



The Great Seal of the State of North Carolina is circular, featuring two female figures. One stands on the left holding a scroll, and the other sits on the right holding a cornucopia. The seal includes the dates 'MAY 20, 1775' and 'APRIL 12, 1776', and the motto 'ESSE QUAM VIDERI'. The text 'THE GREAT SEAL OF THE STATE OF NORTH CAROLINA' is written around the border.


Update on Implementation of
the *Leandro* Comprehensive
Remedial Plan

Governor's Teacher Advisory
Committee

October 25, 2021

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Timeline

- December 10, 2019 – West Ed submits report to the court
- January 21, 2020 – Judge Lee signs initial consent order
- January 23, 2020 – Commission approves final recommendations
- June 15, 2020 – State submits FY2021 plan of actions
- September 11, 2020 – Judge Lee signs order directing state to implement FY2021 plan and submit full plan by December 31, 2020
- March 15, 2021 – State submits Comprehensive Remedial Plan (Plan) and Appendix

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Timeline

- June 7, 2021 – Judge Lee signs order directing State to implement Plan and report back by August 6, 2021
- August 6, 2021 – State and State Board submit progress reports to the court; Plaintiffs submit responses later in August
- September 8, 2021 – Judge Lee holds status conference and gives State until October 18 to fully implement (including funding) next two years of Plan
- October 18, 2021 – Judge Lee holds status conference and notes that a budget fully implementing the next two years of the Plan has not been enacted; asks Plaintiffs to submit proposed actions the Court should take by November 1

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January 2020 Initial Consent Order - Seven Focus Areas

1. A system of teacher development and recruitment that ensures each classroom is staffed with a high-quality teacher who is supported with early and ongoing professional learning and provided competitive pay;
2. A system of principal development and recruitment that ensures each school is led by a high-quality principal who is supported with early and ongoing professional learning and provided competitive pay;
3. A finance system that provides adequate, equitable, and predictable funding to school districts and, importantly, adequate resources to address the needs of all North Carolina schools and students, especially at-risk students as defined by the Leandro decisions;
4. An assessment and accountability system that reliably assesses multiple measures of student performance against the Leandro standard and provides accountability consistent with the Leandro standard;

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January 2020 Initial Consent Order - Seven Focus Areas

5. An assistance and turnaround function that provides necessary support to low-performing schools and districts;
6. A system of early education that provides access to high-quality prekindergarten and other early childhood learning opportunities to ensure that all students at-risk of educational failure, regardless of where they live in the State, enter kindergarten on track for school success; and
7. An alignment of high school to postsecondary and career expectations, as well as the provision of early postsecondary and workforce learning opportunities, to ensure student readiness to all students in the State.

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Comprehensive Remedial Plan

Plan is divided into series of actions with specific action steps across the seven key areas

	Actions	Action Steps
Teachers	11	25
Principals	4	12
Finance and Resources	6	24
Assessment and Accountability	5	11
Assistance for Low-Performing Schools	4	9
Early Childhood	7	50
Postsecondary Alignment	3	15

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Comprehensive Remedial Plan Cost Summary

	Total Estimated Costs by FY2028	
	Recurring	Non-Recurring
A Well Prepared, High Quality, and Supported Teacher in Every Classroom	\$161,700,000	\$300,000
A Well Prepared, High Quality, and Supported Principal in Every School-	\$14,700,000	\$0
A Finance System that Provides Adequate, Equitable, and Efficient Resources	\$3,680,240,687	\$0
An Assessment and Accountability System that Reliably Assesses Multiple Measures of Student Performance	\$0	\$0
An Assistance and Turnaround Function that Provides Necessary Support to Low Performing Schools and Districts	\$88,413,621	\$0
A System of Early Education that Provides Access to High Quality Prekindergarten and Other Early Childhood Learning Opportunities	\$1,449,170,000	\$3,200,000
Alignment of High School to Postsecondary and Career Expectations for All Students	\$150,026,500	\$100,000
Total Estimated Costs**	\$5,544,250,808	\$3,600,000

**Total estimated costs do not include any additional cost estimates based on studies or plans conducted as part of the Comprehensive Remedial Action Plan

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- ### Key Plan Actions in FY 2021-22 and FY 2022-23
- **Teachers:**
 - Increase funding for Teaching Fellows to add up to 445 additional Fellows (\$4.7m by FY 2022-23)
 - Expand Partnership TEACH and similarly successful 2+2 educator preparation programs (\$2.2m by FY 2022-23)
 - Expand beginning teacher induction services through the New Teacher Support Program (\$5m by FY 2022-23)
 - Provide grants to additional districts to implement advanced teaching roles initiatives (\$5.8m by FY 2022-23)
 - Provide funds for the cost of National Board certification for up to 1,000 teachers in high needs schools (\$1.9m by FY 2022-23)
 - Fund grant program for multi-year recruitment and retention bonuses (\$6m by FY 2022-23)

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Key Plan Actions in FY 2021-22 and FY 2022-23

- **Principals:**

- Increase funding for Principal Fellows Program in order to prepare up to 300 new principals annually (\$9.7m by FY 2022-23)

- **Finance and Resources:**

- Increase funding for Children with Disabilities allotment (\$70m by FY 2022-23)
- Increase in funding for Disadvantaged Student Supplemental Fund allotment (\$70m by FY 2022-23)
- Increase in funding for Low-Wealth allotment (\$40m by FY 2022-23)
- Increase in funding for Limited English Proficiency Student allotment (\$20m by FY 2022-23)
- Complete final two years of enhancement teacher funding (\$139.7m by FY 2022-23)

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Key Plan Actions in FY 2021-22 and FY 2022-23

- **Finance and Resources (continued):**

- Increase in professional development funding (\$20m by FY 2022-23)
- Increase in teacher assistant funding (\$30m by FY 2022-23)
- Increase in funding for Specialized Instructional Support Personnel (\$80m by FY 2022-23)
- Increase in salaries for teachers, instructional support staff, and school administrators (\$383.8m by FY 2022-23)

- **Assistance and Turnaround:**

- Expand capacity of district and regional support at DPI (\$19m by FY 2022-23)
- Support for high poverty schools to adopt community schools model (\$6m by FY 2022-23)
- Funding to cover reduced-price lunch co-pays (\$3.9m by FY 2022-23)

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Key Plan Actions in FY 2021-22 and FY 2022-23

• **Early Education:**

- Expand NC Pre-K through incremental rate and slot increases (\$45.4m by FY 2022-23)
- Implement child care subsidy improvements and increase funding (\$10m by FY 2022-23)
- Increase funding for staffing, professional development and additional services for early intervention (\$10m by FY 2022-23)
- Increase in funding for Smart Start (\$20m by FY 2022-23)
- Expand participation in Child Care WAGE\$ salary supplements program (\$26m by FY 2022-23)

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Key Plan Actions in FY 2021-22 and FY 2022-23

• **Postsecondary Alignment:**

- Revise funding for NC Virtual Public School to remove barriers for students from low-wealth districts (\$3m by FY 2022-23)
- Expand funding for credentials and certifications for CTE students (\$6.5m by FY 2022-23)
- Provide recurring funding for CIHS approved to open (\$1.88m by FY 2022-23)
- Provide matching funds for College Advising Corps (\$3m by FY 2022-23)
- Provide funds for expanding Career Development Coordinators in grades 6-12 (\$10m by FY 2022-23)

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Where Are We Now?

- **Budget:**
 - Governor’s proposal fully funds the next two years of Plan actions in his 2021-23 budget proposal (includes \$725.6 million in FY 2021-22 and \$1.15 billion in FY 2022-23 for implementing actions in the next two years of the Plan)
 - Senate proposal includes \$191.6 million in FY 2021-22 and \$213.7 million in FY 2022-23 for implementing actions in the next two years of the Plan
 - House proposal includes \$370.0 million in FY 2021-22 and \$382.1 million in FY 2022-23 for actions in the next two years of the Plan.
 - FY 2021-22 budget will also include statutorily authorized increase in funding for enhancement teachers (G.S. 115C-301(c2))

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Comparison of Recurring Investments in Budget Proposals by FY 2022-23

	CRP	Gov. Budget	Sen. Budget	House Budget
A Well Prepared, High Quality, and Supported Teacher in Every Classroom	\$32.0m	\$31.9m	\$4.0m	\$4.3m
A Well Prepared, High Quality, and Supported Principal in Every School-	\$9.7m	\$9.7m	-	\$1.5m
A Finance System that Provides Adequate, Equitable, and Efficient Resources	\$853.5m	\$957.5m	\$190.5m	\$357.4m
An Assessment and Accountability System that Reliably Assesses Multiple Measures of Student Performance	-	-	-	-
An Assistance and Turnaround Function that Provides Necessary Support to Low Performing Schools and Districts	\$28.9m	\$28.9m	-	-
A System of Early Education that Provides Access to High Quality Prekindergarten and Other Early Childhood Learning Opportunities	\$113.4m	\$113.4m	\$16.5m	\$16.5m
Alignment of High School to Postsecondary and Career Expectations for All Students	\$24.9m	\$24.9m	\$2.7m	\$2.4m
Total	\$1,062m	\$1,166m	\$213.8m	\$382.1m

Note: Figures do not include items in the House and Senate budgets funded on a nonrecurring basis using federal ARP funds.

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Where Are We Now?

- On June 7, 2021, Judge Lee entered order directing that the Comprehensive Remedial Plan “shall be implemented in full and in accordance with the timelines set forth therein.”
- State and State Board of Education submitted progress reports in August on implementation of the Plan and Plaintiffs submitted responses to those reports.
- On September 8, 2021, Judge Lee held a status hearing with the parties in the case on implementation of the Plan.
- Judge Lee noted that the lack of resources appears to be preventing implementation of the Plan
- Judge Lee has asked Plaintiffs by November 1 to provide draft orders identifying what actions the Court should take next in the case.

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June 2021 Court Order

From the June 7, 2021 order:

If the State fails to implement the actions described in the Comprehensive Remedial Plan—actions which it admits are necessary and which, over the next biennium, the Governor’s proposed budget and Senate Bill 622 confirm are attainable—“it will then be the duty of this Court to enter a judgment granting declaratory relief and such other relief as needed to correct the wrong.” 346 N.C. at 357.

- Hoke Cty. Bd. Educ. v. State, No. 95 CVS 1158 (June 7, 2021)

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