



NORTH CAROLINA
CENTER FOR THE ADVANCEMENT OF TEACHING

2018-2019

ANNUAL REPORT

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June 30, 2019

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The North Carolina Center for the Advancement of Teaching experienced significant developments during the 2018-2019 school year, adding dynamic faculty members, expanding professional development opportunities, and increasing the number of teachers served through online, offsite, and residential professional development. Our new faculty members (former N.C. Teacher of the Year Darcy Grimes and Dr. Bonnie Bolado) have broadened our areas of expertise as NCCAT continues to reinforce the best teaching practices and provide teachers the necessary reflection to improve their performance to increase student achievement.

Kelley Hensley, a teacher at Montgomery County's West End East Middle School, described what NCCAT does for teachers: "NCCAT offers an invaluable service to teachers within the state. You have the best reputation for professional development among my peers that I have ever seen, no matter the program subject matter. You build solid and well-thought-out programming. NCCAT is also one of the rare opportunities for professionals to expand their views past the norms in their own counties as they search for new perspective to common problems. NCCAT is absolutely essential to the retention of new teachers in our state."

Another educator, in an anonymous evaluation added, "This program was amazing. I am leaving with so much information to share with my team, and great, exciting new ideas for my students. It is also an amazing opportunity to spend time with other professional teachers who can bring new experiences to the table."

NCCAT strives to impact student learning through engaging teacher professional development. This year our focus reflected the needs and priorities of the state—early grades literacy, K-12 literacy, digital learning, beginning teacher support, STEM initiatives, and math.

All programming regardless of specific content focuses on transfer of learning to classroom practice to maximize the impact when teachers return to their schools and classrooms. At NCCAT we are dedicated to ensuring that every week, every day and every moment, we are true to the mission with which we are charged—retaining and growing North Carolina teachers to promote student learning.

Highlights over the past year included continued development of teacher leadership institutes—weeks designed to support district initiatives based on identified needs and leadership potential that fundamentally change teacher practices and ensure leadership growth and talent development.

In addition to programs for beginning teachers that focus on their general and specific needs, we have been developing a new Beginning Teacher of the Year (BTOY) program and event to be held Dec 2-6, 2019, in Cullowhee. This beginning teacher leadership week is designed to spotlight excellence in our newest educators and promote the retention of our best and brightest new teaching talent. It will culminate with the announcement of the first "North Carolina Beginning Teacher of the Year" in an inaugural presentation of what will become an annual event.

Whether residential, school-based, or online, NCCAT programs consistently and constantly promote and produce talent development, best practices, and growth among individual teachers and the profession to the benefit of North Carolina's students and its schools. We thank you for your support!


Linda Daves

Chairman, Board of Trustees


Richard A. Schwartz

President, Development Foundation


M. Brock Womble

Executive Director

MAKING a difference



NCCAT faculty members assist, plan, and facilitate the following school-based programs:

- Building Strategies for Teaching the NC Mathematical Strands for Conceptual Understanding
- Poverty and Learning: Building Cultures of Effort and Equity
- Integrating STEM Projects into the Elementary Classroom
- The Power of Coding
- Design Thinking with STEM
- MakerSpace101
- Bringing Boys to Books
- Motivating Disengaged Learners
- Understanding the Needs of At-Risk Students
- Google Tools/Google Classroom
- PBL Training with Digital Tools
- Canvas Connection
- Integrating Digital Tools in Your Classroom
- I Have Literacy Data, Now What? (K-5)
- Reading for Meaning: The Role of Questioning
- Strengthening Instruction in Early Grades Literacy



supporting TEACHERS

PROGRAMMING: YEAR IN REVIEW

NCCAT program topics are based on responses from participant surveys, licensure and standards updates, curriculum leader surveys, and state and national trends. As a result of feedback, we expanded our STEM and math offerings, and continued to grow our digital learning, literacy, teacher leadership, and beginning teacher support. Our constant goal, whether through residential, regional, school-based, or online professional learning, is to provide teachers with knowledge, tools, and skills to improve classroom instruction. This professional growth ultimately makes a remarkable difference in student learning. In NCCAT's quest for systemic impact in supporting North Carolina student learning, we were able to serve teachers in 114 of 115 North Carolina school districts this year.

beginning teacher support

NCCAT provides teachers in their first three years of teaching with support in instructional delivery, content mastery, classroom management, relationship and culture building, and much more. NCCAT also offers specialized support for new exceptional childrens' teachers and lateral entry teachers.

"This [program] made me stay in teaching. I was 100% walking away from education at the end of the school year, and this made me excited again and gave me tools to feel successful. It also made me feel like I had support for the first time ever."

digital learning

Digital learning at NCCAT includes a wide array of options, from residential, week-long professional learning to one day, school-based, or online courses. NCCAT digital learning provides personalized instruction in digital learning competencies.

"I was given Google Docs and Google Classroom to use this past August when school began and no formal training to accompany the request for me to start using it. I feel so much more confident after taking this training. I was presented with a plethora of information and tools to use to bring my classroom experience to life!"

literacy

NCCAT literacy professional learning focuses on both early grades literacy and content area literacy development. Teachers can attend programs on motivating readers, utilizing literacy data to inform instruction, and strategies for subject area comprehension. NCCAT provides a variety of literacy opportunities, including the NCCAT Literacy Badge, our five-day badge series on reading fundamentals.

"The combination of watching and doing made the experience extremely valuable. I was able to immediately put the strategies to use and see their effectiveness."

teacher leadership institute

Teacher leadership at NCCAT focuses on district identified areas of need. Our Teacher Leadership Institutes help grow teachers into leaders who feel empowered to lead in their classrooms, schools, and districts.



"I feel like building relationships with my students and coworkers will be easier with the strategies I've learned here."

math

NCCAT's math professional development spans from residential programming such as "Creating and Sustaining Mathematical Understanding" to school-based programs with subsequent coaching on building conceptual understanding. Regional learning opportunities in vertical alignment of math curriculum are also available.

"It was so fantastic to have a process of how to incorporate Number Talks, tiered tasks and mathematical practices into place in my classroom. I really value that we were given resources and samples of tasks that we can modify and use immediately."

stem

Our new Makerlab provides teachers the opportunity to expand their hands-on learning on a variety of STEM related topics. Whether learning about coding, design thinking, or developing a MakerSpace, teachers have access to cutting edge STEM instruction. Our STEM professional development programs are designed to equip teachers with the skills they need to integrate science, technology, engineering, art, and math into their school curriculum, aligning with state, national, international, and industry standards.

"Students will be more engaged, on task, and I will be able to provide intense hands on experience for all students. Great professional development training!"

100 Reasons to Celebrate!

NCCAT SERVED TEACHERS IN ALL
100 NC COUNTIES IN 2018-19.



Great Additions!



Darcy Grimes, Senior STEM Innovator, comes to NCCAT after a highly successful teaching career which includes serving as North Carolina Teacher of the Year in 2012–13. Grimes has taught in Asheville City Schools, Watauga, and Wilkes County Schools. She is the NCTIES Outstanding Young Educator Award Recipient 2018, Northwest Regional NC Teacher of the Year 2012, Watauga County Teacher of the Year 2012, and Bethel Elementary School Teacher of the Year 2012. Grimes most recently served as the Digital Lead Teacher at Hall Fletcher Elementary in Asheville City Schools. She holds a Master's degree in Educational Media/Instructional Technology from Appalachian State University and a Bachelor's degree in Elementary Education from Appalachian State University. She has attended and presented at NCCAT for several years, most recently leading the programs "Teaching Generation Z: Active and Digital Learning" and "Integrating Coding Skills into your Classroom."

Providing hands-on STEM lessons to help teachers prepare students for an ever-changing world.



Dr. Bonnie Bolado, Senior Math Specialist, comes to NCCAT after holding a variety of positions in education and serving as a professional development presenter for various educational organizations. In her previous position, Bolado served as assistant principal of Canton Middle School in Haywood County. Bolado also served as a math and science teacher in Haywood, Jackson, and Onslow counties. She has presented for NCCAT, Western Region Education Service Alliance, and North Carolina Principals & Assistant Principals' Association, and she is a National Board Certified Teacher. Bolado recently led the NCCAT programs "Developing Engagement and Understanding in Middle Grades Math" and "New to the Exceptional Children's Classroom: Surviving and Thriving." She is a graduate of the University of North Carolina Wilmington, holds a Master of Educational Leadership from Gardner-Webb University, and recently obtained a Doctor of Education degree from Gardner-Webb.

Supporting teachers incorporating math standards and digital learning into their instruction.

impacting STUDENTS

Fairview School in Jackson County works regularly with NCCAT faculty. The pre-K through eighth grade school has seen growth in math proficiency scores in significant part due to their work with NCCAT, according to Fairview Elementary Principal Eleanor Macaulay.

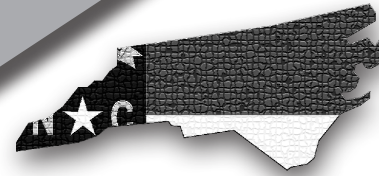
"NCCAT faculty have been an invaluable resource at Fairview School," Macaulay said. "These visits include modeling lessons, providing instruction to teachers, and facilitating planning. This is the most knowledgeable math coaching I have had the pleasure to work with. NCCAT faculty build relationships with teachers, who become comfortable asking questions, sharing concerns, handing over their classroom, and receiving feedback. NCCAT's work contributed to the success of our students and teachers this year."



NCCAT programming is designed with the end in mind – positively impacting student learning. Regardless of specific content, our goal is to provide optimal conditions for transfer of learning.



FUNDING



STATE FUNDING

WHERE THE MONEY GOES

65% SEMINARS & PROGRAMS

Planning, registration, lodging services, visiting presenters, staff services, supplies and materials, and teacher services

5% ADMINISTRATION

Management, planning, reporting, budget, policy analysis, and personnel

29% DIRECT SUPPORT SERVICES

Dining services, building and grounds maintenance, repairs, minor improvements, cleaning, utilities and telephone equipment, and contracted services

1% DEVELOPMENT

Administrative costs and expenses of the Development Foundation of NCCAT, Inc.

CURRENT SERVICES

\$626,972

Other services, including maintenance contracts and services, utilities, telephone, building and equipment repairs, travel, printing, and contracted food services

EQUIPMENT & TECHNOLOGY

\$53,066

Furnishings, computers, network and infrastructure upgrades, and office equipment

SUPPLIES

\$188,058

Program materials, books, videos, food products, office supplies, cleaning materials, and maintenance materials for building and grounds

FIXED CHARGES

\$79,366

Insurance, rental agreements, professional publications and memberships

PERSONNEL

\$2,876,714

Wages, salaries, and benefits for 44.5 full-time and part-time employees

VISITING PRESENTERS

\$70,729

FOUNDATION

The DEVELOPMENT FOUNDATION OF NCCAT, INC. is a 501(c)(3) that was established to help the North Carolina Center for the Advancement of Teaching more effectively leverage state resources.

Through the support of friends, private foundations, and corporate partners, NCCAT is able to provide highly effective professional development for North Carolina's public and charter school teachers. The following contributions reflect their commitment to the vital role NCCAT plays in strengthening public education in North Carolina. The Foundation offers sincere appreciation for this support during the 2018-2019 fiscal year.

FOUNDATION FUNDS 2018 - 2019

INCOME

Honored Ed Scholarships & Holocaust Education Endowments	\$27,170
Annual Fund	72,289
Investment Income	40,441

SUBTOTAL \$139,900

PROGRAM GRANTS

BB&T Charitable Fund
Biogen Foundation
Duke Energy Foundation
Goodnight Education Foundation

SUBTOTAL \$70,935

PROGRAM CONTRACTS

Gaston County
Harnett County
Henderson County
Kenan Fellows
NWRESA
PTEC
Wayne County
Wilson County
Winston-Salem/Forsyth
School-Based Programming Various

SUBTOTAL \$70,019

GRAND TOTAL \$280,854

The DEVELOPMENT FOUNDATION OF NCCAT, INC.

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JUNE 30, 2019

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The Development Foundation of NCCAT, Inc. is extremely grateful for the generous support of our grant partners, sponsors, and donors. Their financial commitment to NCCAT's instructional programming during the 2018-2019 fiscal year has provided much-needed support so that NCCAT can continue to inspire great teaching.

TOTAL FUNDS

STATE	\$3,894,905	95.60%
GRANT/CONTRACTUAL	\$140,954	3.50%
FOUNDATION	\$36,219	0.90%

\$4,072,078



SCHOLARSHIPS

HONORED EDUCATOR SCHOLARSHIP PROGRAM

NCCAT's Honored Educator Scholarship Program pays tribute to outstanding individuals and educators by providing scholarship funds in their names. NCCAT administers each scholarship that reaches the endowment goal of \$25,000. Each fully endowed scholarship is awarded annually to a North Carolina teacher.

Mary Jo Allen, Teacher of the Year (Edgecombe)

Mary Jo Allen (Hertford)

William M. and Carol H. Bass (Statewide)

The Belk Foundation (Statewide)

Robert E. & Hattie H. Bridges (Wake)

Robert E. Bridges (Cary Academy)

George R. Brinson (Pamlico)

Marjorie T. & John S. Britt (Statewide)

Brunswick County Schools (Brunswick)

Brian Bryson (Jackson)

William Byrum, Teacher of the Year (Perquimans)

Jerry Lea & Elizabeth Long Cole in honor of

William Edward Niven (Caswell)

Anne Marie Collins (Alamance)

Dare County Schools, Teacher of the Year (Dare)

Boyce T. Deitz (Swain)

Devonwood Foundation (Durham Academy)

Mary Jane Coward Dillard (Jackson)

Duplin County Schools, Teacher of the Year (Duplin)

Jerome D. Franson (Statewide)

Luz M. Frye (Foreign Language Teachers)

Karen Gerring (Principal Fellows Interns)

Guilford County Schools, Teacher of the Year (Guilford)

R. Phillip Haire (Statewide)

Katherine Herring (Pender)

John F. & Emy Swindell Hinnant (Wilson)

Elsie Brame Hunt & Noma Henderson Leonard (Wilson)

Phillip J. Kirk Jr. (Rowan-Salisbury Schools)

Phillip J. & Margaret Simmons Kirk (Statewide)

Kenneth I. Lanier, Jr. (Pender)

Mary D. McDuffie (Statewide)

Susan S. McHugh (Polk)

Mabel Roberson McIntyre (Nash & Wilson)

William J. Miller (Polk)

Scott Penland (Clay)

Lynda Petty (Randolph)

A. Craig Phillips (I, II, III)* (Statewide)

Jean P. Powell (Clinton City & Sampson County)

A. M. Primm (Alamance)

Eugene & Jean Rogers (Martin)

Richard A. Schwartz (Statewide)

Scotland County Schools, Teacher of the Year (Scotland)

Gracia & John Slater Family (Jackson & Henderson)

Simon F. Terrell (I, II) (Durham, Orange, Wake, Warren)

Richard L. Thompson (Statewide)

Beulah Padgett Whichard (Clay & Durham)

Willis P. Whichard (Statewide)

C. Fletcher Womble Jr. (Cumberland)

SCHOLARSHIP FUNDS PROVIDE:

- Instruction and Program Materials
- Substitute Teacher Reimbursement
- Teacher Travel—excluding hotel stay expenses when traveling to and from campus
- Lodging and meals while on the NCCAT campus
- \$250 for use in the classroom
- Each fully endowed scholarship is awarded annually to a full-time NC teacher
- Based on Criteria determined by scholarship benefactor

To make a donation honoring these educators or to start a new scholarship fund, please contact the Development Foundation of NCCAT Inc., at foundation@nccat.org or visit:

WWW.NCCAT.ORG

- Boldface indicates funds have reached the \$25,000 level as of June 30, 2019.

- An asterisk (*) indicates an additional Honored Educator Scholarship has been initiated.

UPCOMING



We're looking ahead . . .

BEGINNING TEACHER OF THE YEAR AWARD

The NCCAT Beginning Teacher of the Year Award will be given for the first time in December 2019. NCCAT, a long-time supporter of teaching excellence, is partnering with North Carolina school districts and charter schools to identify and recognize the best of this beginning teacher corps.

EXPANDED LITERACY BADGE

NCCAT will hold a five session series to enable teachers to earn an NCCAT Literacy Badge. Participants can attend all five sessions and earn a badge, or they can attend individual sessions of their choice based on interest and need. The five sessions will comprise a study of the building blocks of literacy for success in beginning reading.



TRAIN THE TRAINER

NCCAT's support for new and prospective presenters will help hone skills and encourage collaboration to develop the "NCCAT Way." The program focuses on developing consistent delivery models and continuous improvement in delivery of professional development.





N O R T H C A R O L I N A
C E N T E R F O R T H E A D V A N C E M E N T O F T E A C H I N G

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