



State of North Carolina

ROY COOPER

GOVERNOR

December 30, 2021

EXECUTIVE ORDER NO. 243

EXTENSION OF EXECUTIVE ORDER NO. 113

WHEREAS, Executive Order No. 113, *Establishing the Task Force to Develop a Representative and Inclusive Vision for Education*, issued on December 9, 2019, charged the Develop a Representative and Inclusive Vision for Education (“DRIVE”) Task Force with advising the Office of the Governor on strategies that would address matters of equity and inclusion within education; and

WHEREAS, Executive Order No. 113 is set to expire on December 31, 2021, and, pursuant to N.C. Gen. Stat. § 147-16.2(a) the duration of the Drive Task Force may be extended in order for the Task Force to continue its important work; and

WHEREAS, on December 1, 2020, the DRIVE Task Force presented the Office of the Governor with the *DRIVE Final Report and Recommendations*; and

WHEREAS, the *DRIVE Final Report and Recommendations* assesses the state’s progress increasing educator diversity in K-12 public schools; identifies short, mid-range, and long-term strategies to increase educator diversity; and identifies stakeholders, assets, and sources of funding that can be leveraged to recruit, retain, develop, and support more educators of color; and

WHEREAS, North Carolina is a diverse state that is committed to meeting the needs of its students and educators; and

WHEREAS, research shows that students are more successful when they have diverse and representative teachers leading their classrooms; and

WHEREAS, for the 2019-2020 school year, 45% of the public school student population in North Carolina was White, 25% Black, 20% Hispanic/Latino, 4% Asian or Pacific Islander, 5% was multiracial and 1% American Indian; and

WHEREAS, during the 2020-2021 school year, only 23% of the public school educator workforce was comprised of educators of color; and

WHEREAS, the challenges of recruiting and retaining public school educators have intensified due to the COVID-19 pandemic; and

WHEREAS, a diverse educator pool is essential to improving student learning, assessment outcomes, attrition rates, and quality of life, particularly in schools and school districts with majority-minority student populations; and

WHEREAS, the continuation of the DRIVE Task Force demonstrates the state’s commitment to focusing on educator diversity and other matters of equity and inclusion in education; and

WHEREAS, further efforts are necessary to continue the integral work of the DRIVE Task Force, implement their recommendations, and build a diverse educator workforce that mirrors the state’s diverse public school student population.

NOW, THEREFORE, by the authority vested in me as Governor by the Constitution and the laws of the State of North Carolina, **IT IS ORDERED:**

Section 1. Extension of Executive Order No. 113

Executive Order No. 113, as amended herein, is hereby extended through the end of the calendar day on December 31, 2023. References to “December 31, 2021” in Executive Order No. 113 shall be replaced with “December 31, 2023.”

A. Amendment of Certain Provisions of Executive Order No. 113

1. Section 2 of Executive Order No. 113 is rescinded and replaced in its entirety with the following:

“The Task Force shall have the following duties and functions:

- a. Prepare and submit an action plan to the Office of the Governor no later than March 1, 2022, that accomplishes the following:
 - i. Builds upon the previous work of the Task Force and findings of the *DRIVE Final Report and Recommendations*;
 - ii. Identifies short, mid-range, and long-term action steps to increase educator diversity;
 - iii. Identifies stakeholders, assets, and sources of funding that can be leveraged to recruit, retain, develop, and support more educators of color; and
 - iv. Identifies which action steps for increasing educator diversity in the state should be prioritized and addressed.
- b. Prepare and submit an annual progress report to the Office of the Governor.
- c. Prepare and submit a sustainability plan to the Office of the Governor no later than December 31, 2023, that recommends how the work of the Task Force will continue beyond the term of this Executive Order.
- d. Support stakeholders in seeking funding to enhance educator diversity.
- e. Serve as a general forum for educator diversity and educator equity matters affecting North Carolina.
- f. Provide advice on any other matters the Governor refers to the Task Force.”

Section 2. Effective Date

This Executive Order is effective immediately. This Executive Order shall remain in effect through the end of the calendar day on December 31, 2023, unless repealed, replaced, or rescinded by another applicable Executive Order.

IN WITNESS WHEREOF, I have hereunto signed my name and affixed the Great Seal of the State of North Carolina at the Capitol in the City of Raleigh, this 30th day of December in the year of our Lord two thousand and twenty-one.



Roy Cooper
Governor

ATTEST:



Elaine F. Marshall
Secretary of State

