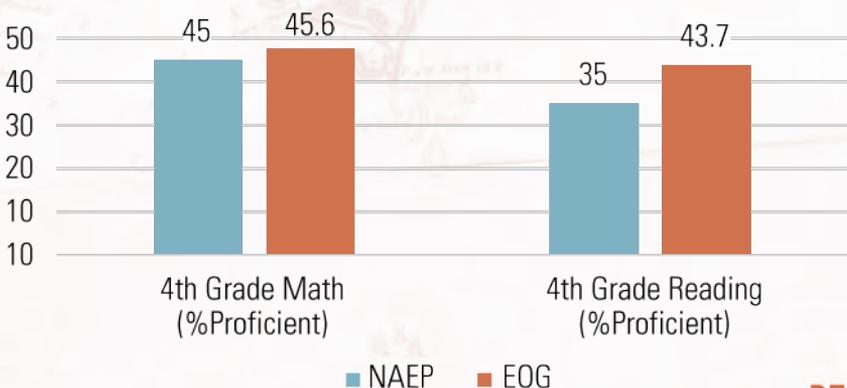
Prior to the implementation of NC-developed assessments in 2013 aligned to higher standards, North Carolina's state End of Grade (EOG) assessments were misaligned with national benchmarks. Demonstrated here, while it appeared that 81% and 69% of our students were proficient in math and reading, the National Assessment of Educational Progress (NAEP) scores indicated that North Carolina students were in fact only 43 and 32 percent proficient, respectively in math and reading.

### 2009 National vs State Results – Before Common Core



North Carolina adopted the Common Core State Standards in 2010 and statewide assessments changed to reflect the new standards. Proficiency ratings are now more closely aligned with national benchmarks. In fourth grade reading, data show fewer than 50 percent of NC students achieving proficiency on state or national assessments.

### 2013 National vs State Results – After Common Core

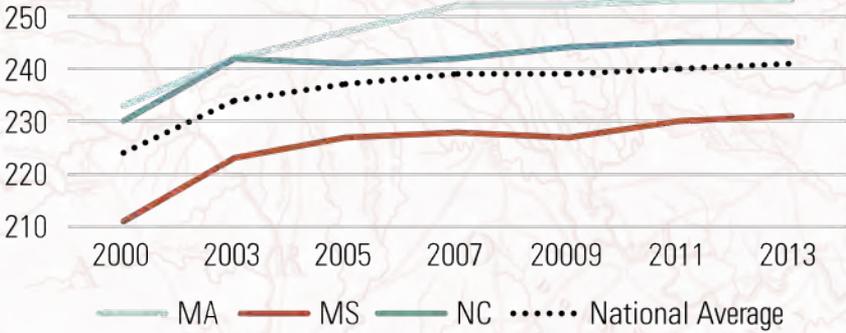


Source: Annie E. Casey Foundation



## Crisis of Mediocrity

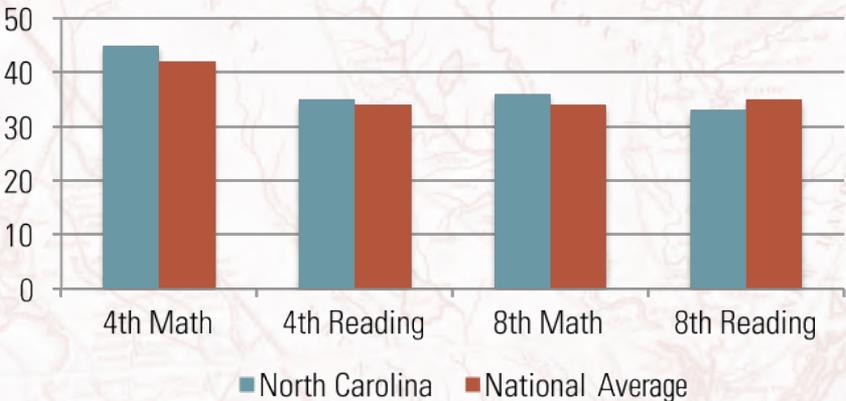
### NAEP 4th Grade Math – National Trends



When comparing 2003 to 2013 NAEP score improvements, here is how North Carolina ranks in comparison with other states:



### 2013 NAEP Scores

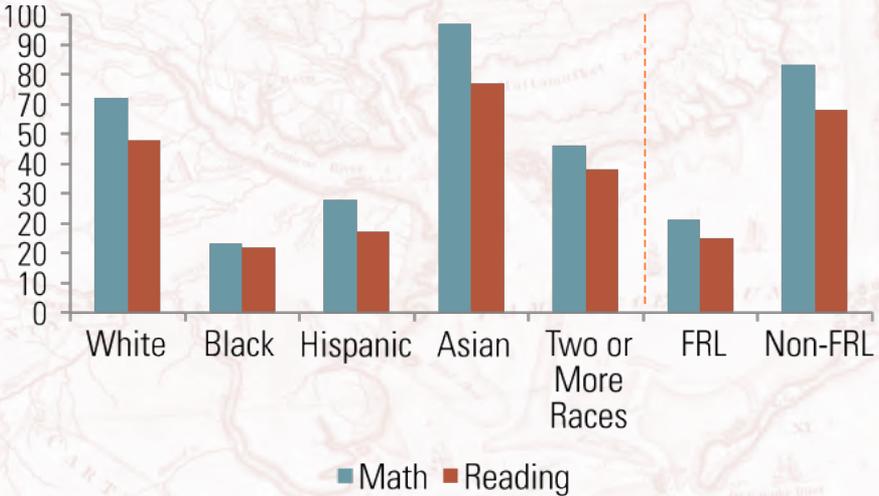


Source: National Center for Education Statistics

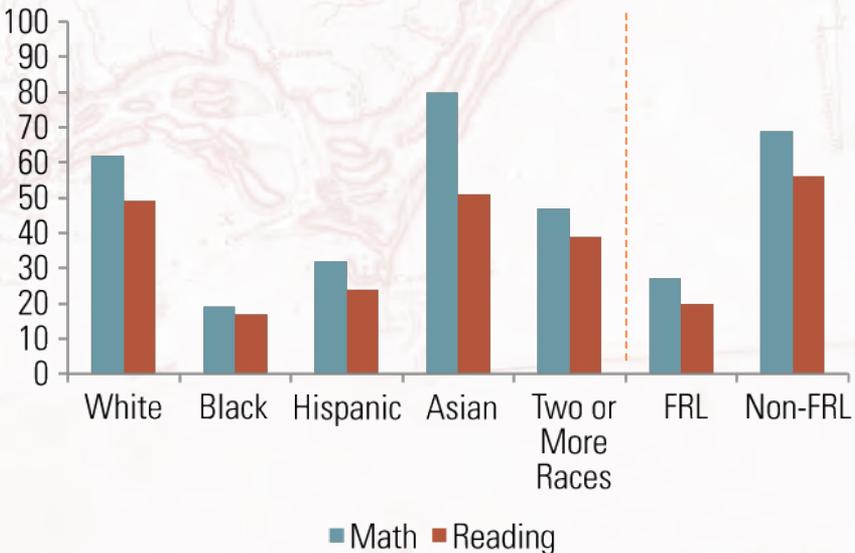


## NAEP Racial and Income Breakdown (2013)

### Percentage of Students Scoring Proficient or Above: 4th Grade



### Percentage of Students Scoring Proficient or Above: 8th Grade



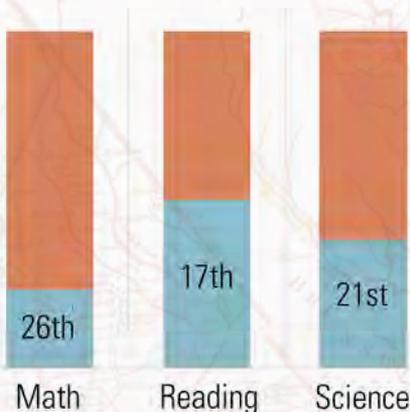


## NC and International Achievement Comparisons

North Carolina participates in two international exams, the PISA (Program for International Student Assessment, given to 15-year-olds in reading, math and science) and TIMSS (Trends in International Mathematics and Science Study, taken by fourth and eighth grade students in math and science).

This graph shows where students in the United States rank against their peers in 34 OECD countries on PISA. In math, the United States ranks 26th out of 34 countries. In reading, we're 17th, and in science, US students rank 21st out of 34 OECD nations.

### 2012 PISA Comparisons US vs 34 OECD Countries

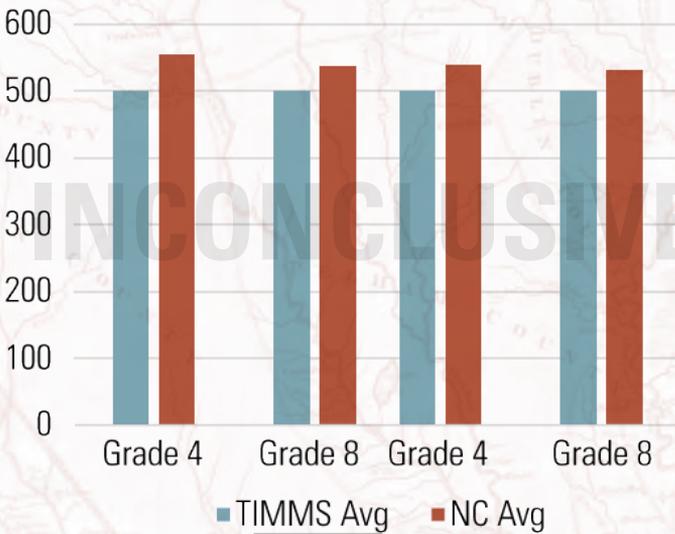






On TIMMS, North Carolina students in 4th and 8th grade rank above the international average and the average of participating US states in both science and math. However, because of the limited number of participating countries and US states, we find these data inconclusive about NC's international competitiveness.

### 2011 TIMSS Scores



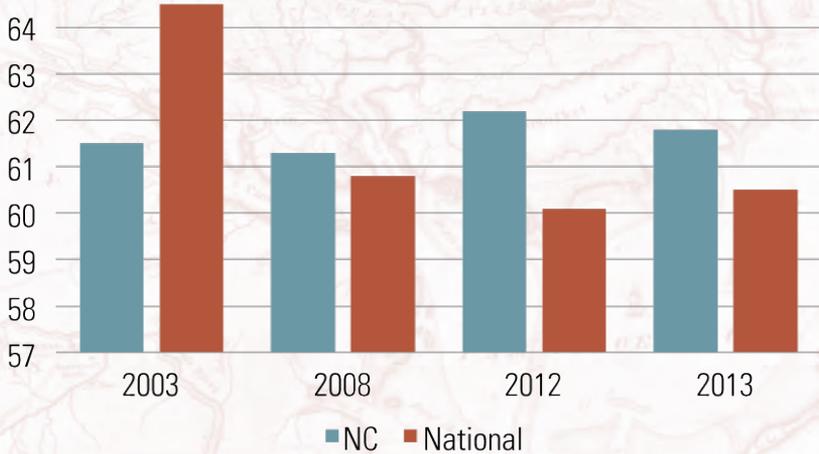
### High School

19.3% of the 2013 North Carolina High School Graduating Class passed an Advanced Placement Exam.

National Average: 20.1%

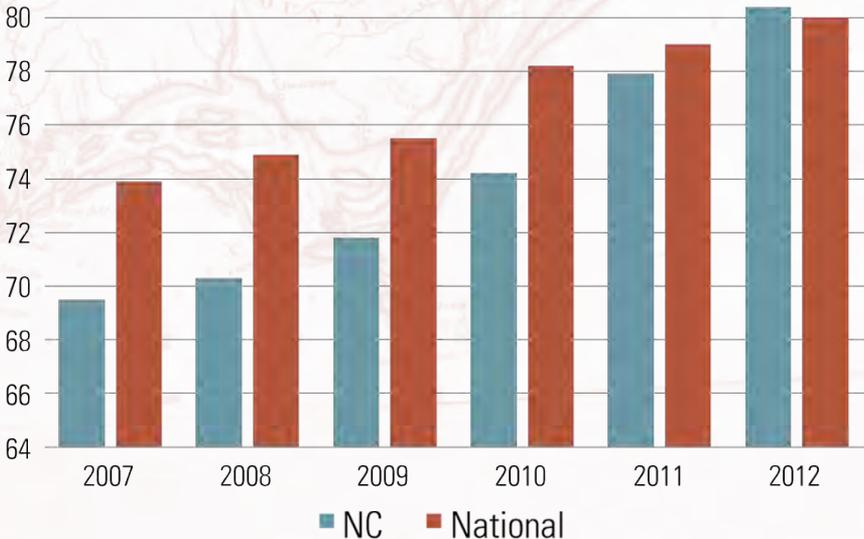


## Percentage of Students who took the AP Exam and Passed (2013)



**Source:** National Center for Education Statistics

## Four-Year Cohort High School Graduation Rate by Year



**Source:** Department of Public Instruction; U.S. Department of Education

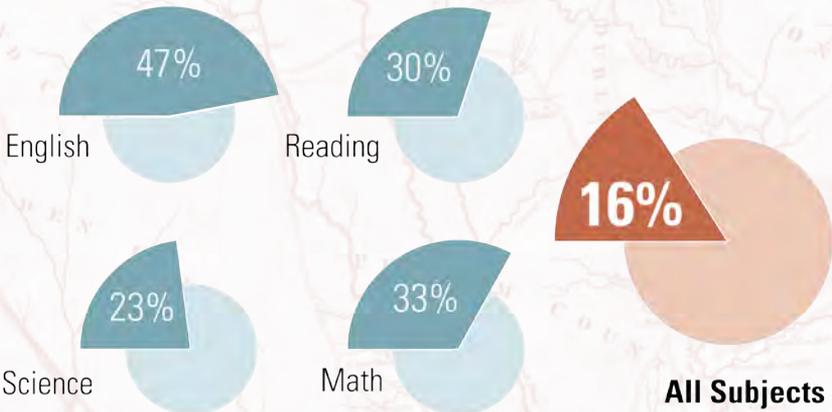


## College Preparedness

The ACT and the SAT are both used to measure college preparedness among high school students. In North Carolina, all high school juniors are required to take the ACT. Students are not required to take the SAT, but many opt to do so.

### The ACT

#### Percentage of 2014 ACT-Tested HS Students Who Met College Readiness Benchmarks



In 2014, **47%** of NC high school graduates met none of the four ACT college readiness benchmarks

Source: ACT



## Percent of 2009-2013 ACT-Tested High School Graduates Meeting Three or More Benchmarks by Race/Ethnicity



**Am. Indian**

**11%**

**Asian**

**44%**

**Black**

**7%**

**Hispanic**

**15%**

**Pac. Islander**

**20%**

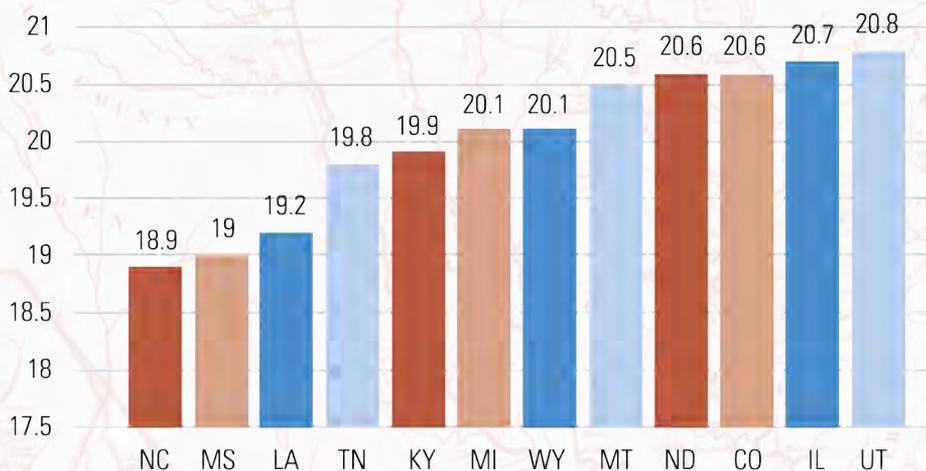
**White**

**36%**

Source: ACT



## ACT Composite Score Comparisons\*



\*North Carolina compared with the other 11 states that had comparable (100%) participation in the ACT exams.

**Source:** ACT 2014





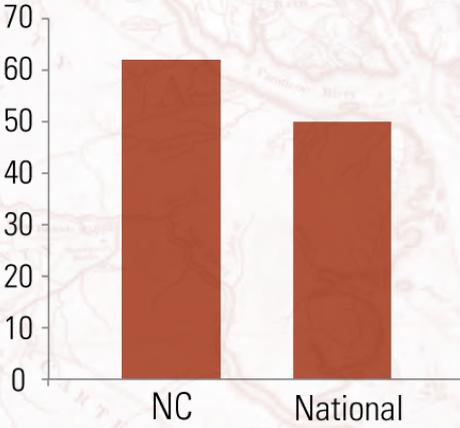
# 18.9

: NC's Average Composite Score on the ACT in 2014.

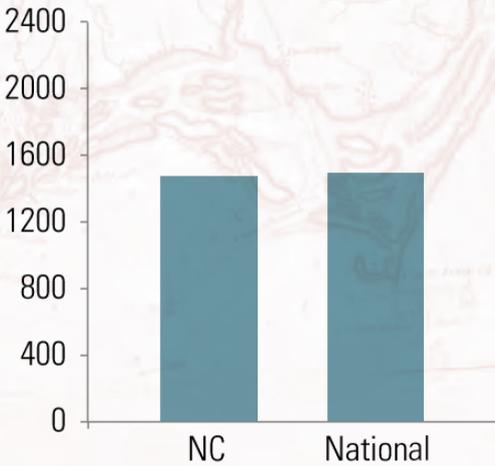
**Source:** ACT (on a 36-pt. scale)

## The SAT

### Percentage of Students Who Took The SAT (2013)



### 2013 Average SAT Score

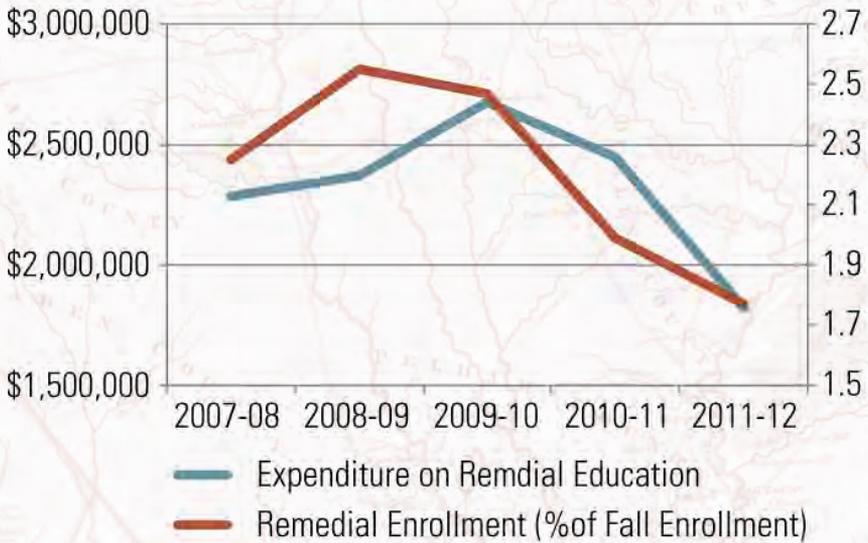




## Remedial Education

% of UNC Freshman Enrolled in Remedial Courses (Fall 2011)	
Math	6.3
English	2.5
Taking both remedial courses	7.3

## UNC Remedial Enrollment and Expenditures



Source: UNC

# \$1,821,321

2011 expenditures for remedial/developmental activities



## UNC System

### Enrollment

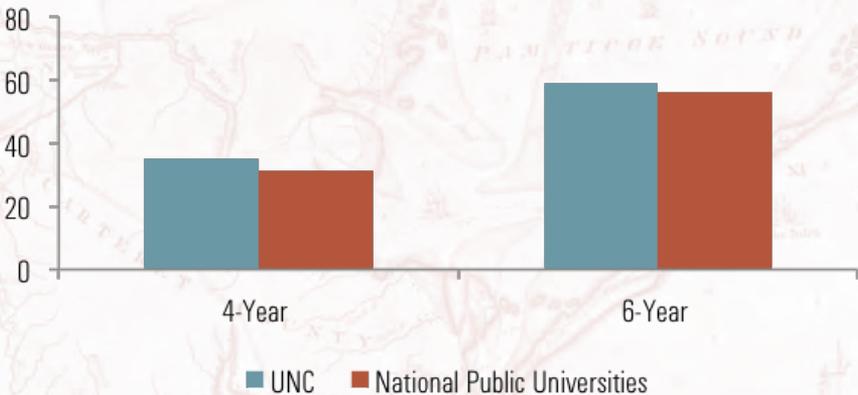
More than 220,000 students enrolled

In-State: 188,353

Out-of-State: 32,657

Source: UNC

### Graduation Rates (2010)



Source: The Chronicle of Higher Education

**71%** of students who go to UNC after receiving their associate's from the NCCCS graduate within 4-years.

### Employment

- 77% of graduates\* were employed in NC within 1 year of graduation
- 63% of graduates\* were employed in NC within 5 years of graduation

\*all subjects, all colleges, 2007-2008

Source: NC Tower



## SECTION 5: Achievement

### North Carolina Community College System

#### Enrollment

More than 850,000 students served annually

2012-2013 Full Time Equivalent Enrollment: 241,513

2012-2013 Diploma Program FTE: 13,021

2012-2013 Certificate Program FTE: 7,997

**Source:** NC Community Colleges

#### Employment

- 83% of graduates\* were employed in NC within 1 year of graduation
- 76% of graduates\* were employed in NC within 5 years of graduation

*\* all subjects, all colleges, 2007-2008*

**Source:** NC Tower

### North Carolina Independent Colleges and Universities

#### Enrollment

More than 89,000 students enrolled

- 69,000 Undergraduate
- 20,000 Graduate
- Of the 89K, 54K from NC

**Source:** NCICU

# 26.8

% of NC Residents with a Bachelor's Degree or Higher (persons 25+, 2008-2012)

National Average: 28.5%

**Source:** US Census (Persons 25+, 2008-2012).



## North Carolina High School Graduation Rates by Subgroups (2011-12)

	Graduates		Dropouts	
	#	%	#	%
White	53,343	53%	5,098	45%
Black	25,855	26%	3,679	33%
Hispanic	9,180	9%	1,753	16%
Asian	7,063	7%	124	1%
Multiracial	2,999	3%	350	3%
Am. Indian	1,307	1%	205	2%
Pac. Islander	86	0%	8	0%
Total	99,833		11,217	

Source: NC Dept. of Public Instruction



Black, Hispanic, and economically disadvantaged students in North Carolina graduate at a ten percentage point lower rate than their white and higher-income peers.

### North Carolina High School Graduation Rates by Subgroup (2012-13)

Subgroup	4-Year Rate	5-Year Rate
All Students	82.5	83.1
Male	78.6	79.9
Female	86.6	86.5
American Indian	77.3	76.2
Asian	89.9	90.2
Black	77.5	78.7
Hispanic	75.2	77.6
Two or More Races	81.5	83.1
White	86.2	86.3
Economically Disadvantaged	76.1	78.9
Limited English Proficient	48.8	58.2
Students With Disabilities	62.3	65.5

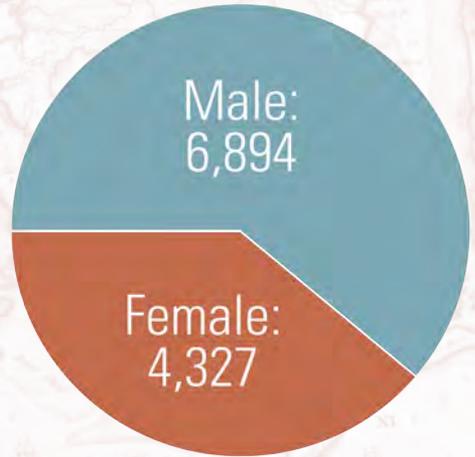
Source: NC Dept. of Public Instruction



SECTION 5: Achievement



## High School Dropouts (2012-13)



**Total:**  
**11,251**

**Source:** NC Dept. of Public Instruction

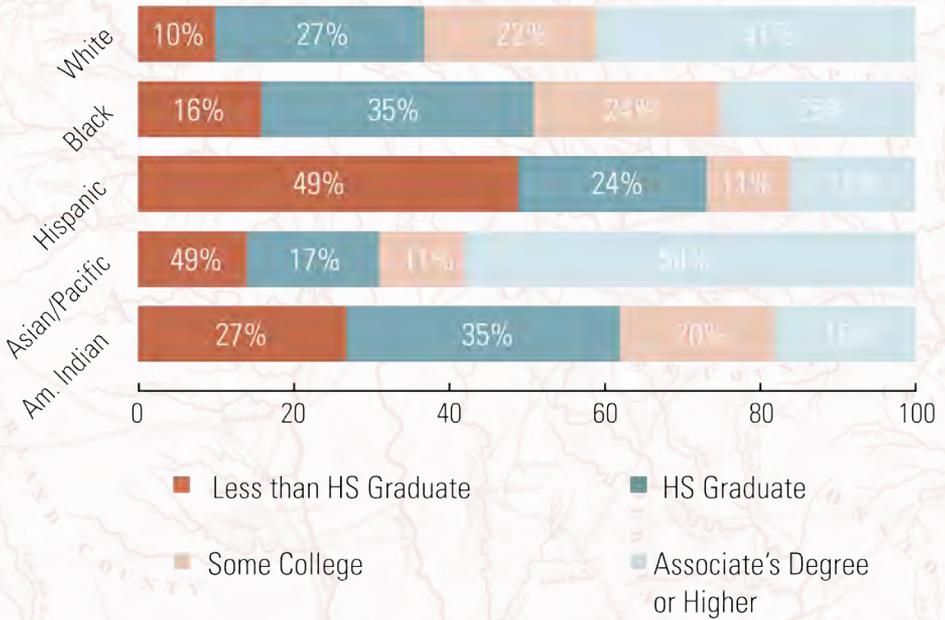
## Achievement Gap

In North Carolina, academic performance varies widely by demographic subgroup and results in significant differences in achievement that is pronounced for Black and Hispanic Students.



**SECTION 5:** Achievement

## NC Educational Attainment by Race/Ethnicity (2008)



**Source:** National Governors Association

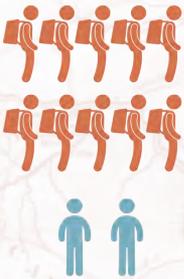




## Putting it All Together

In North Carolina, **8 out of 10** students graduate from high school.

2013 4-Year NC High School Graduation Rate: 82.4%



Based on ACT data, approximately **6 of those 8** students are prepared for college.

Of those 6 students who enter college, 59% or approximately **3 students** will graduate from a UNC campus within 6 years.

2008 4-Year Graduation Rate (All UNC Campuses): **40.4%**



## Skills Gap

**In 2020...**

**67%** of North Carolina jobs will require some postsecondary education

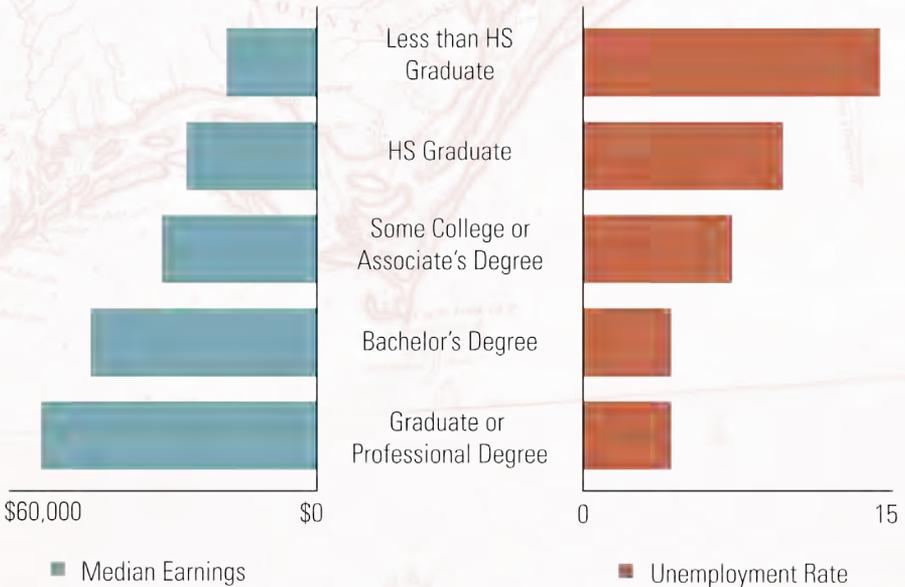
**58%** of North Carolina adults in 2013 have that level of education

**34%** of adults age 25 and older in North Carolina have an associate's degree or higher

*Source: Center for Education in the Workforce (Georgetown University)*



## 2012 NC Median Earnings and Unemployment Rate by Education Level



Source: BLS and American Community Survey

**BEST NC's** mission is to unite an engaged and informed business perspective to dramatically transform and improve North Carolina's public education system.

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Thanks to Katie Hagan, LEE Summer Fellow, for her tenacity and attention to detail in the creation of this report.



**“The General Assembly shall provide by taxation and otherwise for a general and uniform system of free public schools... wherein equal opportunities shall be provided for all students.”**

**– Article IX, Section 2(1), North Carolina Constitution**

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