







North Carolina

School Management	C	
Finance	D	
Staffing: Hiring & Evaluation	B	
Staffing: Removing Ineffective Teachers	B	
Data	B	
Pipeline to Postsecondary	B	
Technology	B	
State Reform Environment	?	
Gold Stars	★	

School Management. North Carolina does an average job managing its schools in a way that encourages thoughtful innovation. While the state sanctions low-performing schools, it has mediocre academic standards. In addition, 92% of teachers report that routine duties and paperwork interfere with teaching.

Finance. Overall, North Carolina earns a low grade in this category. The state gets a very poor mark for the simplicity of its state funding mechanism and receives an average score for the online accessibility of its financial data. North Carolina also does not have a performance pay program for teachers.

Staffing: Hiring & Evaluation. North Carolina receives an above-average mark for its teacher hiring and evaluation system. Nineteen percent of teachers enter the profession through an alternative certification program, compared with the national average of 13%. And while North Carolina does not require incoming teachers to pass subject-knowledge tests, it does require basic skills tests.

Staffing: Removing Ineffective Teachers. North Carolina receives an above-average score on the ability to remove poor-performing teachers from the classroom. Thirty-seven percent of principals say that teacher unions or associations are a barrier to the removal of ineffective teachers, which is 24 percentage points below the national average of 61%. In addition, 66% of principals report that tenure is a barrier to removing poor-performing teachers.

Data. North Carolina gets a solid mark for its state data system. The state has a teacher-identifier system with the ability to match teachers to students and provides educators with access to an interactive, school-level database for analysis. However, North Carolina does not publicly report college remediation data.

Pipeline to Postsecondary. North Carolina receives a good mark for its efforts to improve college and career readiness. Eighty-two percent of its schools report offering dual-enrollment programs, which allow students to earn high school and college credits simultaneously. That is 17 percentage points above the national average of 65%. However, the state’s high school exams do not gauge college and career readiness.

Technology. North Carolina receives a solid grade in this category. The state has established a virtual school and offers a computer-based assessment. However, North Carolina needs to significantly improve how it evaluates its return on investments in technology.

State Reform Environment. There are few reliable state-by-state data on local education advocacy and research efforts—a reflection of the lack of overall commitment to this issue. As a result, we are unable to issue a meaningful grade. However, North Carolina supports common academic standards and factors a reliable graduation rate into its accountability system.

Gold Stars. In the Staffing: Hiring & Evaluation category, North Carolina receives a gold star for participating in national programs to recruit and certify nontraditional administrators. To receive a gold star, a state must have approved New Leaders for New Schools to propose candidates for state certification.