



# PARTNER GUIDE

2023 – 2024

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## *Thank you for your interest in the 2023-2024 North Carolina Education Corps (NCEC)*

We work with school communities to recruit, train, and support high-dosage tutors who extend the reach of teachers to accelerate student learning. We created this guide to introduce ourselves and our work. Welcome!

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***Our Goal: Eliminate barriers to opportunity for students by providing high-quality whole-child support to public school students across North Carolina.***

# WHY NORTH CAROLINA EDUCATION CORPS?

## Engaging North Carolinians to Support Students

**What We Believe:** North Carolina is stronger when all students have the full support they need to thrive.

**How We Started:** North Carolina Education Corps was launched in September 2020 with support from the North Carolina State Board of Education and the Governor's Office.

**What We Do:** Now as an independent 501(c)(3) nonprofit, we partner with public school units (PSUs) to extend the reach of teachers and support students in the wake of COVID-19.

We do this by recruiting, training, and coaching corps members who work for schools as high-dosage K-5 literacy tutors to accelerate student learning.



## WHY NOW?

### Need to Elevate Every Student's Potential

The drastic impact of COVID-19 on public education is only exacerbating challenges that have long existed in North Carolina.

The pandemic significantly interrupted students' learning trajectories.

Schools need additional trained personnel to provide the critical personalized instruction students need in order to gain ground.

Community members trained as high-dosage tutors can extend the reach of our teachers and accelerate student learning.

NC Education Corps gives us the opportunity to really highlight the importance of relationship, and the connection between relationships and results.



Dr. Tony Jackson | Chatham County Schools, Superintendent



## WHAT HIGH-DOSAGE TUTORS CAN DO FOR YOU

### *High-Dosage Literacy Tutors for K-5 Students Accelerating Student Learning*

To be successful in school and in life, students must learn to read and grow confidence in their ability to learn. Opportunity gaps have long existed in both areas, resulting in lower proficiency for too many students. COVID-19 has made these gaps worse by disrupting in-person instruction and adding stressors for every student. Targeted intervention is critical now more than ever.

North Carolina Education Corps employs a high-impact tutoring model that is research-backed, drives student growth, and is rooted in strong relationships with our partners.

#### RESEARCH-BACKED INTERVENTION



High-dosage tutoring is shown to be an effective tool to accelerate student learning. Our work is informed by research from the [National Student Support Accelerator](#), operated by the Annenberg Institute at Brown University.

“

*COVID-19 is projected to widen inequality in educational outcomes, and likely to widen gaps in access to individualized instruction ... Although high-dosage tutoring is an excellent strategy for addressing COVID-19 learning loss, students most likely to benefit from high-dosage tutoring are the least likely to have adequate access without direct school or district action.*

”

*Design Principles: Accelerating Student Learning with High-Dosage Tutoring, Ed Research for Recovery*

The NCEC approach involves a structured program, built on the following five [Design Principles for Effective Tutoring](#), proven to accelerate learning when delivered consistently.

#### FREQUENCY



Tutors meet with students for at least three sessions each week, 30 minutes per session.

#### MEASUREMENT



Schools use data to tailor instruction and ensure consistency.

#### SMALL GROUPS



Tutors work with 1-3 students to provide personalized instruction and support.

#### CURRICULUM



Tutors use school curriculum to reinforce foundational literacy skills.

#### TRAINED PERSONNEL



Tutors develop skills needed to improve student outcomes.







# FOUR STEPS TO PARTNERING FOR RESULTS

NCEC partners with PSUs to extend the reach of teachers and widen the circle of support for students. We help you establish high-impact tutoring for K-5 literacy to accelerate learning. We do this by working closely with you to recruit, train, and coach corps members, and evaluate and improve program effectiveness.

## 1. PLANNING

We guide you through an implementation cycle that begins with “district level” planning. This helps establish the high-impact tutoring framework across schools with consistency in order to successfully improve student outcomes.



 <p><b>GOAL ALIGNMENT</b></p> <p>Implementation planning ensures alignment with district strategic plan and student growth goals.</p>	 <p><b>STUDENT DATA</b></p> <p>PSUs utilize data to project how many students need support and how many tutors they will need.</p>	 <p><b>INDIVIDUALIZED SCHOOL PLANS</b></p> <p>Plans are individualized to fit school goals, master schedule, and staffing.</p>	 <p><b>CUSTOMIZABLE TOOLS</b></p> <p>Standard procedures and templates simplify work, ensure quality, and track impact.</p>
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## 2. RECRUITING & HIRING

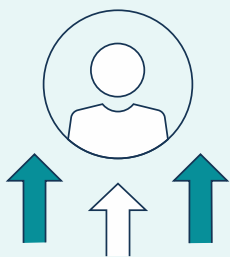
We champion collaborative recruitment strategies to identify high quality candidates for your PSU.

 Digital marketing	 Direct outreach to colleges and civic groups
 Principal recommendations	 Aligned recruitment and hiring timelines

### WHO ARE WE RECRUITING?

 <p>University and community college students</p>	 <p>Retired educators</p>	 <p>Active parents and community members</p>
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## 3. TRAINING & COACHING



All training administered by NCEC staff is aligned with NCDPI priorities, including:

- LETRS training
- Reading Research
- Foundational literacy skills
- Tutoring strategies
- Relationship building
- Social-emotional competencies

### INITIAL TRAINING

Corps members complete initial training to prepare them to be effective K-5 literacy tutors.

### ONGOING DEVELOPMENT

Corps members engage in regular professional learning led by NCEC Learning Coaches.

### CORPS MEMBER COACHING

Corps members receive ongoing structured coaching to develop skills.

## 4. MONITORING & IMPROVING

We work together to monitor, adjust, and continually improve the program impact to boost successful student outcomes. The NCEC tutoring log supports this work.

- ✓ Student tutor data
- ✓ Session tracking for high fidelity
- ✓ NCEC multi-year evaluation
- ✓ Structured program improvement

# PROGRAM TIMELINE

## APRIL - MAY

PLANNING	RECRUITING & HIRING
<ul style="list-style-type: none"> <li>• <b>Superintendent</b> identifies project team and partnership leader.</li> <li>• <b>NCEC and PSU</b> sign Participation Agreement with Data Security Agreement.</li> <li>• <b>NCEC and PSU project team</b> meet to customize implementation plan.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>NCEC and PSU HR</b> post positions to career pages.</li> <li>• <b>NCEC and PSU PIO</b> publicize partnership and position openings.</li> <li>• <b>NCEC</b> recruits candidates through local networks.</li> <li>• <b>NCEC</b> reviews interest forms and recommends candidates to PSU.</li> </ul>

## MAY - AUGUST

PLANNING	RECRUITING & HIRING
<ul style="list-style-type: none"> <li>• <b>NCEC and PSU</b> roster students into the Lettera tutoring log.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>PSU HR</b> team hires tutors on a rolling basis.</li> <li>• <b>NCEC</b> continues to recruit and recommend candidates.</li> <li>• <b>NCEC and PSU PIO</b> continue to publicize remaining openings.</li> </ul>

## AUGUST - OCTOBER

PLANNING	RECRUITING & HIRING
<ul style="list-style-type: none"> <li>• <b>NCEC and PSU</b> meet regularly to coordinate, monitor, and adjust.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>NCEC and PSU HR</b> hire any remaining positions through January.</li> <li>• <b>NCEC and PSU PIO</b> highlight tutoring impact.</li> </ul>
TRAINING & COACHING	MONITORING & IMPROVING
<ul style="list-style-type: none"> <li>• <b>Tutors</b> report to work and complete NCEC training and school orientation.</li> <li>• <b>PSU</b> conducts curriculum training for tutors.</li> <li>• <b>Tutoring begins!</b></li> </ul>	<ul style="list-style-type: none"> <li>• <b>School</b> uses data to identify students for tutoring and monitor progress.</li> <li>• <b>Corps members</b> track tutoring frequency, duration, skills covered, and progress.</li> <li>• <b>NCEC and PSU</b> meet to review and adjust tutoring.</li> </ul>

## NOVEMBER - MAY/JUNE

PLANNING	RECRUITING & HIRING
<ul style="list-style-type: none"> <li>• <b>NCEC and PSU</b> meet regularly to coordinate, monitor and adjust.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>NCEC and PSU HR</b> hire for positions that begin in January.</li> <li>• <b>NCEC and PSU PIO</b> highlight tutoring impact.</li> </ul>
TRAINING & COACHING	MONITORING & IMPROVING
<ul style="list-style-type: none"> <li>• <b>Tutoring</b> continues, following the high-impact model.</li> <li>• <b>Tutors</b> engage in ongoing NCEC professional learning and coaching.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>School</b> continues to review data and monitor student progress.</li> <li>• <b>Corps members</b> continue to track sessions.</li> <li>• <b>NCEC and PSU</b> meet to review and adjust tutoring.</li> </ul>

## OUR CHAMPIONS

Collaborating with local leaders to ensure the success of corps members and the students they serve, our work is guided by the following directors and advisors:

Governor Jim Hunt, Honorary Co-Chair		Governor Jim Martin, Honorary Co-Chair	
<p><b>Johanna Anderson</b> Director of Philanthropy Broward Grove LLC</p>	<p><b>**Wendell Hall</b> North Carolina State Board of Education</p>	<p><b>*Susan Jamison</b> Owner/Founder, Wealth Matters LLC</p>	<p><b>Lee Roberts</b> Managing Partner, SharpVue Capital</p>
<p><b>Susanna Cerrato</b> 2021 Burroughs Wellcome Fund Western Regional Teacher of the Year, Asheville City Schools</p>	<p><b>Peter Hans</b> President, University of North Carolina System</p>	<p><b>Phil Kirk</b> Senior Advisor on Community Relations, NC Independent Colleges and Universities</p>	<p><b>*Catherine Truitt</b> North Carolina State Superintendent of Public Instruction</p>
<p><b>Ashton Clemmons</b> North Carolina State Representative, District 57 - Guilford</p>	<p><b>Tyronna Hooker</b> Executive Director, Alamance Achieves</p>	<p><b>Michael Lee</b> North Carolina State Senator, District 9 - New Hanover</p>	<p><b>*Mike Ward</b> Former NC State Superintendent Chair, NCEC Board of Directors</p>
<p><b>*Geoff Coltrane</b> Senior Education Advisor, Office of NC Governor Roy Cooper</p>	<p><b>*Craig Horn</b> Mayor - Weddington, NC; former North Carolina State Representative, District 68 - Union</p>	<p><b>*MariaRosa Rangel</b> Director of Family and Community Engagement, Wake County Public School System</p>	<p><b>Hope Williams</b> President, NC Independent Colleges and Universities</p>
<p><b>Lisa Eads</b> Associate Vice President of Academic Programs North Carolina Community College</p>	<p><b>*Anthony Jackson</b> Superintendent, Chatham County Schools</p>	<p><b>Munro Richardson</b> Executive Director, Read Charlotte</p>	<p>* Denotes members of NCEC Board of Directors ** Denotes North Carolina State Board of Education liaisons to the Board of Advisors</p>

We are honored to collaborate with a wide array of North Carolina educational leaders, including:

NCDPI Regional Directors, NCDPI Office of Early Learning, NCDPI Office of Learning Recovery and Acceleration, Jack Hoke and the NC Superintendents' Association, EdNC, teachers, and school administrators like you.

We are generously supported by the state of North Carolina and private donors, including:

			
		Goodnight Educational Foundation	

## APPLICATION PROCESS

PSUs interested in partnering with North Carolina Education Corps for the 2023-2024 academic school year must apply by **March 15, 2023**.

### KEY DATES FOR APPLICANTS

Jan/Feb 2023	Pre-application meetings with NC Education Corps Team <i>*Live application shared with PSUs after pre-application meetings</i>
March 2023	Application due: March 15th
April 2023	NCEC team notifies PSUs about application status mid-April 2023 PSUs sign Participation Agreement with NCEC by April 28, 2023

## WHAT'S NEXT?

Please schedule a meeting with our team if you are interested in partnering with us to support your teachers and students this coming year. Email Pam Hartley to set up a pre-application meeting. After meeting with staff, you will receive a link to the partnership application.

### Contact Us:



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**Pam Hartley**

Director of School Partnerships  
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NC Ed Corps tutors are well trained in the Science of Reading and are helping our K-3 students build foundational reading skills to become successful readers. We are so appreciative of this partnership with our state.

— Tricia McManus

Superintendent, Winston-Salem/  
Forsyth County Schools

**LEARN MORE**

