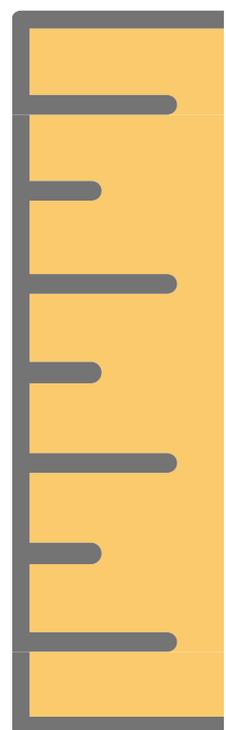
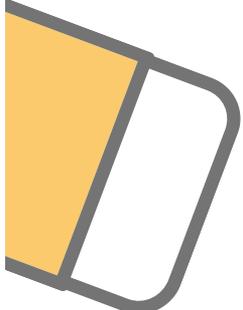
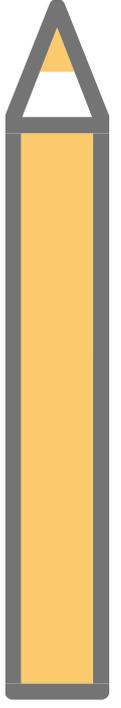


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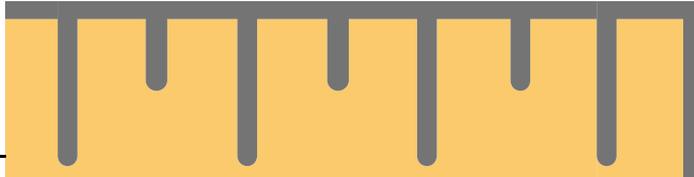
2018

North Carolina
Education Innovation Lab



Elevating Educators for Student Success

September 26, 2018



Elevating Educators for Student Success

2018 North Carolina Education Innovation Lab

- 8:00** Breakfast & Networking
- 8:30** **Doors Open**
Welcome Remarks: Walter McDowell, Board Chair, BEST NC
Excellence Update: Brenda Berg, President & CEO, BEST NC
Lab Framing: Jim Redden, Innovation Advisor, RTI International
- 9:10** **I Believe North Carolina Can Be First in Teaching!**
Freebird McKinney, **FIT Leader**, 2018 Burroughs Wellcome Fund North Carolina Teacher of the Year
- 9:35** **Perspective: Treating Teachers as Professionals**
Gerri Parker, Bank of America Executive on Loan, Interim Chief HR Officer, Charlotte-Mecklenburg Schools
Moderator: Mary Margaret Harris, **FIT Leader**, Career Dev. Coord Williams High School, Alamance-Burlington
- 9:55** **Bright Lights: Career Advancement Opportunities**
Jenny O'Meara, Principal, Phillips Middle School, Edgecombe County Public Schools
Representative Craig Horn, North Carolina General Assembly, House District 68
Moderator: Mark Townley, **FIT Leader**, Teacher, Holly Springs High School, Wake County Public School System
- 10:25** Break & Networking
- 10:40** **Bright Lights: Strong School Leadership**
Glasher Robinson, Assistant Principal, Hairston Middle School, Guilford County Schools
Representative Hugh Blackwell, North Carolina General Assembly, House District 86
Moderator: Vance Kite, **FIT Leader**, Former Teacher, Doctoral Candidate, North Carolina State University
- 11:10** **Perspective: Respecting Your Team By Being "Open"**
Jan Smith, Senior Director, Integrated People Solutions, Red Hat
Ben Owens, **FIT Leader**, Educator, Engineer, & Author
- 11:50** Lunch
- 12:30** **Innovations: Access to Equitable Resources**
Dr. Julie Morrow, Assistant Superintendent for Curriculum & Instruction, Rowan-Salisbury School System
Senator Michael V. Lee, North Carolina General Assembly, Senate District 9
Moderator: Caroline Harris, **FIT Leader**, Teacher, North Edgecombe High School, Edgecombe County Public Schools
- 1:15** **Innovations: Time to Plan & Collaborate**
Dana Jernigan, Principal, Benson Middle School, Johnston County Schools
Kelley Johnson, Principal, Innovation Academy at South Campus, Johnston County Schools
Bennett Jones, Principal, Clayton High School, Johnston County Schools
Representative Graig Meyer, North Carolina General Assembly, House District 50
Moderator: Doug Price, **FIT Leader**, Teacher, Voyager Academy
- 2:00** Break & Transition
- 2:15** **Small Group Discussion & Breakout Activities** (Room assignments can be found on your nametag)
- 3:45** Break & Transition
- 4:00** **Perspective: Teacher Recruitment & Perception**
- 4:30** **Bringing it All Together- North Carolina: First in Teaching!**
RTI International Team
- 4:45** **Adjourn**

Social Media Policy

The Education Innovation Lab is all about inspiration and innovation! We encourage you to share great ideas on social media using **#NCEdLab18**.

In the interest of encouraging open dialogue and civil discourse, please refrain from sharing private or breakout session conversations on social media.

Following the event, videos and links will be online at www.ExcellenceNC.org/NCEdLab2018

FIT Leaders

Career Qualities

Autonomy

- Access to, and decision-making authority for, classroom and school resources (distributed equitably)
- Accountability that respects individual strengths
- Appropriate mentorship/leadership that doesn't end when a teacher is considered high performing; everyone can improve and deserves support
- Opportunity to use individual professional skills to meet the unique needs of students
- Time to plan and apply skills

Compensation

- Competitive benefits
- Competitive compensation
- Pay and professional perks that progress as impact and leadership responsibilities grow

Culture (School Culture)

- Environment of cultural, racial, and gender inclusion
- Innovative and collaborative work environment
- Positive environment supported by school leaders who value communication and transparency
- Profession is held to a high ethical standard and possesses processes to maintain integrity
- Shared decision-making
- Shared vision for student success
- Supportive relationships, with reciprocal trust
- Willingness to fail as the team learns and grows
- Work-life balance

Mastery

- Career growth opportunities as teachers evolve professionally
- Challenging, life-long learning opportunities
- Leadership opportunities, if desired
- Meaningful feedback and opportunities for reflection
- Opportunities for continuous improvement
- Opportunities to network with peers outside of the school
- Time to collaborate during the school day

Physical Environment

- Adequate, clean buildings and facilities
- School policies and practices that foster safe environments for educators and students

Professional Team

- Great school leader who empowers all staff
- Sufficient number of other professionals to meet student needs, e.g. counselors & nurses
- Students appropriately matched with teachers' abilities to maximize student success and wellbeing
- Surrounded by high-quality, committed educators who are as diverse as our students

Purpose

- Feeling of being a part of something bigger, including transparency when policies are made at the federal, state and district level
- Impact: feeling of personally making a difference
- Providing the inspiration to encourage others to want to serve in the field
- Sense of fulfillment
- Workday satisfaction

Respect: The First in Teaching (FIT) Leaders believe that feeling respected is an important aspect of being treated as a professional and that the qualities above are indicators of respect.



The list of barriers below represents the overarching and systemic challenges, identified by FIT Leaders, that prevent North Carolina from creating and fostering the career qualities required to be First in Teaching. They are also, therefore, our greatest opportunities to elevate the teaching profession beyond what is experienced in any other state. In addition to the FIT Career Qualities, participants indicated that feeling respected is an important aspect of being treated as a professional and that the barriers below have an impact on how respected they feel.

While the emphasis here is on teaching, each of these barriers have a direct impact on teachers' ability to be effective and positively impact student success.

Administrative Burden

- **Defined:** Too much administrative paperwork and ever-shifting programs/priorities
- **Teacher voice:** I have to spend so much time doing paperwork, administrative tasks, and responding to ever-shifting priorities that I don't have time for my students.

Inadequate Facilities

- **Defined:** Inadequate physical infrastructure and facilities in many of our schools prevent teachers from fostering a positive teaching and learning environment
- **Teacher voice:** My school should feel like a professional environment and reflect the importance of what I do with and for students every day.

Inadequate Teacher Evaluation

- **Defined:** Inadequate teacher evaluation process and implementation
- **Teacher voice:** The teacher evaluation system does not provide timely and constructive feedback that allows me to promptly adapt to meet the needs of my students.

Inflexible Schedule

- **Defined:** Lack of workday flexibility to meet urgent personal needs
- **Teacher voice:** I deserve reasonable flexibility to handle family and medical issues, like other professionals.

Lack of Access to Equitable Resources

- **Defined:** Inequitable distribution of resources for higher-needs classrooms and lack of access to resource decision-making overall
- **Teacher voice:** I do not have adequate access to resources (both physical and professional development) to do my job and meet the needs of my students.

Lack of Career Opportunities

- **Defined:** Lack of career advancement for teachers
- **Teacher voice:** I deserve to have career advancement opportunities, without having to leave the work I love in the classroom. The organizational structure should be designed to empower teams of teachers to work together and apply their individual strengths better.

Lack of Connectedness

- **Defined:** Lack of connectedness - to the community and other professionals
- **Teacher voice:** I deserve the same professional networking opportunities that other professions enjoy.

Lack of Recruitment and Preparation

- **Defined:** Persistent vacancies and inadequate educator preparation/support
- **Teacher voice:** I want to be in an industry where teachers are actively recruited into the profession and have access to high-quality preparation and the on-boarding supports enjoyed by other professionals. I also want to be part of a diverse workforce that includes a wide-range of perspectives to benefit student success.

Lack of Strong School Leadership

- **Defined:** Lack of strong school leaders who attract, retain, and support great talent
- **Teacher voice:** I want my principal to be equipped to create a school culture that attracts and retains great educators who are committed to excellence and working towards a shared vision for student success. I also deserve a school leader who will support my unique professional needs and empower me to innovate in my classroom and with my colleagues.

Lack of Time to Plan and Collaborate

- **Defined:** Lack of protected planning and collaboration time
- **Teacher voice:** I do not have the time and opportunity to plan and collaborate with my colleagues, so we can adapt our practices to meet the ever-changing needs of our students and community.

Negative Perceptions

- **Defined:** Negative perception of the teaching profession
- **Teacher voice:** I do not feel like my profession is valued by the general public, which leads to less support from my community and fewer people who want to join me in this important work.

Outdated Compensation Model

- **Defined:** Lack of a competitive compensation model that adjusts with cost-of-living, values high performance and impact, attracts top talent, and addresses staffing demands
- **Teacher voice:** My compensation should be competitive with surrounding states and incentivize me to expand my reach and effectiveness to more students and/or colleagues, teach high-demand skills/courses/students, and/or work in high-needs schools.

Teachers Play Too Many Roles

- **Defined:** Lack of adequate wrap-around supports for students (nurses, psychologists, etc.) spreads teachers thin and diverts their attention away from instruction
- **Teacher voice:** I have to spend so much time supporting wrap-around needs for my students that I don't have time to focus on their academic needs.



MEET THE SPEAKERS

Jim Redden, Innovation Advisor, RTI International

In his role as an Innovation Advisor, Jim works with government organizations and corporations looking to improve their innovation strategy and process. His current projects look at how emerging technologies like artificial intelligence and blockchain are reshaping government and business strategy. As an innovation consultant and former high school physics teacher, Jim is passionate about the intersection of new technology and education. He has been part of the RTI team involved in planning and facilitating the Innovation Lab with BEST NC since 2013.

Freebird McKinney, 2018 Burroughs Wellcome Fund North Carolina Teacher of the Year, Williams High School, Alamance-Burlington School System

Prior to being named the North Carolina Teacher of the Year, Freebird taught AP European History, AP World History, World History (CP/ Honors) and was the Co-Coordinator of the International Baccalaureate Diploma Program at Williams High School. He has been a teacher for more than 14 years. He also serves as the Director of Dustin's GreenHouse, a community organization that teaches community leadership and responsibility to under-served and under-recognized high school students in Alamance and Guilford counties through unique and service-based learning practices. He is also the AP European History Curriculum Writer for North Carolina Virtual Public Schools. Freebird believes that transformative leadership begins with an investment of time in the building of relationships.

Gerri Parker, Bank of America Executive on Loan; Interim Chief Human Resources Officer, Charlotte-Mecklenburg Schools

Transitioning from her previous role as Business Operations Executive for Global Technology and Operations with Bank of America, Gerri is applying her private sector experience and leadership to one of the nation's largest school districts, with over 19,000 employees. Her responsibilities include the ongoing development and implementation of the district's human capital strategies. She contributes to achieving the district's overall mission by developing and implementing programs that serve to attract and retain talent, support equity and inclusion, and engage talent to drive the transformation of culture and improve outcomes for every CMS student. Gerri previously served in executive leadership roles with Whirlpool Corporation, Whirlpool Europe, and Procter & Gamble prior to joining Bank of America in 2007.

Mary Margaret Harris, Career Development Coordinator, Williams High School, Alamance-Burlington School System

After 13 successful years as a Vice-President and Bank Branch Manager, Mary Margaret left banking to pursue her passion for teaching financial literacy. She is in her 7th year at Williams High School and was named school Teacher of the Year in 2016. Mary Margaret prides herself on her knowledge, passion, and community involvement. She brings together students, business organizations, community service organizations, and political organizations to make a difference for students at Williams and in Alamance County in the pursuit of their post-secondary educational and career goals.

Jenny O'Meara, Principal, Phillips Middle School, Edgecombe County Public Schools

Jenny's teaching career began as a Peace Corps volunteer in Burkina Faso, West Africa, where she taught middle school math and English to French-speaking youth. She moved back to the United States to join Teach for America as an Eastern North Carolina Corps Member, where she taught math at Warren County High School. Jenny later completed her Master of School Administration at North Carolina State University through the Northeast Leadership Academy, a program that has been named one of the top principal preparation programs in the U.S. She is deeply inspired by and committed to serving in North Carolina's northeastern rural communities.

Representative Craig Horn, North Carolina General Assembly, House District 68

Elected in 2010, Representative Horn is now serving his third term in the North Carolina House of Representatives representing citizens in District 68, Western Union County. Representative Horn is Co-Chair of both the House Appropriations Education Committee and the House K-12 Education Committee. He is also the Co-Chair of the Joint Legislative Education Oversight Committee and the Joint Legislative Task Force on Education Finance Reform, as well as Chair of the Joint Legislative Program Evaluation Oversight Committee. He was a member of the National Conference of State Legislators' 2013 Class of Early Learning Fellows and his work in education has resulted in him being dubbed the "Education Legislator" by EdNC.

Mark Townley, Teacher, Holly Springs High School, Wake County Public School System

Mark Townley is a National Board Certified earth and environmental science and research teacher at Holly Springs High School. He has taught for 20 years in both Lee and Wake Counties, and is currently a member of the Governor's Teacher Advisory Committee and the Kenan Fellows Program for Teacher Leadership Board of Advisors.

Glasher Robinson, Assistant Principal, Hairston Middle School, Guilford County Schools

A former high school science teacher, Glasher is entering her 7th year as an educator. She completed her Bachelor of Science degree in biology with a minor in Secondary Education from Elizabeth City State University and a Master of Education degree in Science Education from Georgia State University. Glasher had the honor of participating in Cohort I of the High Point University Leadership Academy, from which she earned a Master of Education degree in Educational Leadership and her principal license.

Representative Hugh Blackwell, North Carolina General Assembly, House District 86

Representative Blackwell has served in the North Carolina House of Representatives since 2009, representing the citizens of Burke County. He is Co-Chair of the House Appropriations Education Committee and a member of the House K-12 Education Committee. He is also Vice Chair of the Joint Legislative Education Oversight Committee and serves on the Joint Legislative Task Force on Education Finance Reform. Representative Blackwell practices law in Valdese, NC, where he resides.

Vance Kite, Former Teacher; Doctoral Candidate, North Carolina State University

From 2008-2016, Vance worked as a science educator, first in Florida, then for Durham Public Schools. In the Fall of 2016, he entered the Ph.D. in STEM Education program as a full-time student at North Carolina State University. Vance was a 2012-2013 Kenan Fellow, is a National Board Certified Teacher, and won the North Carolina State Provost Scholar-Leader Fellowship. His classroom was twice recognized on the front-page of the News & Observer. He has published work on a variety of topics in NSTA's *The Science Teacher*, TED-ED, and EdNC. Presently, Vance's research and writing focuses on supporting science teachers in incorporating computer science problem-solving strategies into their core curriculum.

Jan Smith, Senior Director, Integrated People Solutions, Red Hat

Jan Smith is a business leader, engineer, and senior human resource professional. As the Senior Director of Integrated People Solutions, she is accountable for Red Hat's Culture and Leadership strategy, internal communications, and project management. Jan's pioneering work established the foundation on which Red Hat's managerial and leadership development structure is built. She developed the company's OPT (Organization, Passion, Talent) model, which is a strengths-based approach to professional development, and has developed and managed a global New Graduate development program focused on strategically recruiting new graduates with superior leadership capabilities. Jan is a graduate of North Carolina State University.

MEET THE SPEAKERS

Ben Owens, Educator, Engineer, & Author

In his 20-year engineering career in manufacturing and R&D locations across the country, Ben saw first-hand the significant need to improve our approaches to education, especially in the STEM arena. That experience led him to leave the corporate world and become a public school teacher in the rural mountains of Western North Carolina. He taught physics and math at Tri-County Early College for 11 years. His teaching experiences helped him become a 2014 National Teacher Fellow for Hope Street Group, the 2016 North Carolina Science Technology & Mathematics Center's 9-16 Outstanding Educator, the 2017 Bridging the Gap Distinguished Teacher in STEM Education, a Center for Teaching Quality Virtual Community Organizer, and a member of the Teacher Advisory Council for the Bill & Melinda Gates Foundation. Ben is passionate about helping other educators, schools, districts, and networks as they strive for and reach new levels of student-centered excellence.

Dr. Julie Morrow, Assistant Superintendent for Curriculum and Instruction, Rowan-Salisbury School System

Dr. Julie Morrow has served as an educator for more than 28 years in the roles of teacher, principal, and transformation coach. She has been recognized for her extensive work with school transformation and Professional Learning Communities and has received national recognition for a successful implementation of a digital conversion. Over the past five years, Julie has had the privilege of serving with a team who has developed a strategic plan that supported the implementation of critical changes resulting in sustainable transformation in the learning environment. These instructional shifts have supported and generated opportunities that inspire personalized learning for all children.

Senator Michael V. Lee, North Carolina General Assembly, Senate District 9

Senator Lee is serving in his second full term in the North Carolina Senate. He represents District 9, part of New Hanover County. He has made an impact on his colleagues and his constituents by championing education rights for all school children. Senator Lee serves as Co-chair of both the Senate Appropriations Education/Higher Education Committee and the Senate Education/Higher Education Committee. He also serves as Co-Chair of the Joint Legislative Task Force on Education Finance Reform and as a member on the Joint Legislative Education Oversight Committee. As an attorney, he was also appointed to be a member of the North Carolina Courts Commission.

Caroline Harris, Teacher, North Edgecombe High School, Edgecombe County Public Schools

Caroline Harris is a 4th year biology teacher at North Edgecombe High School in Tarboro, NC. She also works part time for ENC STEM - an enrichment program for high school students in the eastern part of the state. She loves working hand-in-hand with students and is passionate about education in rural areas.

Dana Jernigan, Ed.S., Principal, Benson Middle School, Johnston County Schools

A life-long Wolfpack fan, Dana received both her Bachelor of Arts in English and Master of School Administration degrees from North Carolina State University. Her teaching career began in 2007 at South Johnston High School where she became an Assistant Principal in 2013. Dana also served as the Director of Professional Learning and the Executive Director of Secondary Education for Johnston County Public Schools before deciding she was ready to become the lead learner of a school. Benson Middle School is currently in year one of Restart where Dana plans to use what she learned with the extraordinary administrative team at South Johnston to transform teaching and learning. She is also currently a doctoral candidate in the Northeast Leadership Academy.

Kelley Johnson, Principal, Innovation Academy at South Campus, Johnston County Schools

Kelley Johnson is in her 2nd year as Principal/Lead Learner of the Innovation Academy at South Campus in Smithfield, NC. She is in her 18th year serving students and teachers in public education. She was hired as a curriculum coach tasked primarily with improving Professional Learning Communities and building an intervention block at South Johnston High School where she later became an assistant principal. She also served as Director of High School Curriculum at Johnston County Schools. Kelley earned her Bachelor's degree in International Politics with grades 6-9 Social Studies certification and a minor in Spanish from Meredith College, her Master's degree in Curriculum and Instruction from North Carolina State University, and her add-on certification in Administration from Gardner-Webb University.

Bennett Jones, Ed.S., Principal, Clayton High School, Johnston County Schools

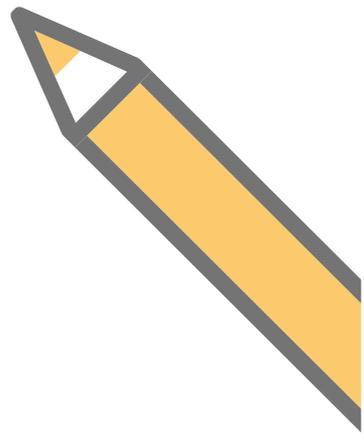
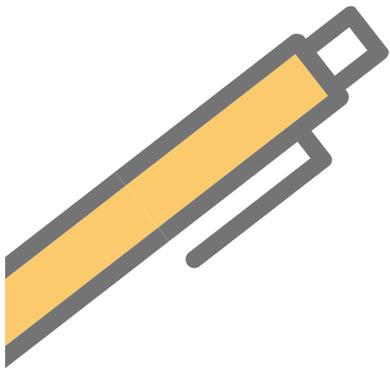
Bennett Jones is currently in his 3rd year as Principal at Clayton High School in Clayton, NC. Mr. Jones was named the Johnston County Public Schools Principal of the Year in 2017. Bennett served as an Assistant Principal at South Johnston High School from 2012-2016 and taught physical education and computer engineering for 13 years. He is currently a doctoral student in North Carolina State University's Northeast Leadership Academy. He received his Masters in School Administration from North Carolina State University and a Bachelor of Arts in Exercise and Sport Science with a minor in Psychology from East Carolina University.

Representative Graig Meyer, North Carolina General Assembly, House District 50

Representative Graig Meyer has served in the North Carolina House of Representatives since 2013. He represents portions of Orange and Durham Counties. He has worked across party lines as the founding Co-Chair of the Early Childhood Caucus and was the Co-Chair of the House Democratic Freshman Caucus during the 2015-2016 Legislative Session. Representative Meyer serves on the House K-12 Education Committee. Prior to becoming a legislator, Representative Meyer spent 16 years working in North Carolina's public schools. He was the coordinator of the Blue Ribbon Mentor-Advocate program which had a 97.5% high school graduation rate and 100% of graduates enrolled in post-secondary education during his tenure. He also served as the Director of Student Equity for the Chapel Hill-Carrboro City Schools and has extensive experience with policy and staff development initiatives designed to end institutionalized racism and promote educational equity and excellence. Representative Meyer is co-founder and principal consultant with The Equity Collaborative, LLC.

Doug Price, Teacher, Voyager Academy, Durham, North Carolina

Doug Price is a 10 year classroom teacher currently leading an interdisciplinary class, Core Connections, which seeks to engage students in real-life problem solving using Project-Based Learning as the class catalyst. He has been profiled in numerous articles on educational issues in EdNC, WRAL, Medium, and The Public School Forum. He is a former 2015 Kenan Fellow and 2016-18 NC Hope Street Group Fellow. Doug currently serves on the Teacher Advisory Council for the national leg of Hope Street Group. He recently concluded his graduate research internship with the Public School Forum this summer and is completing his doctoral program in Educational Leadership at UNC-Greensboro.



Presented by:



Featuring North Carolina's FIT Leaders:

