

Accountability Redesign for Public Schools

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NORTH CAROLINA
State Board of Education
Department of Public Instruction

ACHIEVING EDUCATIONAL **EXCELLENCE**

2025–2030
Strategic Plan for
North Carolina Public Schools



ACHIEVING EDUCATIONAL **EXCELLENCE**



PILLAR 1

Prepare Each
Student for
Their Next
Phase in Life



PILLAR 2

Revere
Public School
Educators



PILLAR 3

Enhance Parent,
Caregiver, and
Community
Support



PILLAR 4

Ensure
Healthy, Safe
and Secure
Learning
Environments



PILLAR 5

Optimize
Operational
Excellence



PILLAR 6

Lead
Transformative
Change



PILLAR 7

Celebrate the
Excellence
in Public
Education



PILLAR 8

Galvanize
Champions to
Fully Invest in
and Support
Public
Education



Pillar 6, Focus Area 4, Action 1

- Establish an SBE Task Force to develop a new school-level accountability system that will:
 - Consider the variability among high schools with respect to available opportunities and funding, such as Advanced Placement, CTE courses, etc.;
 - Reliably assess multiple measures of student performance in grades K–12 that includes measures of progress towards ensuring all students graduate prepared for their next phase of life.

Task Force Membership





PILLAR 6

State Board of Education Members, Chairs

Alan Duncan	Jill Camnitz	Janet Mason
Vice Chair State Board of Education	District 1 Member State Board of Education	District 8 Member State Board of Education



PILLAR 6

Governor's Office and Legislators

Sen. Kevin Corbin	Sen. Jay Chaudhuri	Rep. Brian Biggs
R – District 50 Cherokee, Clay, Graham, Haywood, Jackson, Macon, Swain, Transylvania	D – District 15 Wake	R – District 70 Randolph
Rep. Monika Johnson-Hostler	Elena Ashburn	
D – District 33 Wake	Senior Advisor for Education, Office of the Governor	



PILLAR 6

County Commissioners and Business Leaders

Allen Thomas	Shinica Thomas	Bob Barnhill
President-Elect, NC Association of County Commissioners Hoke County	Second Vice-President, NC Association of County Commissioners Wake County	Chairman, Board of Directors, Barnhill Contracting
John Hood		
President, John William Pope Foundation		



PILLAR 6

Education Leadership and Educators

Bruce Friend Chair	Lyn Andrews	Darrell Pennell
Chair, Charter Schools Review Board	Johnston County Board of Education	Caldwell County Board of Education
Crystal Hill	Anthony Jackson	Don Phipps
Superintendent, Charlotte-Mecklenburg Schools	Superintendent, Chatham County Schools	Superintendent, Winston Salem / Forsyth County Schools
Tanya Turner	Alex Quigley	Phil Rogers
Superintendent, Perquimans County Schools	Executive Director, Durham Charter	Principal, R-S. Central High
Beckie Spears	Kim Jones	Kim Mackey
Principal, Wilkesboro Elementary	English and Humanities Teacher	Social Studies Teacher
Paul Kinsey		
Director of Testing and Accountability, Dare County Schools		



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Parent and Students

Shaneeka Moore-Brown	Ben Dombroski	Ian House
President, NCPTA	Student	Student
Anaston Lassiter		
Student		



PILLAR 6

SBE / DPI Leadership

Rupen Fofaria	Michael Maher	Maria Pitre-Martin
Director, State Board Operations and Policy	Chief Accountability Officer	Deputy State Superintendent
Stacey Wilson-Norman	Geoff Coltrane	
Chief Academic Officer	Senior Director, Government Affairs and Strategy	

Task Force Outcomes



Why System Change Matters

- Current A–F accountability system heavily weighted on reading and mathematics test scores
- Limited reflection of readiness for college, career, and life
- Inequities across schools and student groups to access
 - College credit earning opportunities
 - Career and technical education opportunities
 - Enrichment opportunities
- Opportunity to modernize and lead nationally

Outcomes

- Define Purpose and Vision of System
 - Recognize excellence in public schools
 - Identify schools in need of support to reach excellence
 - Redefine expectations of what schools should do to support students, parents, and communities
- Guide NCDPI and Work Group's Development of New System
 - Create multiple valid and reliable measures across grades K–12
 - Emphasis on readiness beyond graduation (college, career, military)
 - Recognition of growth and equality of opportunity
 - Transparent reporting for parents, educators, and communities

Scope of Work and Timelines



Task Force

Develop Theory of Action

Guide Research and Stakeholder Engagement

Review and provide feedback to indicators and system design

Guide development of final system and 'school performance profiles'

Recommend final framework to State Board of Education



NCDPI

(Work Groups)

Use Theory of Action to Identify Indicators and System Design

Conduct Research and Stakeholder Engagement

Develop and propose indicators and overall system design

Pilot and test indicators and models for validity and reliability

Develop 'school performance profiles'

Timelines and Deliverables

Action Step and/or Deliverable (if applicable)	Person Responsible	Anticipated Start Date (Month/Year)	Anticipated Completion Date (Month/Year)
Theory of Action <ul style="list-style-type: none"> - Develop and build consensus on a Theory of Action for accountability system 	Task Force NCDPI Staff	November 2025	February 2026
Landscape Review <ul style="list-style-type: none"> - Examine models from other states - Inventory disparities in access to AP, CTE, and enrichment opportunities - Review federal and state accountability requirements 	Task Force NCDPI Staff	February 2026	June 2026
Design Framework Development <ul style="list-style-type: none"> - Define guiding principles (e.g., readiness, growth, opportunity) - Identify proposed indicators across all grades (e.g., growth, pathway completion, engagement, readiness) - Explore weighting, disaggregation, and reporting models 	Task Force NCDPI Staff	June 2026	Dec 2026
Model Prototyping & Testing <ul style="list-style-type: none"> - Conduct simulations using existing student data - Conduct pilot/proof of concept - Analyze validity, reliability, and equity impacts 	NCDPI Staff	June 2026	April 2027

Timeline and Deliverables

Action Step and/or Deliverable (if applicable)	Person Responsible	Anticipated Start Date (Month/Year)	Anticipated Completion Date (Month/Year)
Draft Report, Stakeholder Engagement & Policy Proposal <ul style="list-style-type: none"> - Prepare initial report and recommendations - Share draft with stakeholders for feedback - Survey PSUs to collect input on system's strengths, gaps, and unintended consequences - Revise based on input 	NCDPI Staff	December 2026	April 2027
Presentation to State Board of Education <ul style="list-style-type: none"> - Present final accountability model recommendation to SBE for review and action 	Task Force NCDPI Staff	May 2027	May 2027
Policy Adoption & Transition Planning <ul style="list-style-type: none"> - SBE vote and DPI develops implementation guidance - Identify phase-in timeline (e.g., pilot year, reporting only, full implementation) - Work with NCDPI communications team to message the work to the public 	SBE NCDPI Staff	June 2027	

Timeline and Deliverables

Action Step and/or Deliverable (if applicable)	Person Responsible	Anticipated Start Date (Month/Year)	Anticipated Completion Date (Month/Year)
Commence Phase II of the Scope of Work <ul style="list-style-type: none"> Phase II action planning is impacted by certain Phase I actions, such as theory of design and guiding principles. Phase II will commence in June 2027, with a more formalized outline of actions in that phase to be updated by April 2027. 	SBE NCDPI Staff	June 2027	June 2030
Legislative Change <ul style="list-style-type: none"> Secure necessary amendments to NC General Statutes to enable the new accountability system 	NCGA	February 2027	June 2027
ESEA Plan Amendment and/or Waiver Request <ul style="list-style-type: none"> Submit amendment or waiver to U.S. Department of Education to align federal accountability requirements with the state's new model 	SBE NCDPI Staff	February 2027	
Establishment of School Performance Profiles <ul style="list-style-type: none"> Develop and launch online platform to display the new accountability system's elements in a user-friendly format for the public 	NCDPI	July 2027	September 2028
Statewide Implementation <ul style="list-style-type: none"> Provide communications and support for new accountability system implementation to stakeholders First year of reporting and accountability determinations under the new system 	NCDPI PSUs	October 2027	September 2028

Closing



Questions?

