

BECAUSE WE ALL NEED GOOD TEACHERS

NORTH CAROLINA CENTER FOR THE ADVANCEMENT OF TEACHING

ANNUAL REPORT 2007-2008



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your passion



"In this annual report, we hope you will gain a greater understanding of NCCAT, its opportunities for teachers, and the abundant promise this organization holds for the future. Thank you for being a community of people who value and support education. Thank you for being a part of the NCCAT family."

Dr. Mary D. McDuffie, Executive Director



Cullowhee Campus



Ocracoke Campus



Dear Friends of NCCAT,



It has been an exciting and rewarding year at the North Carolina Center for the Advancement of Teaching with many significant accomplishments, including the opening of our second residential campus on Ocracoke Island in October 2007. Having two North Carolina campuses, one in western North Carolina and one on the east coast, provides more opportunities for teachers to attend an NCCAT seminar and enables us to better serve the state as a whole. NCCAT is geographically and strategically poised to fulfill its mission: from the mountains to the sea, advancing teaching as an art and a profession.

This year also marked measurable impact on the state with regard to teacher retention and renewal. With teacher shortages growing nationwide, NCCAT continues to focus on providing the development, support, and encouragement that are essential for retaining caring, highly qualified, and skilled teachers in the classroom. In a recent survey of teachers about the impact of their NCCAT experience, 94% said they had a recharged interest in teaching and 93% said they had a more positive attitude toward teaching as a profession. Teachers say that these experiences rekindled their passion for learning, giving them renewed enthusiasm for teaching and a stronger commitment to remain in the profession.

NCCAT worked diligently this year to leverage its resources through collaborative partnerships and strategic funding initiatives to maximize the services we provide. NCCAT has many partnerships with school systems, foundations, and educational agencies including the Wachovia Foundation, Z. Smith Reynolds Foundation, Duke Energy Foundation, State Farm Insurance, Progress Energy, Public School Forum of North Carolina, Golden LEAF Foundation, Visiting International Faculty, and others. NCCAT recognizes that collaborative efforts increase the magnitude of our impact on teachers, classrooms, and communities.

In response to the growing demand for high-quality professional development, NCCAT conducted 120 five-day renewal seminars, 96 programs, 3 alumni seminars, and 37 conferences and meetings, serving all of the state's 115 school districts and all 100 counties.

During 2007–2008, NCCAT served 5,101 teachers directly in the seminars and programs that are the core of our mission. In addition, NCCAT hosted 883 teachers for school-based professional development activities. Approximately 382,575 North Carolina public school children will benefit each year from the professional growth and vitality with which NCCAT alumni return to their classrooms. In five years, those same teachers will have impacted approximately 1,912,875 students.

In this era of change, we will remain steadfast in our commitment to our mission. Each and every NCCAT professional development seminar represents an opportunity for educators to expand and share their knowledge and passion for public education. We firmly believe that teachers who participate in the joy of experiential, inquiry-based learning transfer that enthusiasm to their students.

Throughout the year, NCCAT's remarkable faculty and staff exemplified commitment and determination by embracing change and demonstrating leadership. We also wish to express our deep debt of gratitude to the NCCAT Board of Trustees and the Board of Directors of the Development Foundation of NCCAT for their dedication and service.

As you review our annual report, we hope you recognize the valuable contributions of each individual and supporter of our organization. Together, we are creating extraordinary professional development opportunities for teachers to be their best and to help their students develop the skills they need to thrive in and out of the classroom. It is our proud privilege to serve the teachers of North Carolina. We'd like to take this opportunity to acknowledge your role in helping NCCAT fulfill its promise to renew and retain the best teachers for North Carolina's children and its future. Thank you for your continued trust and commitment to the North Carolina Center for the Advancement of Teaching.



Kenneth W. Wells
Chairman, Board of Trustees



Richard A. Schwartz
President, Development Foundation



Mary D. McDuffie
Executive Director

Kenneth W. Wells *Richard A. Schwartz* *Mary D. McDuffie*

The North Carolina Center for the Advancement of Teaching, a Center of the University of North Carolina, was established by the state legislature in 1985 with a mission to advance teaching as an art and a profession. NCCAT is dedicated to enriching the professional lives of our state's public school teachers. A wide range of cutting-edge study and learning opportunities give teachers the gift of time to pursue ideas, stretch their minds, and collaborate with colleagues from all over the state. NCCAT's main campus is located in Cullowhee and our second campus is on Ocracoke Island.

The Center's primary focus is the design and implementation of a year-round series of five-day residential professional development seminars that embrace the sciences, arts, humanities, technology, leadership, communication, and health and wellness for pre-kindergarten through twelfth-grade teachers. Adult development and learning theory is embedded in the NCCAT model of professional development, which is firmly grounded in research about what works for teachers.

A strong intellectual thrust has always driven the NCCAT seminar model design process with the understanding that teachers who experience the joy of experiential, inquiry-based learning transfer that enthusiasm to their students. All seminars incorporate the North Carolina Standard Course of Study and the North Carolina Professional Teaching Standards. Presenters model best practices for application to the classroom.

Largely through grant funding, NCCAT also is able to provide support for beginning teachers, teachers seeking National Board certification, and teachers conducting classroom research.





Demonstrating the true replicability of NCCAT, the South Carolina Department of Education and Clemson University announced a partnership in March 2008 to create a Teacher Renewal Center for South Carolina. Based on NCCAT's nationally recognized quintessential professional development programs, the South Carolina Teacher Renewal Center received a donation of \$10 million to launch the new Center. Both NCCAT and the South Carolina Teacher Renewal Center share a common goal: to enhance the quality of education by helping renew and retain the best teachers.

LEFT: North Carolina teachers recreate Leonardo da Vinci's Vitruvian Man during an NCCAT renewal seminar.

"NCCAT validates that we should be perpetual learners—that we must be inspired to be inspiring! NCCAT provides opportunities for collaboration and networking, while giving teachers the support they need in order to continue teaching with zeal and vigor."

Susan D. Parker, Concord



“Welcome to Ocracoke Island.” With those words, Dr. Kenneth Wells of Manteo, chairman of the Board of Trustees of the North Carolina Center for the Advancement of Teaching, began the official Grand Opening ceremonies on October 20, 2007. It was a beautiful autumn day, complete with bright blue skies overhead and balmy breezes that ruffled the new flags at the old Coast Guard Station, a stately island landmark once retired—now reinvented.

Renovated with a shiny red roof, bright white facade, and completely new interior, the former U.S. Coast Guard Station was introduced as the newest campus for NCCAT. The \$8.5 million transformation from stationhouse to professional development center has been more than ten years in the making.



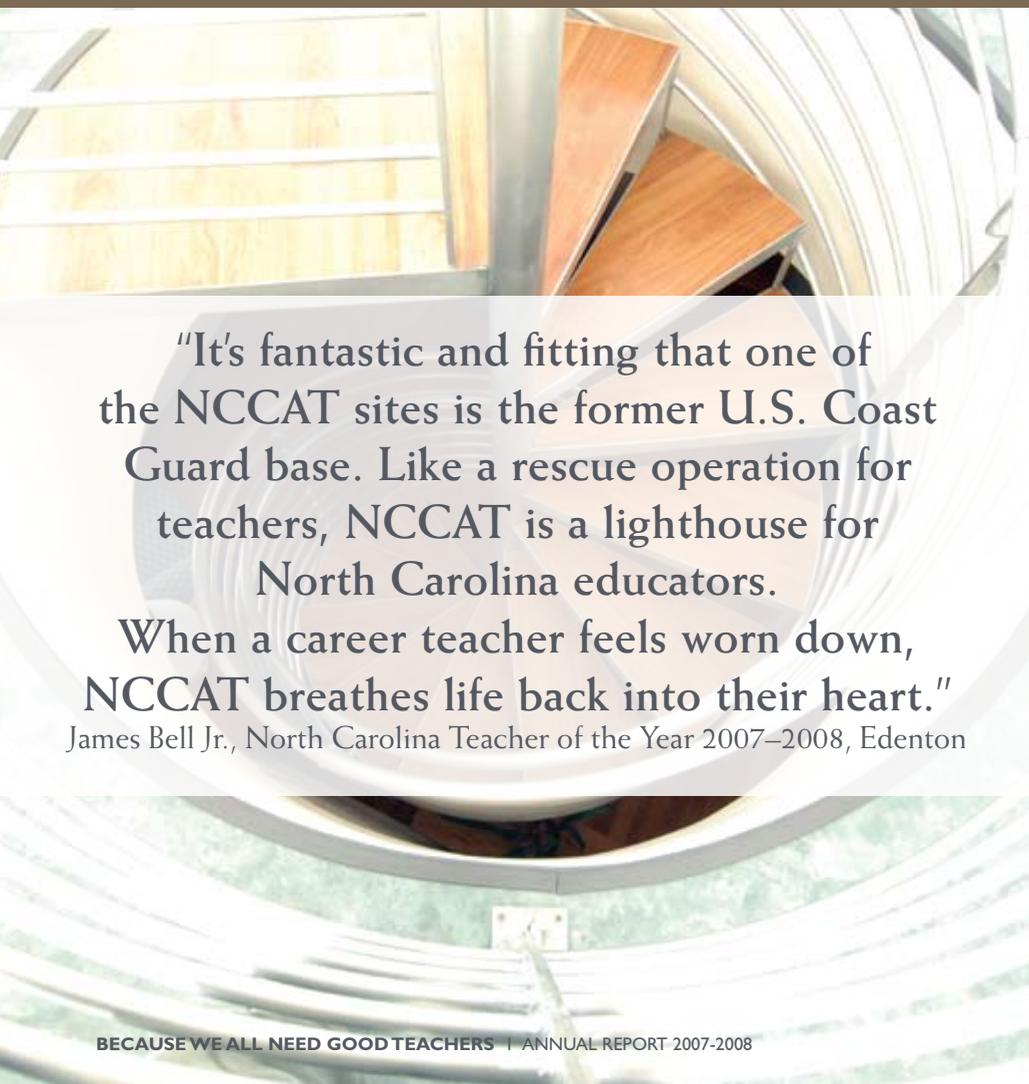
Mrs. Jean Powell of Clinton, often referred to as the “fairy godmother of NCCAT,” was one of the keynote speakers at the Grand Opening of NCCAT’s Ocracoke campus. Powell was the 1983–1984 North Carolina Teacher of the Year whose original idea for a place where teachers could go to become enthusiastic about learning again and thus pass that enthusiasm on to their students resulted in Governor James B. Hunt establishing NCCAT in 1985. “From the beloved mountains to the limitless ocean,” NCCAT gives teachers a myriad of ways “to make their teaching alive and inspiring,” Powell said.



North Carolina Representative R. Phillip Haire of Sylva, who served on the original planning committee for NCCAT more than twenty years ago, also was present for the ceremonies. “Our state needs teachers who are energized and renewed to help solve the problems of the future,” he said.

The new campus is a state-of-the-art teacher renewal center providing high-quality professional development to enhance knowledge and skills, while rekindling teachers’ passion for learning and helping to retain them in the teaching profession.

“This is a wonderful, glorious occasion,” said Richard Schwartz, president of the Development Foundation of NCCAT. “We want to be good neighbors and good stewards. We are proud to be here.”



“It’s fantastic and fitting that one of the NCCAT sites is the former U.S. Coast Guard base. Like a rescue operation for teachers, NCCAT is a lighthouse for North Carolina educators.

When a career teacher feels worn down, NCCAT breathes life back into their heart.”

James Bell Jr., North Carolina Teacher of the Year 2007–2008, Edenton

LEFT: Retired North Carolina Representative R. Eugene Rogers of Williamston, a board member of the NCCAT Development Foundation and former U.S. Coast Guard Yeoman 2nd Class, stepped forward to ring the Coast Guard bell. Three tolls resonated clearly—one for the past, one for the present, and one for the future of the old Coast Guard Station.



The natural world is a fundamental part of many seminars at NCCAT. Whether attending seminars along the island coastline at our Ocracoke campus or in the mountains of western North Carolina at our Cullowhee campus, teachers often find an environmental focus in the topics and activities of their daily schedule.

“For environmental studies, the locations of the two NCCAT campuses are a natural fit,” said Dr. Renée Coward, director of programming at NCCAT and a science teacher herself. “When we take teachers out into these environments, whether to see the effects of acid rain or the economic impact of a hurricane, the experience increases their awareness about our need to conserve and preserve what we have,” she said. “They go back to their classrooms with a new level of caring and concern about our state’s natural world to share with their students.”

This year, more than twenty of NCCAT’s seminars focused on energy management and the conservation and preservation of natural resources. Over the years, participants have built electric-powered vehicles, sampled water quality in mountain streams, learned about hydroelectric power, cataloged native plants along the Appalachian Trail, studied the biology of endangered wildlife species, and tested biodiesel fuels. NCCAT’s environmental science seminars are designed to expand teachers’ knowledge and support their advocacy for sustainability. In a world of increasing energy demands, environmental stewardship is vitally important. NCCAT understands





that teachers play a pivotal role in guiding their students in tackling our state's energy and environmental challenges.

NCCAT's seminars in the environmental sciences also will be a natural fit for strategies recently suggested by the UNC Tomorrow Commission. The eighteen-month initiative launched by the UNC Board of Governors is focusing on ways the university system can fulfill the needs of the state over the next twenty years. One recommendation calls for providing more education for kindergarten through twelfth-grade teachers on how to integrate ecological and environmental components into public school instruction. In addition to improving the induction and retention of teachers—at which NCCAT excels—we will continue to do just that.



LEFT: NCCAT's Ocracoke campus will provide a fifteen-by-thirty-foot open classroom for environmental education where teachers can watch the ebb and flow of life on the marsh and experience firsthand how the ecosystem works.

"This has been a life-changing event for me. I've learned so many things that will immediately help me be a better teacher and a better human being."

Julio Morales, Swan Quarter





Numerous studies affirm that one-third of new teachers leave the profession after three years and nearly half leave by the end of their fifth year. Current research indicates that the North Carolina Center for the Advancement of Teaching is successful in

retaining the most vulnerable category of teachers—those in their first years in the classroom—by providing high-quality, research-based professional development to support beginning teachers.

NCCAT’s beginning teachers programs and seminars include “NCCAT Connections,” a yearlong induction program for teachers in their first year of teaching, and “Connect to Your Future: Celebrating Success in the Classroom,” a five-day, residential seminar for teachers in their second or third year of teaching. Both programs are designed to reinforce essential skills for good teaching, reduce teacher attrition, and strengthen instructional practices in the classroom. “To keep the best teachers, we must offer them the best in professional development,” said Dr. Mary McDuffie, executive director.

From 2004–2007, NCCAT targeted its efforts with beginning teachers in disadvantaged school systems that had experienced very high teacher turnover rates. The results: 87.2% of the teachers who participated in NCCAT’s beginning teachers programs remain in teaching—as compared



to 65.9% statewide and 66% nationally. With teacher attrition costing the state of North Carolina in excess of \$85 million each year, the increased retention of beginning teachers who attend NCCAT is more than just a bragging point.

“NCCAT Connections” and “Connect to Your Future: Celebrating Success in the Classroom,” allow peer-to-peer learning with colleagues facing similar challenges, and explore topics such as classroom management, brain-based research, differentiated instruction, total quality tools, diverse student populations, assessment, and best practices. Sessions designed to help beginning teachers meet the needs of children in poverty round out the program.

NCCAT’s seminars and programs for beginning teachers are dedicated to improving the quality and effectiveness of the classroom experience and to providing support from accomplished teachers and other mentors. This past year, NCCAT received major grant support for its beginning teachers programs from the Wachovia Foundation Teachers and Teaching Initiative and from the Z. Smith Reynolds Foundation.



TOP LEFT: Trisha Caviness Muse, a fourth-grade teacher in Troy and a graduate of the “NCCAT Connections” yearlong program, is just one of many teachers who chose to stay in the classroom as a result of NCCAT’s beginning teachers programs.

LEFT: In NCCAT’s “New Neighbors: Latinos in North Carolina” seminar, teachers learn about Latino culture and discuss curriculum development needs for Latino students who form growing percentages of many school districts.

“Connections was the first stepping stone in embracing my teaching career....

It saved me as a teacher. I don’t know if I’d still be teaching now if not for the Connections experience.”

Trisha Caviness Muse, Region IV Teacher of the Year



The North Carolina Center for the Advancement of Teaching is committed to providing a continuum of professional development opportunities for all of our state's teachers, including beginning teachers, veteran teachers, lateral-entry teachers, teachers seeking national certification, and teachers conducting classroom research.

A deep academic focus, solid research base, and experiential format drive the NCCAT seminar design. Seminars are interdisciplinary and span a multitude of subject areas.

NCCAT reports a 96.9% average annual retention rate as compared to 87.9% statewide and 83.2% nationally for participants attending from 2004–2007.

Teachers attending NCCAT seminars have mapped constellations, studied classic literature, grappled with the lessons of the Holocaust, met Pulitzer Prize-winning authors, written children's literature, painted Latino murals, examined environmental sustainability, tested water quality in streams, explored the ecology of barrier islands, typed DNA, and experienced thousands of other activities that renewed their love for learning and equipped them with new knowledge for the classroom.

NCCAT conducted 120 five-day renewal seminars, 96 programs, 3 alumni seminars, and 37 conferences and meetings, serving all of the state's 115 school districts, all 100 counties, and 2 Federal school systems. NCCAT provided approximately 146,000 contact hours of high-quality professional development during its seminars and programs.

NCCAT has considered conservation of natural resources and sustainability an integral part of its mission and operations since its inception. Over the years, NCCAT has taken many steps to significantly reduce energy consumption and foster sustainability. When planning for renovations of the Ocracoke campus, NCCAT leaders, architects, engineers, and contractors carefully considered the limited nature of the island's natural resources. The \$8.5 million renovation transformed the facilities from vacant, deteriorating buildings to a modern educational complex, while saving a prominent island landmark. The project recently won honors in the annual design awards competition of the American Institute of Architects—North Carolina Eastern Section.

NCCAT has worked closely with several agencies within the North Carolina Department of Environment and Natural Resources, as well as the North Carolina State Construction Office, to develop a plan that not only reclaims a section of the Ocracoke shoreline but also creates an impressive outdoor classroom. The state has provided \$1.5 million to DENR to turn three acres of land back to its original condition as a salt marsh. In addition, a boardwalk will lead out through the marsh to a fifteen-by-thirty-foot open classroom where teachers will be able to experience firsthand how the fragile ecosystem works.

Increasing awareness of the vital role teachers play in preparing North Carolina's children for the future continues to be a paramount goal. Toward that end, NCCAT Executive Director Dr. Mary McDuffie appeared on UNC-TV's *North Carolina People* with William Friday in October 2007. During the interview, Friday referred to NCCAT as a "wonderful enterprise" and acknowledged NCCAT for its commitment to improving public education in our state. Also, NCCAT was featured on UNC-TV's *North Carolina Now* program and was praised as "one of North Carolina's most valuable resources for teachers."

NCCAT supports teachers engaged in the National Board certification process. Thanks to generous funding support from the Golden LEAF Foundation, Duke Energy, and State Farm Insurance, NCCAT provided twenty-two intensive support programs, which included portfolio development and individualized mentoring with candidate support providers. Research shows that students taught by highly qualified teachers are more likely to succeed academically and National Board Certified Teachers are more likely to remain in education.

TOP: Participants in NCCAT's "Everyday Geometry: Art, Nature, and Architecture" seminar work with various materials to design and create three-dimensional figures, an activity that can be replicated in the classroom, discovering ways to incorporate examples of geometry into their daily curriculum.

"The past year was filled with celebrations, highlighted by the opening of our Ocracoke campus and another successful *Golden Apple Gala*. With the economic downturn, the coming year poses challenges sure to include a greater need for Foundation support."

Richard A. Schwartz, President, Development Foundation of NCCAT

The Collaborative Project, a 21st Century Initiative of the North Carolina General Assembly, is a three-year pilot project administered jointly by the Public School Forum of North Carolina and the North Carolina Science, Mathematics, and Technology Education Center. It seeks to strengthen participating public school systems serving low-income students in rural areas of the state. NCCAT partnered with the Collaborative Project to provide professional development programming for beginning teachers and those seeking certification from the National Board for Professional Teaching Standards for Caswell, Greene, Mitchell, Warren, and Washington counties.



NCCAT's powerful documentary, "Teaching the Holocaust," won three silver Telly Awards. The film focuses on NCCAT's efforts to promote and raise awareness of its Holocaust education programming. The Telly Awards, a highly respected national and international competition, receives more than 14,000 entries annually from all 50 states and many foreign countries. "Teaching the Holocaust" was produced by Will & Deni Films of Winston-Salem. The film was directed by Deni McIntyre with cinematography by Will McIntyre.

NCCAT announced exciting plans to give twenty-four North Carolina teachers an intense perspective on the Holocaust by offering an international seminar called "Becoming Witnesses: Primary Sites of the Holocaust." The experience will offer educators who have previously studied the Holocaust a deepening of their understanding. This seminar takes place in August 2008. Financial support for this seminar will be provided by the Frank and Shelly Weiner Fund for Holocaust Education and the Holocaust Endowment of the Development Foundation of NCCAT.



The North Carolina Center for the Advancement of Teaching provides North Carolina's public school teachers—at no cost to them or their school systems—with a wide array of dynamic opportunities for in-depth learning, growth, study, and renewal through the highest quality professional development of its kind. NCCAT alumni in all phases of their teaching careers have returned to their classrooms, schools, and communities newly inspired to enrich their curriculum and encourage their students to take an active role in their own learning.



The NCCAT experience extends well beyond the classroom for teachers and their students: one energized history teacher wrote a grant that led to a 90-minute live teleconference from Hawaii teaching about the attack on Pearl Harbor; an empowered science and social studies teacher created a “Speed Week” program at her school that won a Time Warner Cable National Teaching Award; a passionate teacher inspired her school to help build a Habitat for Humanity home, a project that was embraced by the entire community; and a dedicated group of library media specialists established a professional learning community to address technology challenges facing their entire school system.

We cannot begin to list all of the accomplishments of our NCCAT alumni within these pages, but we would like to acknowledge each and every one of them for their dedication and commitment to their students, to the teaching profession, and to the future of our planet.

LEFT: The NCCAT Development Foundation is working to meet the \$1 million goal of its Holocaust Education Endowment to allow more teachers the opportunity to participate in NCCAT's Holocaust Education Programs.

“NCCAT’s Holocaust Education Program gives teachers the opportunities to learn relevant information that has current applications in the classroom.”

Stacy Dotson, Brevard

THE DEVELOPMENT FOUNDATION OF NCCAT

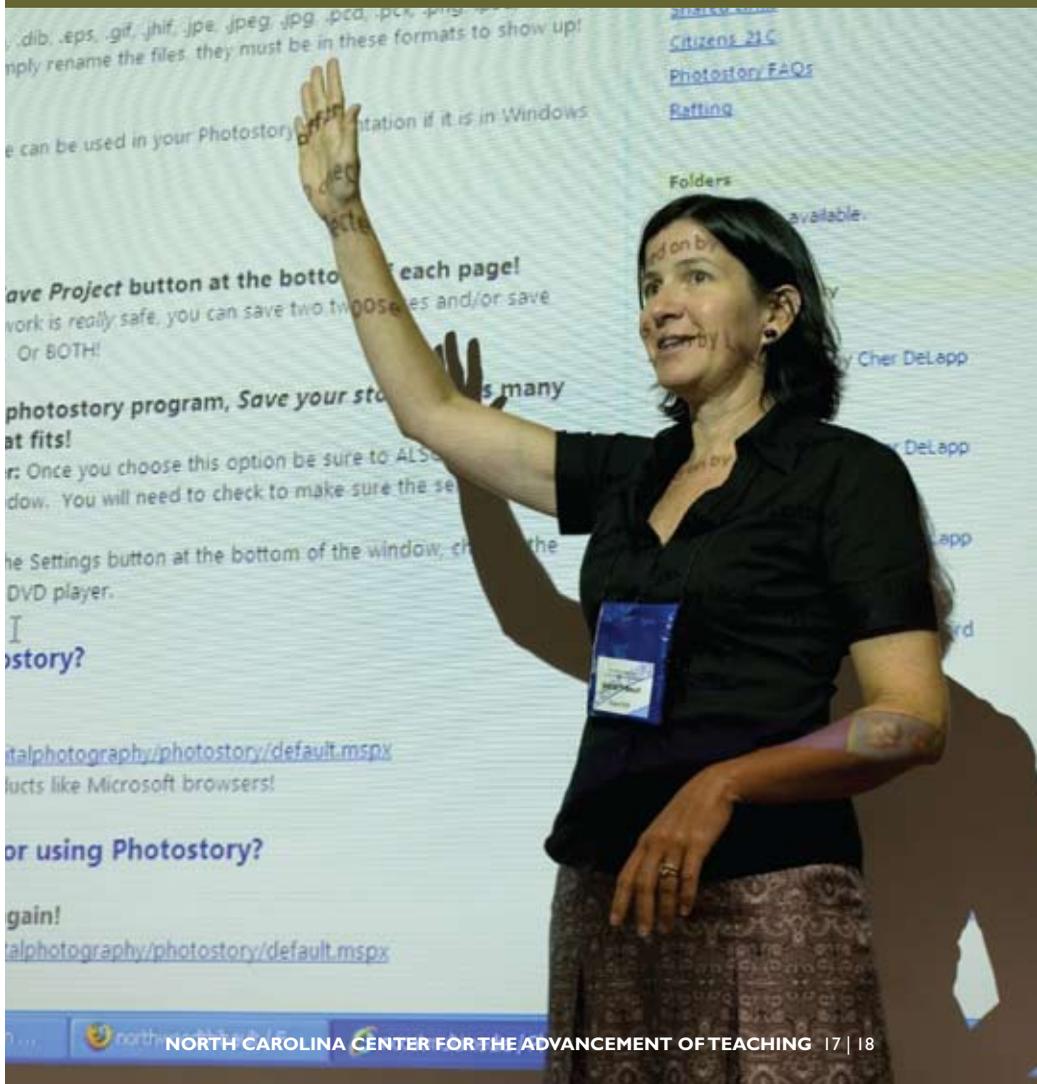
The NCCAT Annual Fund received contributions from supporters including teachers who have participated in NCCAT seminars, staff members, trustees, foundation board members, and other friends of education totaling \$310,385 for the 2007–2008 year.

The Wachovia Foundation Teachers and Teaching Initiative provided a critical \$250,000 grant to support “NCCAT Connections,” a comprehensive yearlong induction program for beginning teachers. The “NCCAT Connections” program is designed to reinforce essential skills for good teaching, reduce teacher attrition, and strengthen instructional practices in the classroom.

The Golden LEAF Foundation awarded an essential \$150,000 grant to support teachers working toward certification from the National Board for Professional Teaching Standards. The certification process is designed to strengthen teachers’ skills and positively impact student learning.

NCCAT also received funding from Duke Energy Foundation, in the amount of \$19,000, and from State Farm Insurance, in the amount of \$15,161, to support teachers working toward national certification.

The Conference on Jewish Material Claims Against Germany provided a \$50,000 grant to support NCCAT’s Holocaust Education Program. This grant enables NCCAT to offer an off-site seminar in Washington, D.C. at the U.S. Holocaust Memorial Museum and provides support for NCCAT’s “Gathering of Holocaust Educators” seminar.





The Z. Smith Reynolds Foundation provided a two-year grant of \$50,000 per year to support NCCAT's "Connect to Your Future: Celebrating Success in the Classroom" seminars. These seminars support motivated teachers in their second or third year of teaching by strengthening their knowledge base and classroom expertise. From 2005–2008, 96.6% of the teachers who participated in NCCAT's "Connect to Your Future" seminars remain in the classroom.

Visiting International Faculty is a leading exchange program for international educators who want to teach in the United States. VIF provided \$25,000 to allow some of these international teachers, new to North Carolina public schools, to attend NCCAT's "Connect to Your Future" seminars.

In only seven years, NCCAT's Honored Educator Scholarship Program has risen from honoring one person to thirty-two scholarship funds. Former students, fellow teachers and administrators, family members, friends, and organizations from across the state have shown their appreciation for outstanding individuals by establishing Honored Educator Scholarships in their names. The funds have grown from \$32,706 in 2000–2001 to \$794,449 in 2007–2008. These scholarships make it possible for NCCAT to serve more teachers by supplementing our annual state allocation.



On September 8, 2007, the Development Foundation of NCCAT hosted the second *NCCAT Golden Apple Gala*—a special evening celebrating North Carolina's teachers and their untiring commitment to all students in our great state. The event drew friends, teachers, community and education leaders, donors, and sponsors together for a night of

fundraising and friendraising. Proceeds from the *Gala* enabled NCCAT to expand the programs that provide high-quality professional development for our teachers. Plans are underway for the third *NCCAT Golden Apple Gala*, scheduled for February 28, 2009, in Raleigh. Along with other supporters, the North Carolina Automobile Dealers Association will be the Signature Sponsor for this event.

LEFT: In NCCAT's "Multimedia in the Classroom: Empowering Student Learning" seminar teachers discover the increasing range of instructional strategies that technology offers and how to use these strategies to enhance student learning.

TOP: NCCAT provides seminars to support motivated beginning teachers in their second or third year of teaching.

NCCAT provides a collegial and engaging environment for teachers to rediscover the passion and intellect in the daily business of teaching. Thousands of NCCAT alumni from all over the state have rekindled their passion for learning and teaching by participating in the Center's seminars. NCCAT's professional development seminars return teachers to their students with renewed enthusiasm and a stronger commitment to the teaching profession.

Beginning Teachers Programs

Connect to Your Future: Celebrating Success in the Classroom (six seminars) Cullowhee and Ocracoke (*For beginning teachers in the second and third years of their careers*)

Connections—Comprehensive yearlong induction program for first-year teachers in Burke, Duplin, Edgecombe, Johnston, Martin, Montgomery, and Northampton Counties held in their school districts and at the NCCAT campus in Cullowhee.

Arts, Humanities, Cultural Diversity, and Leadership Seminars

- And Then There Were None : Ocracoke
- Best Practices for Motivating African American Students : Cullowhee
- Biltmore House: Its People and Impact (two seminars) : Cullowhee
- Books: Bound to be Read : Cullowhee
- Caught Up in the Current: Traveling with Lewis and Clark : Montana
- Celebrating Diversity Through Art : Cullowhee
- Contemporary Potters of Western North Carolina : Cullowhee
- Daring to Lead (two seminars) : Cullowhee
- Digging Up Bones: History from Headstones : Cullowhee
- Experience *Louvre* Atlanta : Cullowhee and Atlanta
- Exploring the Landscape through Art and Writing : Cullowhee
- First in Flight: Aviation Heritage and the North Carolina Outer Banks : Ocracoke
- From Africa to Appalachia: Celebrating the History of the Banjo : Cullowhee
- From Juke Joint to Choir Loft: The Legacy of African American Music : Cullowhee
- From Moonshine to Fine Wine: Economics, History, and Change in North Carolina : Cullowhee
- Front Porch Swings and Onion Rings: Enduring Myths and Emerging Realities : Cullowhee
- Gathering of Diversity Educators : Cullowhee
- Gathering of Holocaust Educators : Cullowhee
- Ghosts of the Coast : Ocracoke
- Grappling with History: The Trail of Tears : Cullowhee
- Guardians of the Sea: The U.S. Coast Guard (two seminars) : Ocracoke
- Hidden Treasures: Discovering Books by the Sea : Ocracoke
- Hooked! Fish, Rivers, and People of Western North Carolina : Cullowhee
- If Quilts Could Speak: Storytelling with a Needle : Cullowhee
- Is There A Children's Book in You? (two seminars) : Cullowhee
- Island People, Island Culture : Ocracoke
- Leadership, Creativity, and Change: Positive Paths for North Carolina Schools : Ocracoke
- Left Behind: Children in Poverty : Cullowhee
- Let Freedom Ride! Traveling the Road to Civil Rights in America : Greensboro, N.C., Georgia, Alabama
- Lift Up Your Voice through Writing, Storytelling, and Song : Ocracoke
- Light the Way: Exploring the Lighthouses of the Outer Banks : Ocracoke
- Multicultural Mosaic: Music, Art, and Poetry : Ocracoke
- Multimedia in the Classroom: Empowering Student Learning : Cullowhee
- Music, Media, and Violence : Cullowhee
- New Neighbors: Latinos in North Carolina (two seminars) : Cullowhee
- Oral History: The Art of Storytelling : Cullowhee
- Painting with Fire: The Science and History of Raku : Cullowhee
- Picture This: Enhancing Literacy through Photography : Cullowhee
- Place of Refuge: The Great Smoky Mountains National Park : Cullowhee
- Portraits of Faith: Spiritual Traditions of North Carolina : Cullowhee
- Puppetry for Teachers : Cullowhee
- Shiver Me Timbers: The Notorious Blackbeard and other Pirates of the Carolina Coast (two seminars) : Ocracoke
- Tales Aboard the *Elizabeth II*: Adventures to a New World : Manteo
- Teaching Every Child: Inclusive Classroom (two seminars) : Cullowhee
- Teaching the Holocaust: Resources and Reflections : Washington, D.C.
- Teaching Writing through Children's Literature (two seminars) : Cullowhee
- The American Civil War: The Human Experience : Cullowhee and Chattanooga
- The Back of Beyond: Portals to Our Mountain Past : Cullowhee
- The Graveyard of the Atlantic : Ocracoke
- The Heart of Teaching : Cullowhee
- The Power of Words : Cullowhee
- Titanic*: The Ship of Dreams : Ocracoke



Visual Journal: Where the Image Meets the Word : Cullowhee
 Winding Through History: The Blue Ridge Parkway : Cullowhee
 Wonders of the Appalachian Trail : Cullowhee
 Working Watermen, Working Waterfronts : Ocracoke
 Write from Your Roots : Cullowhee
 Writing by the Sea : Ocracoke
 Writing from the Sea: Messages from the Heart : Ocracoke
 Young, Black, and Male in America : Cullowhee

Independent Study and Research

Teacher Scholars in Residence—Five five-day sessions held in Cullowhee for teachers with projects of outstanding intellectual or artistic promise.

National Board for Professional Teaching Standards Seminars

Twenty-two five-day support seminars were held in Cullowhee and Ocracoke for teachers who are candidates for national certification.

Physical, Biological, Environmental Sciences Seminars

Appalachian Spring Wildflowers : Cullowhee
 Crime Scene Investigator: The New Sherlock Holmes : Cullowhee
 Emotional Intelligence and Wellness in the Classroom : Ocracoke
 Everyday Geometry: Art, Nature, and Architecture : Cullowhee
 Everyday Healthful Living: A Whole New You : Ocracoke
 Everyone Needs a Little Mystery : CSI in Your Classroom : Cullowhee
 Growing Healthy : Cullowhee
 In Search of the Elusive Black Bear : Cullowhee
 NASCAR: Science on the Race Track : Randleman
 Salty Dogs and the Lore of the Sea : Ocracoke
 Sea Level Rise: The Impact of Climate Change on the Outer Banks : Ocracoke
 Sound, Sand, and Sea: Coastal Ecology of the Outer Banks : Ocracoke
 Space Camp: Your Place in Space : Huntsville, Alabama
 Starry, Starry Night (two seminars) : Ocracoke
 The Art and Science of Boat Building : Ocracoke
 The Ecology of Barrier Islands : Ocracoke
 The Mountain : Cullowhee and Mount LeConte
 Waterfalls: The Beauty and Power of Flowing Water : Cullowhee

Programs for Educational Groups

Junior and Senior Teaching Fellows : Greenville
 Public School Forum's Collaborative Project for Caswell, Greene, Mitchell, Warren,
 and Washington Counties

Weekend Seminars for Alumni

Motown: The Message in the Moves : Pinehurst
 New Year, New You: Renewing Our Commitment to Healthy Living : Atlantic Beach
 Music of the Mountains : Cashiers

TOP: Teachers discover how to objectively apply the techniques of physical and natural sciences as they examine forensic evidence during NCCAT's "Crime Scene Investigator: The New Sherlock Holmes" seminar.

Partners

We are honored to be associated with institutions, agencies, and firms whose support helps to enhance NCCAT programming. During 2007–2008, the following organizations provided guest presenters for NCCAT seminars or served as partners with NCCAT in advancing the art and profession of teaching in North Carolina.

Schools, Colleges, and Universities

- Appalachian State University
- Asheville-Buncombe Technical Community College
- Ball State University, Muncie, Indiana
- Belmont Abbey College
- Catawba College
- Duke University
- Durham Technical Community College
- East Carolina University
- Indiana University, Bloomington, Indiana
- Mars Hill College
- Mary Baldwin College, Staunton, Virginia
- Montana State University, Billings, Montana
- Montreat College
- Morehouse College, Atlanta, Georgia
- North Carolina Agricultural and Technical State University
- North Carolina School of the Arts
- Rowan-Cabarrus Community College
- University of North Carolina at Chapel Hill
- University of North Carolina at Greensboro
- University of North Carolina at Wilmington
- University of Tennessee, Knoxville, Tennessee
- Virginia Polytechnic Institute and State University, Blacksburg, Virginia
- Wallace Community College, Selma, Alabama
- Warren Wilson College
- Wayne State University, Detroit, Michigan
- Western Carolina University

Business, Education, and Government

- Asheville Buncombe County Community Relations Council
- Audubon North Carolina
- Balsam Mountain Inn
- Berkana Consulting Group
- Brother International of Charlotte
- Childress Vineyards
- City Lights Bookstore
- Communities in Schools North Carolina
- Conference on Jewish Material Claims Against Germany Inc., New York, New York
- Dream Builders Communications Inc.
- Duke Energy Foundation
- Duke University Writers' Workshop
- Franklin Police Department
- Golden LEAF Foundation
- Harrah's Cherokee Casino and Hotel
- Hyde County Emergency Management Services
- Hyde County Sheriff's Department
- Jackson County Emergency Management Services
- Jackson County Sheriff's Department
- Jackson County Travel and Tourism Authority
- Knoxville Police Department, Knoxville, Tennessee
- LEARN NC
- MindSpring Consulting Inc.
- Mission Hospitals
- NASCAR Research and Development Facility
- National Board for Professional Teaching Standards, Southfield, Michigan
- National Oceanic and Atmospheric Administration's National Weather Service
- North Carolina Automobile Dealers Association (NCADA)
- North Carolina Center for the Prevention of School Violence
- North Carolina Coastal Federation
- North Carolina Coastal Land Trust
- North Carolina Department of Administration
- North Carolina Department of Cultural Resources: State Historic Preservation Office
- North Carolina Department of Environment and Natural Resources
- North Carolina Department of Environment and Natural Resources, Division of Coastal Management
- North Carolina Department of Environment and Natural Resources, Division of Marine Fisheries
- North Carolina Department of Environment and Natural Resources, Division of Water Quality
- North Carolina Department of Environment and Natural Resources, Division of Water Resources
- North Carolina Department of Environment and Natural Resources, State Stormwater Management Program
- North Carolina Department of Justice, Attorney General's Office
- North Carolina Department of Justice, North Carolina State Bureau of Investigation
- North Carolina Department of Public Instruction
- North Carolina Department of Transportation: Ferry Division
- North Carolina Model Teacher Education Consortium
- North Carolina Science, Mathematics, and Technology Education Center
- North Carolina State Board of Education
- North Carolina State Construction Office
- North Carolina Wildlife Resources Commission
- Ocracoke Civic and Business Association
- Ocracoke Seafood Company
- Ocracoke Waterman's Association
- Penske Racing South Inc.
- Penske Technology Group
- Petty Enterprises
- Pisgah Inn

- Pit Crew U, Pit Instruction & Training LLC
- Progress Energy Foundation
- Public School Forum of North Carolina
- State Farm Insurance Companies
- Tideland EMC
- Touchstone Energy Cooperatives
- Triad Sewing and Vacuum Inc.
- United States Army Corps of Engineers
- United States Coast Guard
- United States Department of Agriculture
- United States Forest Service
- United States Geological Survey, Reston, Virginia
- University of North Carolina General Administration
- University of North Carolina Marine Laboratory
- University of North Carolina Television
- University of North Carolina Traveling Science Laboratory
- Victory Junction Gang Camp
- Visiting International Faculty
- Wachovia Foundation
- Webster Enterprises
- Wells Fargo, Milwaukee, Wisconsin
- Western North Carolina Civil War Roundtable
- Z. Smith Reynolds Foundation

Museums, Libraries, and Parks

- Asheville Botanical Gardens
- Birmingham Civil Rights Institute, Birmingham, Alabama
- Blue Ridge Parkway
- Cape Fear Museum
- Cape Hatteras National Seashore
- Cape Lookout National Seashore
- Charlotte Hawkins Brown Museum
- Chicamacomico Lifesaving Station Historic Site
- Chickamauga and Chattanooga National Military Park, Georgia and Tennessee
- C.M. Russell Museum, Great Falls, Montana
- Coast Guard Station Hatteras Inlet
- Core Sound Waterfowl Museum and Heritage Center
- Cradle of Forestry in America
- Destiny Traveling Science Learning Program
- Elizabethan Gardens
- Folk Art Center
- Giant Springs State Park, Great Falls, Montana
- Graveyard of the Atlantic Museum
- Great Smoky Mountains National Park
- Hampton Roads Naval Museum, Norfolk, Virginia
- High Museum of Art, Atlanta, Georgia
- Lewis and Clark Interpretive Center, Great Falls, Montana
- Marshall Space Flight Center, Huntsville, Alabama
- Martin Luther King Jr. National Historic Site, Atlanta, Georgia
- Morehead Planetarium and Science Center
- Mountain Farm Museum
- Nags Head Woods Ecological Preserve
- National Oceanic and Atmospheric Administration's National Marine Sanctuary, Newport News, Virginia
- National Park Service
- National Voting Rights Museum and Institute, Selma, Alabama
- North Carolina Aquarium
- North Carolina Arboretum
- North Carolina Maritime Museum
- North Carolina Museum of Art
- North Carolina Museum of Natural Sciences
- Portsmouth Island National Seashore
- Roanoke Island Festival Park
- Rosa Parks Museum, Montgomery, Alabama
- Schiele Museum of Natural History
- Southern Poverty Law Center, Montgomery, Alabama
- Thomas Wolfe Memorial
- Trail of Tears National Historic Trail
- Ulm Pishkun State Park, Ulm, Montana
- United States Holocaust Memorial Museum, Washington, D.C.
- United States Space and Rocket Center, Huntsville, Alabama
- Western Carolina University, Hunter Library Special Collections
- Western Carolina University, Mountain Heritage Center
- Wright Brothers National Memorial

Cultural Diversity and Awareness

- Center for Diversity Education
- Center for Participatory Change
- Eastern Band of Cherokee Indians
- InterCultural Advantage
- North Carolina Council on the Holocaust
- Vencinos Inc.
- Western Carolina University Inspirational Choir

Religious Organizations

- Adas Israel Congregation, Washington, D.C.
- Assembly of God Church
- Basilica of Saint Lawrence
- Beth Ha Tephila Synagogue
- Bridging Worlds Retreat
- Cathedral of All Souls
- Dexter Avenue King's Memorial Baptist Church, Montgomery, Alabama

- Great Tree Soto Zen Temple
- Holy Ground Retreats
- Islamic Center of Asheville
- Ocracoke United Methodist Church
- Old Bethel Baptist Church, Birmingham, Alabama
- Rabbi Israel Fund
- Sixteenth Street Baptist Church, Birmingham, Alabama

The Arts

- Asheville Playback Theatre
- Balsam Range
- Blue Spiral Gallery
- Laura Boosinger
- Boyd Mills Press
- Bradley's General Store
- Broadfoot's of Wendell
- Mac Brown
- Caledonia Pottery
- Carolina Chocolate Drops
- Clapping Dog Music
- Coyote
- Current Invention
- Curve Gallery
- Dark Cove Pottery and Farm
- DeWit Designs
- East Coast Hauntings Organization
- Elizabeth Ellison Watercolors
- Etiquette Matters
- Folger Theatre, Washington, D.C.
- Frogtown Four
- Gamelan Gunung Biru Ensemble
- Gatlinburg Quilt Guild, Gatlinburg, Tennessee
- Wells Gordon
- Great Smoky Mountain Fish Camp and Safari
- Hatteras Island Tours
- High Windy Productions Inc.
- Billy Jonas
- Ann Kilkelly
- Lee Knight
- William Lassiter
- Laughing Eye Studio
- Frank Lee
- Looking Glass Productions
- Lowe Fly Shop and Outfitters
- Martin & Friends
- McIntyre Photography Inc.
- Michael Hoffman Gallery
- *Miss Ocracoke*
- Molasses Creek
- Ian Moore
- Donna Ray Norton
- Odyssey Center for the Ceramic Arts
- Phil and Gaye Johnson
- Philomel Books, New York, New York
- Portsmouth Island Boat Tours
- Queen Family Band
- Rising Sun Publishing, Marietta, Georgia
- Riverwood Pottery
- Sam Bass Gallery of Motorsports Art
- Southern Highlands Craft Guild
- The Red Welties
- The Schooner *Windfall*
- The Write Experience
- Two River Studio
- Vollie and the Wildcats
- Will & Deni Films
- Kat Williams

Historic and Environmental Preservation

- Appalachian Bear Rescue, Townsend, Tennessee
- Appalachian Trail Conservancy
- Balsam Mountain Preserve
- Biltmore Estate
- Cradle of Forestry Interpretive Association
- Discovery of Flight Foundation, Warrenton, Virginia
- Earthaven Ecovillage
- Friends of Portsmouth Island
- Great Smoky Mountains Railroad
- Haywood Waterways Association
- High Hampton Inn
- Jackson County Green Energy Park
- Jarrett House
- Missouri River Outfitters, Fort Benton, Montana
- Mount LeConte Lodge
- Nantahala Outdoor Center
- Nature Conservancy
- Pisgah Center for Wildlife Education
- Pomme de Terre Farm
- Red Moon Herbs
- Watershed Association of the Tuckasegee River
- Wilderness Society

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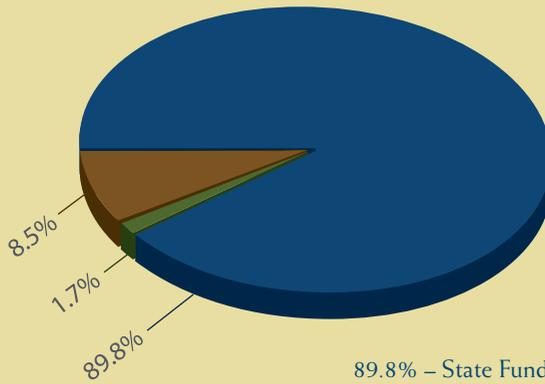
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2007-2008 OPERATING FUNDS



89.8% – State Funding \$6,996,295
 8.5% – Grant/Contractual Funding \$661,443
 1.7% – Foundation Funding \$136,369
TOTAL \$7,794,107

STATE BUDGET

Personnel: \$4,171,534

- Wages, salaries, and paid benefits for 108 full-time and hourly employees

Substitute Teacher and Visiting Presenter Pay: \$711,884

Current Services: \$1,066,300

- \$415,640–Travel reimbursement for teachers and staff members
- \$650,660–Other services, including maintenance contracts and services, utilities, telephone, building and equipment repairs, printing, and contracted food services

Supplies: \$463,815

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

Equipment and Technology: \$343,206

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

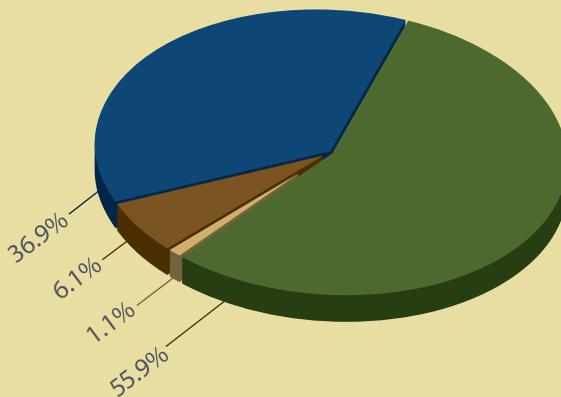
Fixed Charges: \$70,752

- Insurance, rental agreements, professional publications, and memberships

Ocracoke Facility Reserves: \$168,804

TOTAL: \$6,996,295

HOW THE 2007-2008 BUDGET WAS SPENT



55.9% – Seminars and Programs

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

36.9% – Direct Support Services

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

6.1% – Administration

Budget management, planning, reporting, analysis, personnel management, policy analysis and direction, and teacher services

1.1% – Development

Administrative costs and expenses of the Development Foundation of NCCAT

DEVELOPMENT FOUNDATION of NCCAT INC.

Like North Carolina's public schools and many colleges and universities, NCCAT is primarily funded by the state of North Carolina. However, private support makes a critical difference in the level of programs we are able to deliver to North Carolina's public school teachers. Personal, private, and corporate donations that enhance the annual state allocation are crucial to our mission. We offer our sincere appreciation for the generous gifts from many organizations and individuals during the 2007–2008 year. These contributions reflect their commitment to the vital role NCCAT plays in strengthening public education in North Carolina.

Income

Honored Educator Scholarship and Holocaust Education Endowments	\$93,179
Annual Fund	\$310,385
Gifts in Kind	\$15,800
Investment Income (loss)	(\$101,558)
Subtotal	<u>\$317,806</u>

Program Grants

Wachovia Foundation	\$250,000
Golden LEAF Foundation	\$150,000
Z. Smith Reynolds Foundation	\$50,000
Conference on Jewish Material Claims Against Germany Inc.	\$50,000
Progress Energy	\$25,000
Duke Energy Foundation	\$19,000
State Farm Insurance	\$15,161
Subtotal	<u>\$559,161</u>

Contractual Services

\$102,282

Grand Total

\$979,249

HONORED EDUCATOR SCHOLARSHIPS

This year we celebrated the activation of some key Honored Educator Scholarships with special significance to NCCAT and our teachers—the completion of the Lynda Petty, Dr. A. Craig Phillips, and Richard A. Schwartz scholarships. These special scholarships, along with others listed below, represent the extraordinary contributions of outstanding individuals to their communities and to improving the state's educational system.

To make a donation honoring these educators or to start a new scholarship fund, please contact the Development Foundation of NCCAT at (828) 293-5202 or foundation@nccat.org.

Scholarship : For Teachers in These Counties

(**Boldface indicates funds have reached the \$25,000 level as of June 30, 2008**)

Mary Jo Allen: Teacher of the Year/Edgecombe County Mary Jo Allen: Hertford County
Robert E. and Hattie H. Bridges: Wake County Robert E. Bridges: Cary Academy Marjorie T. and John S. Britt: Statewide
William Byrum: Perquimans County Anne Marie Collins: Alamance County
Dare County Schools: Teacher of the Year/Dare County Boyce T. Deitz: Swain County Boyce T. Deitz: Jackson County
Devonwood Foundation: Durham Academy Mary Jane Coward Dillard: Jackson County Duplin County: Teacher of the Year/Duplin County Jerome D. Franson: Statewide
Luz M. Frye: Foreign Language Teachers Karen Gerringer: Principal Fellows Interns
Guilford County Schools: Teacher of the Year/Guilford County Elsie Brame Hunt and Norma Henderson Leonard: Wilson County Phillip J. Kirk Jr.: Rowan-Salisbury Schools Susan S. McHugh: Polk County
Mabel Roberson McIntyre: Nash and Wilson Counties Lynda Petty: Randolph County A. Craig Phillips: Statewide
Jean P. Powell: Clinton City and Sampson County A. M. Primm: Alamance County Eugene and Jean Rogers: Martin County Richard A. Schwartz: Statewide
Gracia and John Slater Family: Jackson and Henderson Counties Simon F. Terrell: Durham, Orange, Wake, Warren Counties Richard L. Thompson: Statewide
Beulah Padgett Whichard: Clay and Durham Counties C. Fletcher Womble Jr.: Cumberland County

BECAUSE WE ALL NEED **GOOD** TEACHERS

NORTH CAROLINA CENTER FOR THE ADVANCEMENT OF TEACHING

07-08

**"NCCAT reconnects teachers with their passion for learning.
Passionate teachers create enthusiasm among students.
Enthusiastic teachers and learners build effective schools.
Strong public schools improve the quality of life for all
citizens and ensure North Carolina's economic vitality."**

Dr. Kenneth W. Wells, Chairman, NCCAT Board of Trustees

North Carolina Center for the Advancement of Teaching
276 NCCAT Drive • Cullowhee, NC 28723 • 828-293-5202

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