

2008 High School Cohort Graduation Rate

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(Reflects Data as of October 5, 2008)

(Excluding Alternative, Special Education, and Junior High Schools)

920	Wake County Schools	920700	East Wake School of Health Sci	81	78	96.3	82	74	90.2
920	Wake County Schools	920701	East Wake School of Integrated	42	33	78.6	NA	NA	NA
920	Wake County Schools	920428	Fuquay-Varina High	415	316	76.1	404	321	79.5
920	Wake County Schools	920436	Garner High	446	333	74.7	479	363	75.8
920	Wake County Schools	920441	Green Hope High	486	450	92.6	540	510	94.4
920	Wake County Schools	920466	Knightdale High	332	257	77.4	263	230	87.5
920	Wake County Schools	920473	Leesville Road High	473	399	84.4	540	483	89.4
920	Wake County Schools	920495	Middle Creek High	453	384	84.8	504	464	92.1
920	Wake County Schools	920500	Millbrook High	462	352	76.2	509	408	80.2
920	Wake County Schools	920348	Needham Broughton High	440	342	77.7	520	454	87.3
920	Wake County Schools	920552	Sanderson High	396	307	77.5	476	383	80.5
920	Wake County Schools	920562	Southeast Raleigh High	483	415	85.9	490	432	88.2
920	Wake County Schools	920595	Wakefield High	499	419	84.0	486	421	86.6
920	Wake County Schools	920588	Wake Forest-Rolesville High	419	351	83.8	479	412	86.0
920	Wake County Schools	920412	William G Enloe High	555	479	86.3	530	474	89.4
930	Warren County Schools	930352	Warren County High	255	187	73.3	250	176	70.4
940	Washington County Schools	940308	Creswell High	24	18	75.0	19	12	63.2
940	Washington County Schools	940316	Plymouth High	136	104	76.5	121	102	84.3
950	Watauga County Schools	950336	Watauga High	400	274	68.5	425	299	70.4
960	Wayne County Public Schools	960324	Charles B Aycock High	306	247	80.7	320	263	82.2
960	Wayne County Public Schools	960330	Eastern Wayne High	334	286	85.6	316	271	85.8
960	Wayne County Public Schools	960335	Goldsboro High	199	95	47.7	184	104	56.5
960	Wayne County Public Schools	960372	Rosewood High	148	132	89.2	123	106	86.2
960	Wayne County Public Schools	960380	Southern Wayne High	314	209	66.6	282	217	77.0
960	Wayne County Public Schools	960386	Spring Creek High	144	106	73.6	164	111	67.7
960	Wayne County Public Schools	960490	Wayne Early/Middle College High	35	34	97.1	20	20	100.0
422	Weldon City Schools	422324	Weldon High	83	58	69.9	59	41	69.5
241	Whiteville City Schools	241316	Whiteville High	160	108	67.5	229	147	64.2
970	Wilkes County Schools	970391	Career & Tech Education Magnet	26	21	80.8	NA	NA	NA
970	Wilkes County Schools	970320	East Wilkes High	146	112	76.7	130	104	80.0
970	Wilkes County Schools	970356	North Wilkes High	199	139	69.8	171	123	71.9
970	Wilkes County Schools	970388	West Wilkes High	169	126	74.6	184	137	74.5
970	Wilkes County Schools	970390	Wilkes Central High	221	164	74.2	235	178	75.7
980	Wilson County Schools	980318	Beddingfield High	233	125	53.6	225	130	57.8
980	Wilson County Schools	980336	Fike High	349	197	56.4	288	191	66.3
980	Wilson County Schools	980342	James Hunt High	345	213	61.7	310	211	68.1
19B	Woods Charter	19B000	Woods Charter	13	11	84.6	15	14	93.3
990	Yadkin County Schools	990322	Forbush High	255	219	85.9	245	217	88.6

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990	Yadkin County Schools	990326	Starmount High	201	171	85.1	197	154	78.2
995	Yancey County Schools	995330	Mountain Heritage High	201	151	75.1	204	157	77.0

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LEA Code	LEA Name	School Code	School Name	4 Years Denominator	4 Years Numerator	4 Years Rate	5 Years Denominator	5 Years Numerator	5 Years Rate
010	Alamance-Burlington Schools	010303	Alamance-Burlington Middle Col	8	5	62.5	31	22	71.0
010	Alamance-Burlington Schools	010324	Eastern Alamance High	263	206	78.3	256	198	77.3
010	Alamance-Burlington Schools	010348	Graham High	248	158	63.7	200	151	75.5
010	Alamance-Burlington Schools	010360	Hugh M Cummings High	209	125	59.8	216	136	63.0
010	Alamance-Burlington Schools	010388	Southern High	357	269	75.4	324	235	72.5
010	Alamance-Burlington Schools	010396	Walter M Williams High	335	258	77.0	298	247	82.9
010	Alamance-Burlington Schools	010400	Western Alamance High	309	270	87.4	301	273	90.7
020	Alexander County Schools	020302	Alexander Central High	401	304	75.8	453	350	77.3
030	Alleghany County Schools	030304	Alleghany High	136	111	81.6	120	95	79.2
040	Anson County Schools	040306	Anson High School	287	204	71.1	344	238	69.2
761	Asheboro City Schools	761304	Asheboro High	320	247	77.2	327	256	78.3
111	Asheville City Schools	111302	Asheville High	315	227	72.1	305	250	82.0
050	Ashe County Schools	050302	Ashe County High	236	191	80.9	297	250	84.2
060	Avery County Schools	060302	Avery County High	156	119	76.3	191	158	82.7
070	Beaufort County Schools	070330	Northside High	108	83	76.9	137	99	72.3
070	Beaufort County Schools	070339	Southside High	135	92	68.1	119	88	73.9
070	Beaufort County Schools	070342	Washington High	266	156	58.6	264	181	68.6
080	Bertie County Schools	080312	Bertie High	282	172	61.0	258	194	75.2
090	Bladen County Schools	090330	East Bladen High	215	133	61.9	191	130	68.1
090	Bladen County Schools	090368	West Bladen High	241	158	65.6	271	173	63.8
100	Brunswick County Schools	100326	North Brunswick High	210	162	77.1	181	154	85.1
100	Brunswick County Schools	100334	South Brunswick High	278	223	80.2	269	205	76.2
100	Brunswick County Schools	100348	West Brunswick High	353	259	73.4	327	253	77.4
110	Buncombe County Schools	110304	A C Reynolds High	349	272	77.9	372	305	82.0
110	Buncombe County Schools	110336	Charles D Owen High	212	164	77.4	194	148	76.3
110	Buncombe County Schools	110340	Clyde A Erwin High	334	216	64.7	304	220	72.4
110	Buncombe County Schools	110352	Enka High	319	240	75.2	349	271	77.7
110	Buncombe County Schools	110380	North Buncombe High	247	208	84.2	279	218	78.1
110	Buncombe County Schools	110416	T C Roberson High	355	265	74.6	303	256	84.5
120	Burke County Schools	120310	Burke Middle College	31	31	100.0	NA	NA	NA
120	Burke County Schools	120314	East Burke High	486	350	72.0	450	342	76.0
120	Burke County Schools	120318	Freedom High	450	348	77.3	497	373	75.1
120	Burke County Schools	120370	Robert L. Patton High School	77	72	93.5	NA	NA	NA
130	Cabarrus County Schools	130310	Central Cabarrus High	444	345	77.7	493	362	73.4
130	Cabarrus County Schools	130314	Concord High	302	201	66.6	303	226	74.6
130	Cabarrus County Schools	130316	Jay M Robinson High	426	333	78.2	396	316	79.8

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130	Cabarrus County Schools	130324	Mount Pleasant High	271	219	80.8	226	184	81.4
130	Cabarrus County Schools	130326	Northwest Cabarrus High	412	315	76.5	323	274	84.8
130	Cabarrus County Schools	130333	Performance Learning Center	13	4	30.8	NA	NA	NA
140	Caldwell County Schools	140305	Caldwell Career Cen Mid. Coll.	35	32	91.4	NA	NA	NA
140	Caldwell County Schools	140348	Hibriten High	228	176	77.2	250	199	79.6
140	Caldwell County Schools	140386	South Caldwell High	445	322	72.4	427	334	78.2
140	Caldwell County Schools	140390	West Caldwell High	271	165	60.9	264	195	73.9
150	Camden County Schools	150304	Camden County High	143	117	81.8	99	76	76.8
16A	Cape Lookout Marine Sci High	16A000	Cape Lookout Marine Sci High	58	11	19.0	57	16	28.1
160	Carteret County Public Schools	160314	Croatan High	150	121	80.7	198	168	84.8
160	Carteret County Public Schools	160313	East Carteret High	147	121	82.3	167	131	78.4
160	Carteret County Public Schools	160344	West Carteret High	256	187	73.0	275	215	78.2
170	Caswell County Schools	170316	Bartlett Yancey High	266	179	67.3	251	190	75.7
180	Catawba County Schools	180308	Bandys High	265	218	82.3	235	193	82.1
180	Catawba County Schools	180320	Bunker Hill High	212	169	79.7	222	181	81.5
180	Catawba County Schools	180340	Fred T Foard High	304	259	85.2	322	268	83.2
180	Catawba County Schools	180348	Maiden High	185	143	77.3	170	140	82.4
180	Catawba County Schools	180376	Saint Stephens High	334	277	82.9	329	273	83.0
681	Chapel Hill-Carrboro Schools	681308	Chapel Hill High	386	344	89.1	363	316	87.1
681	Chapel Hill-Carrboro Schools	681314	East Chapel Hill High	381	339	89.0	336	312	92.9
600	Charlotte-Mecklenburg Schools	600302	Ardrey Kell High School	309	287	92.9	NA	NA	NA
600	Charlotte-Mecklenburg Schools	600361	David W Butler High	606	480	79.2	499	443	88.8
600	Charlotte-Mecklenburg Schools	600377	East Mecklenburg High	493	329	66.7	423	331	78.3
600	Charlotte-Mecklenburg Schools	600376	E E Waddell High	207	131	63.3	207	120	58.0
600	Charlotte-Mecklenburg Schools	600396	Garinger High	298	120	40.3	291	193	66.3
600	Charlotte-Mecklenburg Schools	600405	Harding University High	378	300	79.4	313	281	89.8
600	Charlotte-Mecklenburg Schools	600415	Hopewell High	608	451	74.2	526	460	87.5
600	Charlotte-Mecklenburg Schools	600426	Independence High	529	385	72.8	500	423	84.6
600	Charlotte-Mecklenburg Schools	600694	Math, Engineering, Technology	65	55	84.6	69	66	95.7
600	Charlotte-Mecklenburg Schools	600466	Myers Park High	693	560	80.8	557	495	88.9
600	Charlotte-Mecklenburg Schools	600482	Northwest School of the Arts	119	95	79.8	116	102	87.9
600	Charlotte-Mecklenburg Schools	600480	North Mecklenburg High	780	585	75.0	673	595	88.4
600	Charlotte-Mecklenburg Schools	600498	Performance Learning Center	9	0	0.0	*	*	*
600	Charlotte-Mecklenburg Schools	600496	Phillip O Berry Academy of Tec	283	215	76.0	212	180	84.9
600	Charlotte-Mecklenburg Schools	600508	Providence High	514	414	80.5	602	553	91.9
600	Charlotte-Mecklenburg Schools	600693	Renaissance School at Olympic	62	55	88.7	79	76	96.2
600	Charlotte-Mecklenburg Schools	600697	School of Biotechnology, Health	72	66	91.7	35	33	94.3
600	Charlotte-Mecklenburg Schools	600696	School of International Business	69	62	89.9	42	40	95.2

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600	Charlotte-Mecklenburg Schools	600695	School of International Studies	54	51	94.4	32	31	96.9
600	Charlotte-Mecklenburg Schools	600535	South Mecklenburg High	401	318	79.3	549	490	89.3
600	Charlotte-Mecklenburg Schools	600576	West Charlotte High	403	241	59.8	259	177	68.3
600	Charlotte-Mecklenburg Schools	600579	West Mecklenburg High	381	224	58.8	313	220	70.3
600	Charlotte-Mecklenburg Schools	600592	Zebulon B Vance High	487	355	72.9	425	353	83.1
190	Chatham County Schools	190316	Chatham Central High	126	101	80.2	138	108	78.3
190	Chatham County Schools	190336	Jordan Matthews High	216	168	77.8	204	163	79.9
190	Chatham County Schools	190342	Northwood High	240	206	85.8	244	198	81.1
209	Cherokee Central Schools	209204	Cherokee High	65	0	0.0	NA	NA	NA
200	Cherokee County Schools	200308	Andrews High	76	55	72.4	47	33	70.2
200	Cherokee County Schools	200314	Hiwassee Dam High	48	44	91.7	21	18	85.7
200	Cherokee County Schools	200328	Murphy High	124	104	83.9	144	128	88.9
220	Clay County Schools	220310	Hayesville High	102	78	76.5	108	92	85.2
230	Cleveland County Schools	230312	Burns High	323	220	68.1	306	240	78.4
230	Cleveland County Schools	230324	Crest High	383	277	72.3	409	301	73.6
230	Cleveland County Schools	230350	Kings Mountain High	296	213	72.0	342	259	75.7
230	Cleveland County Schools	230361	Shelby High	238	170	71.4	227	172	75.8
821	Clinton City Schools	821308	Clinton High	201	152	75.6	198	150	75.8
01C	Clover Garden	01C000	Clover Garden	15	11	73.3	7	7	100.0
240	Columbus County Schools	240334	East Columbus High	193	124	64.2	172	126	73.3
240	Columbus County Schools	240371	South Columbus High	241	157	65.1	208	151	72.6
240	Columbus County Schools	240380	West Columbus High	185	123	66.5	148	103	69.6
92P	Community Partners Charter HS	92P000	Community Partners Charter HS	20	15	75.0	16	9	56.2
250	Craven County Schools	250314	Craven Early College High	*	*	*	NA	NA	NA
250	Craven County Schools	250340	Havelock High	307	272	88.6	263	218	82.9
250	Craven County Schools	250356	New Bern High	518	373	72.0	448	355	79.2
250	Craven County Schools	250372	West Craven High	298	211	70.8	282	207	73.4
260	Cumberland County Schools	260325	Cape Fear High	334	265	79.3	373	300	80.4
260	Cumberland County Schools	260322	Douglas Byrd High	311	246	79.1	291	217	74.6
260	Cumberland County Schools	260359	E E Smith High	326	211	64.7	358	235	65.6
260	Cumberland County Schools	260374	Fuller Performance Learning Center	*	*	*	NA	NA	NA
260	Cumberland County Schools	260357	Gray's Creek High School	274	194	70.8	258	213	82.6
260	Cumberland County Schools	260318	Jack Britt High School	428	378	88.3	463	399	86.2
260	Cumberland County Schools	260388	Massey Hill Classical High	65	59	90.8	58	57	98.3
260	Cumberland County Schools	260408	Pine Forest High	387	304	78.6	412	314	76.2
260	Cumberland County Schools	260411	Reid Ross Classical	82	82	100.0	89	80	89.9
260	Cumberland County Schools	260424	Seventy-First High	411	306	74.5	479	343	71.6
260	Cumberland County Schools	260427	South View High	459	329	71.7	469	352	75.1

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260	Cumberland County Schools	260446	Terry Sanford High	349	286	81.9	389	291	74.8
260	Cumberland County Schools	260455	Westover High	308	232	75.3	312	231	74.0
270	Currituck County Schools	270306	Currituck County High	296	230	77.7	273	210	76.9
34D	C G Woodson Sch of Challenge	34D000	C G Woodson Sch of Challenge	16	4	25.0	10	6	60.0
280	Dare County Schools	280304	Cape Hatteras Secondary	29	29	100.0	56	46	82.1
280	Dare County Schools	280330	First Flight High School	211	195	92.4	171	152	88.9
280	Dare County Schools	280316	Manteo High	101	83	82.2	126	108	85.7
290	Davidson County Schools	290308	Central Davidson High	296	200	67.6	209	154	73.7
290	Davidson County Schools	290315	Davidson Early College	7	3	42.9	13	1	7.7
290	Davidson County Schools	290324	East Davidson High	239	164	68.6	261	205	78.5
290	Davidson County Schools	290336	Ledford Senior High	271	206	76.0	230	183	79.6
290	Davidson County Schools	290348	North Davidson High	387	277	71.6	329	277	84.2
290	Davidson County Schools	290365	South Davidson High	133	91	68.4	130	90	69.2
290	Davidson County Schools	290388	West Davidson High	211	134	63.5	175	118	67.4
300	Davie County Schools	300312	Davie County High	474	344	72.6	404	308	76.2
310	Duplin County Schools	310344	East Duplin High	206	151	73.3	204	157	77.0
310	Duplin County Schools	310352	James Kenan High	163	102	62.6	149	111	74.5
310	Duplin County Schools	310364	North Duplin Jr Sr High	66	52	78.8	83	75	90.4
310	Duplin County Schools	310392	Wallace-Rose Hill High	138	101	73.2	142	107	75.4
320	Durham Public Schools	320312	C E Jordan High	485	333	68.7	458	352	76.9
320	Durham Public Schools	320323	Durham Sch of the Arts	173	157	90.8	169	140	82.8
320	Durham Public Schools	320322	Durham's Performance Learning	17	5	29.4	NA	NA	NA
320	Durham Public Schools	320325	Hillside High	397	248	62.5	201	142	70.6
320	Durham Public Schools	320309	J D Clement Early College HS	63	59	93.7	NA	NA	NA
320	Durham Public Schools	320353	Middle College HS @ DTCC	42	36	85.7	24	18	75.0
320	Durham Public Schools	320356	Northern High	414	297	71.7	393	298	75.8
320	Durham Public Schools	320365	Riverside High	388	267	68.8	420	310	73.8
320	Durham Public Schools	320368	Southern High	371	228	61.5	313	201	64.2
92G	East Wake Academy	92G000	East Wake Academy	34	29	85.3	15	9	60.0
210	Edenton/Chowan Schools	210312	John A Holmes High	180	116	64.4	193	145	75.1
330	Edgecombe County Public School	330326	Edgecombe Early College High	15	7	46.7	13	7	53.8
330	Edgecombe County Public School	330328	North Edgecombe High	88	59	67.0	87	58	66.7
330	Edgecombe County Public School	330350	SouthWest Edgecombe High	260	158	60.8	253	183	72.3
330	Edgecombe County Public School	330358	Tarboro High	232	141	60.8	189	127	67.2
861	Elkin City Schools	861308	Elkin High	104	93	89.4	81	71	87.7
340	Forsyth County Schools	340330	Carver High	265	180	67.9	280	207	73.9
340	Forsyth County Schools	340364	East Forsyth High	416	327	78.6	447	374	83.7
340	Forsyth County Schools	340454	Mount Tabor High	412	342	83.0	372	310	83.3

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340	Forsyth County Schools	340460	North Forsyth High	327	235	71.9	316	242	76.6
340	Forsyth County Schools	340486	Parkland High	359	243	67.7	310	217	70.0
340	Forsyth County Schools	340495	Reagan High	258	237	91.9	172	156	90.7
340	Forsyth County Schools	340496	Reynolds High	371	259	69.8	402	301	74.9
340	Forsyth County Schools	340382	R B Glenn High	418	315	75.4	375	296	78.9
340	Forsyth County Schools	340701	Sch of Biotechnology Atkins Hi	39	26	66.7	NA	NA	NA
340	Forsyth County Schools	340700	Sch Computer Technology Atkins	34	24	70.6	NA	NA	NA
340	Forsyth County Schools	340702	Sch Pre-Engineering Atkins High	35	26	74.3	NA	NA	NA
340	Forsyth County Schools	340556	West Forsyth High	512	413	80.7	519	442	85.2
340	Forsyth County Schools	340568	Winston-Salem Preparatory Acad	69	66	95.7	NA	NA	NA
92F	Franklin Academy	92F000	Franklin Academy	42	39	92.9	38	36	94.7
350	Franklin County Schools	350308	Bunn High	259	183	70.7	236	166	70.3
350	Franklin County Schools	350321	Franklinton High	218	164	75.2	170	114	67.1
350	Franklin County Schools	350336	Louisburg High	215	151	70.2	163	116	71.2
360	Gaston County Schools	360310	Ashbrook High	345	278	80.6	316	258	81.6
360	Gaston County Schools	360336	Bessemer City High	176	97	55.1	169	125	74.0
360	Gaston County Schools	360360	Cherryville Senior High	158	135	85.4	128	111	86.7
360	Gaston County Schools	360390	East Gaston High	365	257	70.4	375	291	77.6
360	Gaston County Schools	360396	Forestview High	331	276	83.4	300	261	87.0
360	Gaston County Schools	360418	Highland Sch of Technology	132	132	100.0	120	118	98.3
360	Gaston County Schools	360428	Hunter Huss High	296	192	64.9	309	181	58.6
360	Gaston County Schools	360470	North Gaston High	335	231	69.0	280	197	70.4
360	Gaston County Schools	360494	South Point High	350	278	79.4	297	219	73.7
370	Gates County Schools	370312	Gates County Senior High	183	130	71.0	168	137	81.5
380	Graham County Schools	380308	Robbinsville High	101	63	62.4	108	79	73.1
390	Granville County Schools	390322	Granville Central High	*	*	*	NA	NA	NA
390	Granville County Schools	390700	JF Webb High School of Health	79	61	77.2	79	72	91.1
390	Granville County Schools	390324	J F Webb High	284	168	59.2	226	139	61.5
390	Granville County Schools	390705	South Granville High of Business	97	83	85.6	NA	NA	NA
390	Granville County Schools	390706	South Granville High of Engine	72	60	83.3	NA	NA	NA
390	Granville County Schools	390704	S Granville High of Health Sci	85	74	87.1	45	44	97.8
84B	Gray Stone Day	84B000	Gray Stone Day	53	42	79.2	39	32	82.1
400	Greene County Schools	400308	Greene Central High	219	143	65.3	231	149	64.5
410	Guilford County Schools	410544	Ben L Smith High	326	235	72.1	291	199	68.4
410	Guilford County Schools	410355	Dudley High	346	259	74.9	337	284	84.3
410	Guilford County Schools	410395	Early College at Guilford	49	49	100.0	45	45	100.0
410	Guilford County Schools	410358	Eastern Guilford High	218	165	75.7	225	167	74.2
410	Guilford County Schools	410390	Greensboro College Middle College	60	60	100.0	71	71	100.0

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410	Guilford County Schools	410394	Grimsley High	431	350	81.2	348	303	87.1
410	Guilford County Schools	410401	GTCC Middle College High	27	24	88.9	28	25	89.3
410	Guilford County Schools	410406	High Point Central High	282	218	77.3	281	223	79.4
410	Guilford County Schools	410408	High Point GTCC Middle College	31	29	93.5	28	27	96.4
410	Guilford County Schools	410407	HP Central Academy	27	21	77.8	7	6	85.7
410	Guilford County Schools	410529	Lucy Ragsdale High	333	286	85.9	319	276	86.5
410	Guilford County Schools	410326	Middle College High at Bennett	17	14	82.4	24	20	83.3
410	Guilford County Schools	410483	Middle College High at NC A&T	22	17	77.3	13	13	100.0
410	Guilford County Schools	410399	Middle College @ GTCC Greensbo	20	18	90.0	21	19	90.5
410	Guilford County Schools	410484	Northeast Guilford High	328	255	77.7	266	217	81.6
410	Guilford County Schools	410490	Northwest Guilford High	548	508	92.7	515	495	96.1
410	Guilford County Schools	410508	Page High	406	326	80.3	319	265	83.1
410	Guilford County Schools	410589	Philip J Weaver Ed Center	63	63	100.0	56	54	96.4
410	Guilford County Schools	410545	Smith Academy	47	45	95.7	31	30	96.8
410	Guilford County Schools	410547	Southeast Guilford High	341	314	92.1	249	222	89.2
410	Guilford County Schools	410556	Southern Guilford High	259	218	84.2	198	177	89.4
410	Guilford County Schools	410562	Southwest Guilford High	304	268	88.2	286	267	93.4
410	Guilford County Schools	410319	T Wingate Andrews High	232	176	75.9	226	187	82.7
410	Guilford County Schools	410595	Western Guilford High	372	342	91.9	343	296	86.3
420	Halifax County Schools	420346	Northwest High	218	144	66.1	233	161	69.1
420	Halifax County Schools	420358	Southeast Halifax High	146	92	63.0	149	114	76.5
93A	Haliwa-Saponi Tribal School	93A000	Haliwa-Saponi Tribal School	8	4	50.0	NA	NA	NA
430	Harnett County Schools	430346	Harnett Central High	357	272	76.2	307	240	78.2
430	Harnett County Schools	430371	Overhills High School	270	199	73.7	185	145	78.4
430	Harnett County Schools	430378	Triton High	326	232	71.2	319	255	79.9
430	Harnett County Schools	430384	Western Harnett High	253	207	81.8	260	212	81.5
440	Haywood County Schools	440378	Pisgah High	252	210	83.3	231	199	86.1
440	Haywood County Schools	440390	Tuscola High	282	224	79.4	291	227	78.0
450	Henderson County Schools	450316	East Henderson High	249	215	86.3	237	193	81.4
450	Henderson County Schools	450334	Hendersonville High	154	137	89.0	181	168	92.8
450	Henderson County Schools	450341	North Henderson High	221	160	72.4	208	162	77.9
450	Henderson County Schools	450352	West Henderson High	284	240	84.5	238	208	87.4
460	Hertford County Schools	460320	Hertford County High	280	174	62.1	235	171	72.8
181	Hickory City Schools	181322	Hickory High	317	264	83.3	300	244	81.3
470	Hoke County Schools	470312	Hoke County High	410	290	70.7	370	270	73.0
480	Hyde County Schools	480307	Mattamuskeet High	13	2	15.4	43	34	79.1
490	Iredell-Statesville Schools	490335	Lake Norman High	427	383	89.7	397	351	88.4
490	Iredell-Statesville Schools	490346	North Iredell High	278	215	77.3	261	206	78.9

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490	Iredell-Statesville Schools	490362	South Iredell High	222	183	82.4	208	160	76.9
490	Iredell-Statesville Schools	490354	Statesville High	257	213	82.9	294	217	73.8
490	Iredell-Statesville Schools	490380	West Iredell High	230	174	75.7	297	233	78.5
500	Jackson County Schools	500316	Blue Ridge School	30	23	76.7	28	20	71.4
500	Jackson County Schools	500340	Smoky Mountain High	241	175	72.6	234	177	75.6
510	Johnston County Schools	510324	Clayton High	434	363	83.6	345	292	84.6
510	Johnston County Schools	510357	Johnston Co Middle College	40	35	87.5	36	32	88.9
510	Johnston County Schools	510368	North Johnston High	177	135	76.3	150	113	75.3
510	Johnston County Schools	510376	Princeton High	74	60	81.1	80	63	78.8
510	Johnston County Schools	510399	Smithfield-Selma High	381	244	64.0	331	230	69.5
510	Johnston County Schools	510402	South Johnston High	266	196	73.7	247	200	81.0
510	Johnston County Schools	510406	West Johnston High	459	382	83.2	384	324	84.4
520	Jones County Schools	520320	Jones Senior High	94	51	54.3	112	73	65.2
132	Kannapolis City Schools	132304	A L Brown High	332	230	69.3	277	195	70.4
32D	Kestrel Heights Sch	32D000	Kestrel Heights Sch	21	16	76.2	*	*	*
530	Lee County Schools	530336	Lee County High	397	290	73.0	392	270	68.9
530	Lee County Schools	530343	Southern Lee High School	222	199	89.6	199	171	85.9
540	Lenoir County Public Schools	540315	Kinston High	255	180	70.6	244	175	71.7
540	Lenoir County Public Schools	540324	North Lenoir High	259	177	68.3	250	182	72.8
540	Lenoir County Public Schools	540336	South Lenoir High	221	151	68.3	172	130	75.6
291	Lexington City Schools	291336	Lexington Senior High	192	118	61.5	169	108	63.9
55A	Lincoln Charter	55A000	Lincoln Charter	38	32	84.2	22	20	90.9
550	Lincoln County Schools	550320	East Lincoln High	208	182	87.5	241	203	84.2
550	Lincoln County Schools	550332	Lincolnton High	207	139	67.1	191	132	69.1
550	Lincoln County Schools	550344	North Lincoln High School	251	221	88.0	237	205	86.5
550	Lincoln County Schools	550368	West Lincoln High	240	191	79.6	239	193	80.8
560	Macon County Schools	560320	Franklin High	272	206	75.7	260	196	75.4
560	Macon County Schools	560324	Highlands School	31	27	87.1	35	33	94.3
560	Macon County Schools	560332	Nantahala School	5	5	100.0	9	8	88.9
570	Madison County Schools	570318	Madison High	181	134	74.0	206	163	79.1
580	Martin County Schools	580304	Bear Grass High	30	23	76.7	49	32	65.3
580	Martin County Schools	580328	Jamesville High	45	29	64.4	72	43	59.7
580	Martin County Schools	580344	Roanoke High	92	70	76.1	130	68	52.3
580	Martin County Schools	580368	Williamston High	143	105	73.4	161	90	55.9
590	McDowell County Schools	590330	McDowell High	487	365	74.9	476	357	75.0
610	Mitchell County Schools	610334	Mitchell High	200	122	61.0	165	119	72.1
620	Montgomery County Schools	620316	East Montgomery High	156	119	76.3	150	107	71.3
620	Montgomery County Schools	620340	West Montgomery High	165	124	75.2	193	143	74.1

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491	Mooreville City Schools	491312	Mooreville Senior High	413	330	79.9	336	269	80.1
630	Moore County Schools	630332	North Moore High	175	142	81.1	137	115	83.9
630	Moore County Schools	630336	Pinecrest High	470	327	69.6	435	334	76.8
630	Moore County Schools	630360	Union Pines High	324	260	80.2	270	229	84.8
862	Mount Airy City Schools	862312	Mount Airy High	147	119	81.0	145	119	82.1
640	Nash-Rocky Mount Schools	640346	Nash Central High	404	236	58.4	276	194	70.3
640	Nash-Rocky Mount Schools	640350	Northern Nash High	396	230	58.1	316	229	72.5
640	Nash-Rocky Mount Schools	640347	NRM Early College High School	30	22	73.3	32	24	75.0
640	Nash-Rocky Mount Schools	640361	Rocky Mount High	278	192	69.1	307	227	73.9
640	Nash-Rocky Mount Schools	640364	Southern Nash High	361	258	71.5	357	272	76.2
182	Newton Conover City Schools	182700	Newton-Conover Health/Science	24	22	91.7	NA	NA	NA
182	Newton Conover City Schools	182316	Newton-Conover High	207	166	80.2	218	180	82.6
650	New Hanover County Schools	650326	Emsley A Laney High	467	357	76.4	526	370	70.3
650	New Hanover County Schools	650327	Eugene Ashley High	409	255	62.3	343	267	77.8
650	New Hanover County Schools	650342	John T Hoggard High	512	414	80.9	414	364	87.9
650	New Hanover County Schools	650352	New Hanover High	476	305	64.1	465	300	64.5
660	Northampton County Schools	660336	Northampton High East	159	119	74.8	153	111	72.5
660	Northampton County Schools	660324	Northampton High West	104	73	70.2	125	91	72.8
670	Onslow County Schools	670320	Dixon High	171	133	77.8	170	125	73.5
670	Onslow County Schools	670324	Jacksonville High	331	268	81.0	352	259	73.6
670	Onslow County Schools	670333	Northside High	208	160	76.9	211	165	78.2
670	Onslow County Schools	670340	Richlands High	236	191	80.9	203	162	79.8
670	Onslow County Schools	670344	Southwest High	190	165	86.8	191	155	81.2
670	Onslow County Schools	670352	Swansboro High	260	197	75.8	277	206	74.4
670	Onslow County Schools	670364	White Oak High	282	223	79.1	262	206	78.6
680	Orange County Schools	680310	Cedar Ridge High	303	235	77.6	233	190	81.5
680	Orange County Schools	680332	Orange High	283	217	76.7	228	169	74.1
690	Pamlico County Schools	690320	Pamlico County High	165	141	85.5	175	143	81.7
700	Pasquotank County Schools	700317	Northeastern High	240	171	71.2	219	157	71.7
700	Pasquotank County Schools	700319	Pasquotank County High	240	160	66.7	232	160	69.0
710	Pender County Schools	710321	Heide Trask High	164	98	59.8	162	113	69.8
710	Pender County Schools	710326	Pender High	200	130	65.0	171	116	67.8
710	Pender County Schools	710342	Topsail High	184	150	81.5	202	182	90.1
720	Perquimans County Schools	720316	Perquimans County High	133	85	63.9	145	107	73.8
730	Person County Schools	730352	Person High	454	342	75.3	440	316	71.8
36B	Piedmont Community Charter	36B000	Piedmont Community Charter	19	14	73.7	NA	NA	NA
740	Pitt County Schools	740309	Ayden-Grifton High	240	129	53.8	175	109	62.3
740	Pitt County Schools	740333	D H Conley High	432	253	58.6	307	214	69.7

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740	Pitt County Schools	740344	Farmville Central High	265	145	54.7	169	119	70.4
740	Pitt County Schools	740366	Junius H Rose High	509	297	58.3	350	263	75.1
740	Pitt County Schools	740374	North Pitt High	308	134	43.5	236	138	58.5
740	Pitt County Schools	740388	South Central High	415	213	51.3	306	192	62.7
750	Polk County Schools	750318	Polk County High	197	151	76.6	183	156	85.2
68N	PACE Academy	68N000	PACE Academy	29	13	44.8	33	14	42.4
92K	Raleigh Charter High	92K000	Raleigh Charter High	119	117	98.3	100	98	98.0
760	Randolph County Schools	760318	Eastern Randolph High	388	288	74.2	375	289	77.1
760	Randolph County Schools	760348	Randleman High	312	202	64.7	317	207	65.3
760	Randolph County Schools	760358	Southwestern Randolph High	373	273	73.2	355	260	73.2
760	Randolph County Schools	760380	Trinity High	377	297	78.8	317	262	82.6
770	Richmond County Schools	770348	Richmond Senior High	565	410	72.6	504	386	76.6
01B	River Mill Academy	01B000	River Mill Academy	13	12	92.3	14	13	92.9
421	Roanoke Rapids City Schools	421316	Roanoke Rapids High	238	152	63.9	226	158	69.9
780	Robeson County Schools	780325	Fairmont High	261	123	47.1	187	120	64.2
780	Robeson County Schools	780342	Lumberton Senior High	678	336	49.6	543	374	68.9
780	Robeson County Schools	780420	Purnell Swett High	493	270	54.8	363	231	63.6
780	Robeson County Schools	780385	PSRC Early College at RCC	31	21	67.7	NA	NA	NA
780	Robeson County Schools	780391	Red Springs High	217	108	49.8	136	93	68.4
780	Robeson County Schools	780401	Saint Pauls High	315	156	49.5	187	117	62.6
780	Robeson County Schools	780402	South Robeson High	148	91	61.5	148	90	60.8
790	Rockingham County Schools	790314	Dalton McMichael High	273	175	64.1	262	196	74.8
790	Rockingham County Schools	790354	John M Morehead High	326	225	69.0	312	246	78.8
790	Rockingham County Schools	790366	Reidsville High	257	169	65.8	222	154	69.4
790	Rockingham County Schools	790378	Rockingham County High	288	203	70.5	284	212	74.6
64A	Rocky Mount Preparatory	64A000	Rocky Mount Preparatory	35	32	91.4	37	28	75.7
800	Rowan-Salisbury Schools	800340	East Rowan High	328	268	81.7	327	269	82.3
800	Rowan-Salisbury Schools	800361	Jesse C Carson High	190	165	86.8	116	108	93.1
800	Rowan-Salisbury Schools	800376	North Rowan High	173	109	63.0	181	136	75.1
800	Rowan-Salisbury Schools	800396	Salisbury High	205	150	73.2	229	173	75.5
800	Rowan-Salisbury Schools	800400	South Rowan High	350	218	62.3	312	229	73.4
800	Rowan-Salisbury Schools	800408	West Rowan High	352	249	70.7	300	228	76.0
810	Rutherford County Schools	810324	Chase High	237	187	78.9	198	145	73.2
810	Rutherford County Schools	810340	East Rutherford High	233	163	70.0	216	170	78.7
810	Rutherford County Schools	810384	R-S Central High	296	206	69.6	322	234	72.7
820	Sampson County Schools	820348	Hobbs High	158	106	67.1	129	99	76.7
820	Sampson County Schools	820349	Lakewood High	136	90	66.2	125	89	71.2
820	Sampson County Schools	820352	Midway High	161	116	72.0	149	117	78.5

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820	Sampson County Schools	820388	Union High	126	87	69.0	149	110	73.8
830	Scotland County Schools	830703	Scotland High School of Business	28	23	82.1	51	44	86.3
830	Scotland County Schools	830701	Scotland High School of Engineer	108	92	85.2	89	81	91.0
830	Scotland County Schools	830700	Scotland High School of Health	66	58	87.9	58	53	91.4
830	Scotland County Schools	830704	Scotland High School of Leader	86	80	93.0	78	74	94.9
830	Scotland County Schools	830705	Scotland High School of Math	14	11	78.6	15	12	80.0
830	Scotland County Schools	830702	Scotland High School of Visual	81	75	92.6	65	61	93.8
840	Stanly County Schools	840302	Albemarle High	185	130	70.3	163	116	71.2
840	Stanly County Schools	840332	North Stanly High	198	151	76.3	207	175	84.5
840	Stanly County Schools	840356	South Stanly High	134	97	72.4	157	123	78.3
840	Stanly County Schools	840368	West Stanly High	272	227	83.5	281	237	84.3
850	Stokes County Schools	850332	North Stokes High	115	93	80.9	93	77	82.8
850	Stokes County Schools	850352	South Stokes High	182	145	79.7	174	138	79.3
850	Stokes County Schools	850358	West Stokes High	273	213	78.0	238	209	87.8
860	Surry County Schools	860316	East Surry High	174	148	85.1	176	152	86.4
860	Surry County Schools	860336	North Surry High	303	219	72.3	289	217	75.1
860	Surry County Schools	860352	Surry Central High	209	164	78.5	222	173	77.9
870	Swain County Schools	870314	Swain County High	142	99	69.7	136	96	70.6
01D	The Hawbridge School	01D000	The Hawbridge School	15	5	33.3	16	9	56.2
292	Thomasville City Schools	292324	Thomasville High	183	114	62.3	188	118	62.8
81A	Thomas Jefferson Class Academy	81A000	Thomas Jefferson Class Academy	29	26	89.7	18	17	94.4
880	Transylvania County Schools	880308	Brevard High	176	143	81.2	188	166	88.3
880	Transylvania County Schools	880328	Rosman High	76	66	86.8	80	68	85.0
890	Tyrrell County Schools	890304	Columbia High	59	23	39.0	49	46	93.9
900	Union County Public Schools	900316	Forest Hills High	277	221	79.8	279	212	76.0
900	Union County Public Schools	900336	Monroe High	256	160	62.5	246	162	65.9
900	Union County Public Schools	900344	Parkwood High	376	295	78.5	321	276	86.0
900	Union County Public Schools	900348	Piedmont High	219	175	79.9	242	208	86.0
900	Union County Public Schools	900342	Porter Ridge High School	351	291	82.9	335	313	93.4
900	Union County Public Schools	900360	Sun Valley High	350	253	72.3	327	245	74.9
900	Union County Public Schools	900377	Weddington High	465	434	93.3	371	342	92.2
910	Vance County Schools	910370	Northern Vance High	272	160	58.8	291	197	67.7
910	Vance County Schools	910364	Southern Vance High	328	159	48.5	252	159	63.1
920	Wake County Schools	920316	Apex High	558	503	90.1	557	505	90.7
920	Wake County Schools	920318	Athens Drive High	386	305	79.0	450	382	84.9
920	Wake County Schools	920368	Cary High	495	422	85.3	659	538	81.6
920	Wake County Schools	920702	East Wake School of Arts, Educ	70	60	85.7	NA	NA	NA
920	Wake County Schools	920703	East Wake School of Engineering	48	43	89.6	NA	NA	NA

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920	Wake County Schools	920700	East Wake School of Health Sci	81	78	96.3	82	74	90.2
920	Wake County Schools	920701	East Wake School of Integrated	42	33	78.6	NA	NA	NA
920	Wake County Schools	920428	Fuquay-Varina High	415	316	76.1	404	321	79.5
920	Wake County Schools	920436	Garner High	446	333	74.7	479	363	75.8
920	Wake County Schools	920441	Green Hope High	486	450	92.6	540	510	94.4
920	Wake County Schools	920466	Knightdale High	332	257	77.4	263	230	87.5
920	Wake County Schools	920473	Leesville Road High	473	399	84.4	540	483	89.4
920	Wake County Schools	920495	Middle Creek High	453	384	84.8	504	464	92.1
920	Wake County Schools	920500	Millbrook High	462	352	76.2	509	408	80.2
920	Wake County Schools	920348	Needham Broughton High	440	342	77.7	520	454	87.3
920	Wake County Schools	920552	Sanderson High	396	307	77.5	476	383	80.5
920	Wake County Schools	920562	Southeast Raleigh High	483	415	85.9	490	432	88.2
920	Wake County Schools	920595	Wakefield High	499	419	84.0	486	421	86.6
920	Wake County Schools	920588	Wake Forest-Rolesville High	419	351	83.8	479	412	86.0
920	Wake County Schools	920412	William G Enloe High	555	479	86.3	530	474	89.4
930	Warren County Schools	930352	Warren County High	255	187	73.3	250	176	70.4
940	Washington County Schools	940308	Creswell High	24	18	75.0	19	12	63.2
940	Washington County Schools	940316	Plymouth High	136	104	76.5	121	102	84.3
950	Watauga County Schools	950336	Watauga High	400	274	68.5	425	299	70.4
960	Wayne County Public Schools	960324	Charles B Aycock High	306	247	80.7	320	263	82.2
960	Wayne County Public Schools	960330	Eastern Wayne High	334	286	85.6	316	271	85.8
960	Wayne County Public Schools	960335	Goldsboro High	199	95	47.7	184	104	56.5
960	Wayne County Public Schools	960372	Rosewood High	148	132	89.2	123	106	86.2
960	Wayne County Public Schools	960380	Southern Wayne High	314	209	66.6	282	217	77.0
960	Wayne County Public Schools	960386	Spring Creek High	144	106	73.6	164	111	67.7
960	Wayne County Public Schools	960490	Wayne Early/Middle College High	35	34	97.1	20	20	100.0
422	Weldon City Schools	422324	Weldon High	83	58	69.9	59	41	69.5
241	Whiteville City Schools	241316	Whiteville High	160	108	67.5	229	147	64.2
970	Wilkes County Schools	970391	Career & Tech Education Magnet	26	21	80.8	NA	NA	NA
970	Wilkes County Schools	970320	East Wilkes High	146	112	76.7	130	104	80.0
970	Wilkes County Schools	970356	North Wilkes High	199	139	69.8	171	123	71.9
970	Wilkes County Schools	970388	West Wilkes High	169	126	74.6	184	137	74.5
970	Wilkes County Schools	970390	Wilkes Central High	221	164	74.2	235	178	75.7
980	Wilson County Schools	980318	Beddingfield High	233	125	53.6	225	130	57.8
980	Wilson County Schools	980336	Fike High	349	197	56.4	288	191	66.3
980	Wilson County Schools	980342	James Hunt High	345	213	61.7	310	211	68.1
19B	Woods Charter	19B000	Woods Charter	13	11	84.6	15	14	93.3
990	Yadkin County Schools	990322	Forbush High	255	219	85.9	245	217	88.6

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990	Yadkin County Schools	990326	Starmount High	201	171	85.1	197	154	78.2
995	Yancey County Schools	995330	Mountain Heritage High	201	151	75.1	204	157	77.0

* indicates less than 5 students in the denominator (schools with less than 5 students in all denominators are not included in this report)

2008 LEA Cohort Graduation Rate
(Reflects Data as of October 5, 2008)

LEA Code	LEA Name	4 Years Denominator	4 Years Numerator	4 Years Rate	5 Years Denominator	5 Years Numerator	5 Years Rate
010	Alamance-Burlington Schools	1867	1322	70.8	1742	1276	73.2
020	Alexander County Schools	401	304	75.8	453	350	77.3
030	Alleghany County Schools	136	111	81.6	120	95	79.2
040	Anson County Schools	319	205	64.3	363	242	66.7
050	Ashe County Schools	236	191	80.9	297	250	84.2
761	Asheboro City Schools	320	247	77.2	327	256	78.3
111	Asheville City Schools	332	228	68.7	315	250	79.4
060	Avery County Schools	156	119	76.3	192	158	82.3
070	Beaufort County Schools	532	331	62.2	575	372	64.7
080	Bertie County Schools	285	172	60.4	266	195	73.3
090	Bladen County Schools	472	291	61.7	487	305	62.6
100	Brunswick County Schools	912	661	72.5	832	616	74.0
110	Buncombe County Schools	1962	1415	72.1	1915	1465	76.5
120	Burke County Schools	1207	842	69.8	1074	717	66.8
130	Cabarrus County Schools	1951	1422	72.9	1786	1371	76.8
140	Caldwell County Schools	1045	704	67.4	992	729	73.5
150	Camden County Schools	143	117	81.8	99	76	76.8
160	Carteret County Public Schools	559	434	77.6	640	514	80.3
170	Caswell County Schools	266	179	67.3	251	190	75.7
180	Catawba County Schools	1319	1071	81.2	1291	1056	81.8
681	Chapel Hill-Carrboro Schools	778	684	87.9	703	629	89.5
600	Charlotte-Mecklenburg Schools	8846	5894	66.6	7789	6000	77.0
190	Chatham County Schools	596	476	79.9	612	476	77.8
200	Cherokee County Schools	285	216	75.8	244	193	79.1
220	Clay County Schools	102	78	76.5	108	92	85.2
230	Cleveland County Schools	1299	882	67.9	1345	983	73.1
821	Clinton City Schools	201	152	75.6	198	150	75.8
240	Columbus County Schools	637	404	63.4	538	380	70.6
250	Craven County Schools	1138	856	75.2	1017	782	76.9
260	Cumberland County Schools	4152	2959	71.3	4361	3072	70.4
270	Currituck County Schools	296	230	77.7	273	210	76.9
280	Dare County Schools	341	291	85.3	383	319	83.3
290	Davidson County Schools	1668	1098	65.8	1474	1046	71.0
300	Davie County Schools	475	345	72.6	405	309	76.3
310	Duplin County Schools	579	407	70.3	596	451	75.7
320	Durham Public Schools	2642	1661	62.9	2138	1475	69.0
210	Edenton/Chowan Schools	180	116	64.4	193	145	75.1
330	Edgecombe County Public School	617	365	59.2	548	378	69.0
861	Elkin City Schools	104	93	89.4	81	71	87.7
340	Forsyth County Schools	3845	2723	70.8	3531	2611	73.9
350	Franklin County Schools	696	498	71.6	582	398	68.4
360	Gaston County Schools	2599	1880	72.3	2449	1788	73.0
370	Gates County Schools	183	130	71.0	168	137	81.5
380	Graham County Schools	101	63	62.4	109	79	72.5
390	Granville County Schools	755	458	60.7	623	432	69.3
400	Greene County Schools	219	143	65.3	231	149	64.5
410	Guilford County Schools	5448	4332	79.5	4927	4011	81.4
420	Halifax County Schools	366	238	65.0	383	275	71.8
430	Harnett County Schools	1266	909	71.8	1177	863	73.3
440	Haywood County Schools	601	455	75.7	608	461	75.8
450	Henderson County Schools	978	768	78.5	951	764	80.3
460	Hertford County Schools	280	174	62.1	235	171	72.8
181	Hickory City Schools	353	271	76.8	343	250	72.9

2008 LEA Cohort Graduation Rate
(Reflects Data as of October 5, 2008)

470	Hoke County Schools	426	294	69.0	386	271	70.2
480	Hyde County Schools	13	2	15.4	44	35	79.5
490	Iredell-Statesville Schools	1459	1178	80.7	1499	1174	78.3
500	Jackson County Schools	311	204	65.6	289	210	72.7
510	Johnston County Schools	1900	1427	75.1	1651	1273	77.1
520	Jones County Schools	94	51	54.3	112	73	65.2
132	Kannapolis City Schools	332	230	69.3	277	195	70.4
530	Lee County Schools	690	493	71.4	680	457	67.2
540	Lenoir County Public Schools	783	510	65.1	715	492	68.8
291	Lexington City Schools	193	118	61.1	169	108	63.9
550	Lincoln County Schools	921	735	79.8	925	733	79.2
560	Macon County Schools	309	238	77.0	304	237	78.0
570	Madison County Schools	181	134	74.0	206	163	79.1
580	Martin County Schools	320	232	72.5	412	233	56.6
590	McDowell County Schools	535	367	68.6	508	359	70.7
610	Mitchell County Schools	200	122	61.0	165	119	72.1
620	Montgomery County Schools	327	244	74.6	352	251	71.3
630	Moore County Schools	1000	731	73.1	867	686	79.1
491	Mooreville City Schools	413	330	79.9	336	269	80.1
862	Mount Airy City Schools	147	119	81.0	145	119	82.1
640	Nash-Rocky Mount Schools	1522	945	62.1	1388	985	71.0
650	New Hanover County Schools	2108	1340	63.6	1988	1312	66.0
182	Newton Conover City Schools	232	188	81.0	226	180	79.6
660	Northampton County Schools	275	193	70.2	281	202	71.9
670	Onslow County Schools	1751	1348	77.0	1731	1289	74.5
680	Orange County Schools	600	452	75.3	469	363	77.4
690	Pamlico County Schools	165	141	85.5	175	143	81.7
700	Pasquotank County Schools	510	331	64.9	487	317	65.1
710	Pender County Schools	589	379	64.3	574	411	71.6
720	Perquimans County Schools	133	85	63.9	145	107	73.8
730	Person County Schools	454	342	75.3	445	316	71.0
740	Pitt County Schools	2169	1171	54.0	1608	1050	65.3
750	Polk County Schools	197	151	76.6	183	156	85.2
760	Randolph County Schools	1458	1061	72.8	1378	1018	73.9
770	Richmond County Schools	634	413	65.1	573	388	67.7
421	Roanoke Rapids City Schools	238	152	63.9	226	158	69.9
780	Robeson County Schools	2155	1108	51.4	1642	1031	62.8
790	Rockingham County Schools	1176	774	65.8	1123	816	72.7
800	Rowan-Salisbury Schools	1757	1177	67.0	1645	1216	73.9
810	Rutherford County Schools	823	565	68.7	803	560	69.7
820	Sampson County Schools	587	399	68.0	556	416	74.8
830	Scotland County Schools	544	353	64.9	549	344	62.7
840	Stanly County Schools	808	607	75.1	821	652	79.4
850	Stokes County Schools	600	454	75.7	524	429	81.9
860	Surry County Schools	698	532	76.2	689	543	78.8
870	Swain County Schools	142	99	69.7	136	96	70.6
292	Thomasville City Schools	183	114	62.3	188	118	62.8
880	Transylvania County Schools	296	216	73.0	301	239	79.4
890	Tyrrell County Schools	59	23	39.0	49	46	93.9
900	Union County Public Schools	2409	1859	77.2	2254	1779	78.9
910	Vance County Schools	688	339	49.3	621	381	61.4
920	Wake County Schools	8096	6376	78.8	8772	7163	81.7
930	Warren County Schools	255	187	73.3	250	176	70.4
940	Washington County Schools	160	122	76.2	140	114	81.4
950	Watauga County Schools	400	274	68.5	425	299	70.4

2008 LEA Cohort Graduation Rate
(Reflects Data as of October 5, 2008)

960	Wayne County Public Schools	1536	1108	72.1	1485	1100	74.1
422	Weldon City Schools	83	58	69.9	59	41	69.5
241	Whiteville City Schools	169	111	65.7	249	147	59.0
970	Wilkes County Schools	777	565	72.7	728	540	74.2
980	Wilson County Schools	986	540	54.8	873	541	62.0
990	Yadkin County Schools	492	391	79.5	476	372	78.2
995	Yancey County Schools	201	151	75.1	204	157	77.0

2008 State Cohort Graduation Rate
(Reflects Data as of October 5, 2008)

Subgroup	4 Years Denominator	4 Years Numerator	4 Years Rate	5 Years Denominator	5 Years Numerator	5 Years Rate
American Indian	1708	918	53.7	1485	865	58.2
Asian	2128	1722	80.9	2183	1770	81.1
Black	32383	20277	62.6	31237	20284	64.9
Hispanic	6372	3588	56.3	5635	3227	57.3
Multi Racial	2039	1395	68.4	1796	1217	67.8
White	64261	48565	75.6	63449	48591	76.6
Female	53751	40047	74.5	53056	40107	75.6
Male	55143	36418	66.0	52731	35847	68.0
Economically Disadvantaged	34634	20454	59.1	29252	20525	70.2
Limited English Proficient	2977	1483	49.8	2047	1177	57.5
Student with Disability	9301	5249	56.4	10220	5533	54.1
Total (State Rate)	108896	76467	70.2	105787	75954	71.8

Licensure General Statistics

Licensure Requests:

There are 25 different request types.

A request can have combinations of the 25 types.

Nearly 52,500 requests were processed in 2007.

Top 4 Request Types	# of Requests in 2007	% of Requests in 2007	Average time to Process
A04 - Clearing a Provision	13,806	26%	7 minutes
B01 - New In-State Applicant	4,294	8%	16 minutes
A21 - Renewals	3,922	7%	9 minutes
A01 - New Out-Of-State	3,706	7%	30 minutes

Peak Season:

May – September

Requests received per day = 300 - 500

Non-Peak Season:

October – April

Requests received per day = 100 - 250

Accessibility of Specialists:

There are 2 Specialists 'On Call' Monday-Friday from 8-5.

There is an average of 329 calls per day on 2 lines: general public line and LEA line. The LEA line is only used in 14% of received calls. The LEA line gets priority over the general public line.

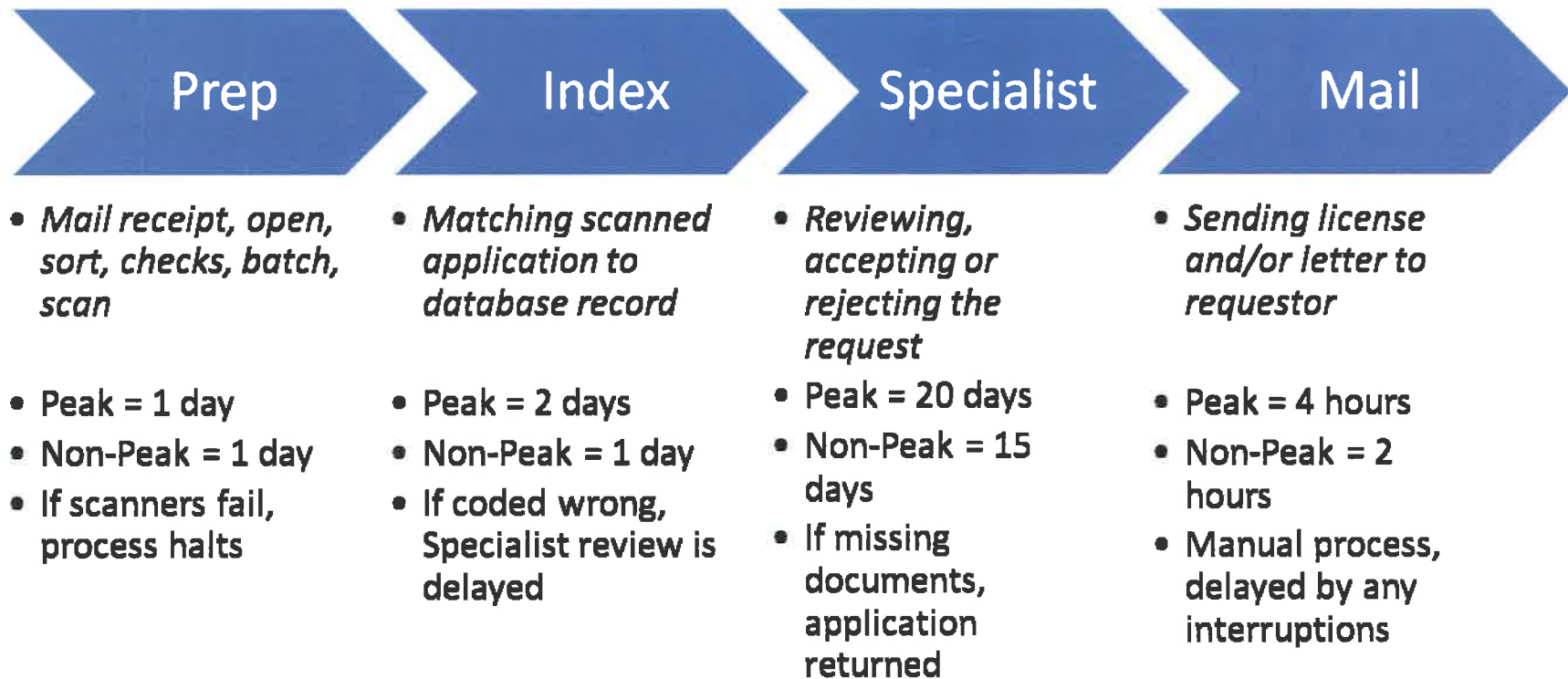
The average hold time is slightly over 7 minutes.

The Specialists that are not 'On Call' are responsible for addressing the needs walk-in visitors.

There is an average of 4 walk-ins per day. Each walk-in takes about 30 minutes.

Licensure Work Flow

Start-To-End: Steps of Processing a Request





Licensure Roadmap

Customer Service

Communication

Operational Excellence

- Reduced Processing Time
- Eliminated Backlog
- Prioritized Workflow by Type
- Initiated Quality Monitoring
- Reduced Number of Applications to be sent back
- Increased Phone Support
- Western Region Fall Leadership Conference

- Spring PANC
- Personnel Administrators' Conference
- FBS Conference
- Job Fairs
- Regional PANC's
- Summer Leadership Conference

- Website Simplification
- Licensure Manual Update
- Form Revision
- Increase Phone Support
- Dedicated Customer Service Team
- Specialists by Request Type
- Training Review
- WRESA Fall Conference
- Fall PANC
- Regional PANC Meetings
- Regional Roundtables
- Charter School Conference
- HRMS Conference

Training Road Show

- Specialists by Region for LEA's
- Email access

- Online Applications
- Check Status of Application online
- Online Licensure Training

- Advanced Speech Application Status Check via phone
- Electronic Licenses
- "print your own"

Where We're Going...

Customer Focused
Electronic Applications
Paperless Processes
Online Access
Electronic Licenses
24/7 Access
Online collaboration
Virtual Meetings
Online Training
Multimedia Access

2008

Jan-Mar

★

SBE Update

★

Apr-Jun

★

SBE Update

★

Jul-Sep

★

Oct-Dec

2009

Jan-Mar

★

SBE Update

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Apr-Jun

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SBE Update

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Jul-Sep

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SBE Update

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Oct-Dec

2010

Jan-Mar

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SBE Update

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Apr-Jun

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SBE Update

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Jul-Sep

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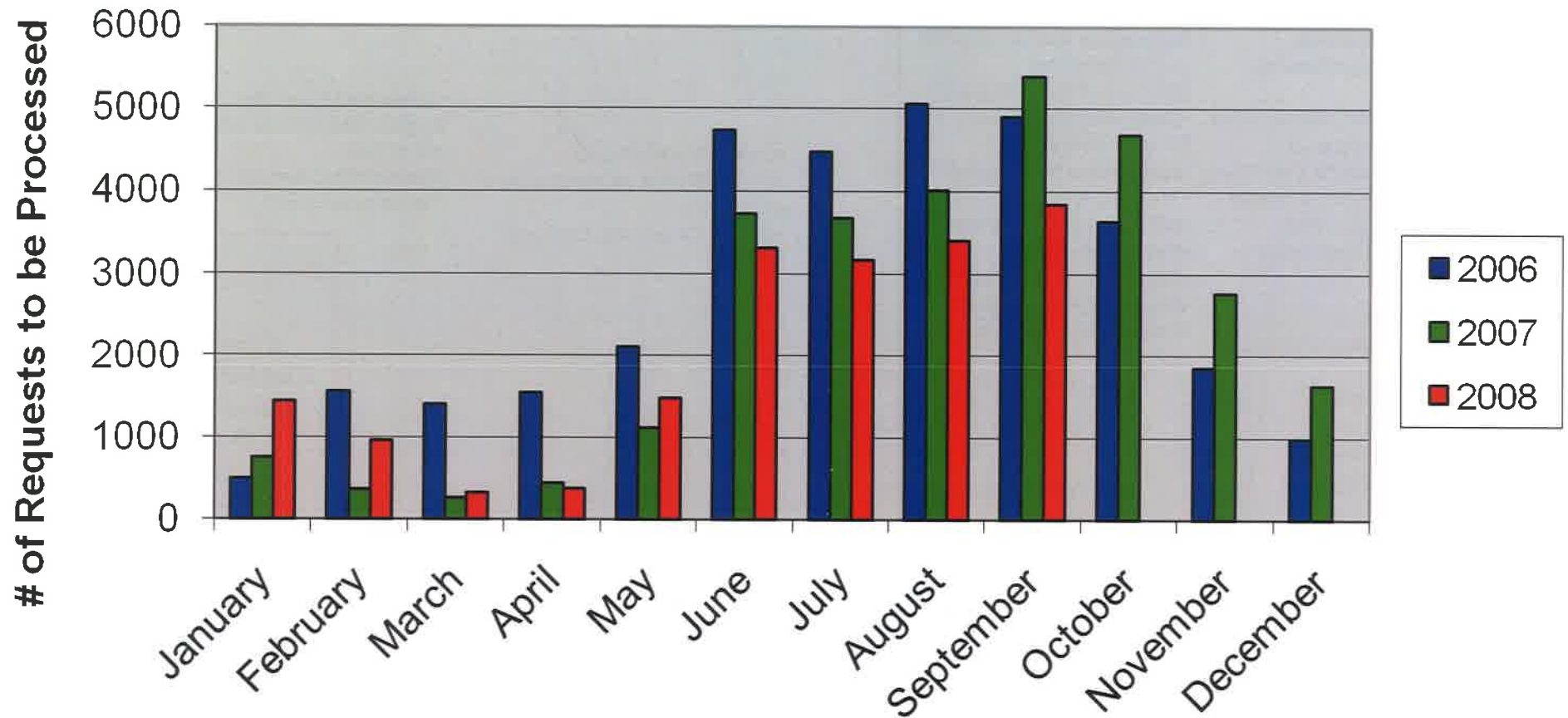
SBE Update

★

Oct-Dec

2011

Licensure Requests to be Processed Yr / Yr Comparison



North Carolina Windows of Information on Student Education (NCWISE)

Summary of Project Costs as of September 12, 2008

Name & brief description of the project

The NCWISE project is designed to do the following:

- Replace the obsolete, vendor-unsupported Student Information Management System (SIMS) before the application ceases to function. (It was implemented in 1985)
- Improve upon the capability of SIMS in order to meet increased and more varied demands for student data (e.g., for the State's accountability program and to inform instructional design and policy-making decisions at various levels). Most of this increased functionality has been included in the project at the request of the local education agencies (LEAs).
- Operate in all 117 LEAs and 100 charter schools; provide all teachers, administrators, and instructional support staff with direct access to student data in order to facilitate more individualized instruction.

Initial/original, estimated total project cost

The original PriceWaterhouseCoopers (PwC) contract was \$54.4 million, but did not reflect a total cost of ownership estimate for the project. Using estimates developed since that time, however, it is possible to retroactively establish an "original" estimate of the total cost of ownership for the project of **\$172.5 million**. This estimate is made simply to facilitate comparison with current cost estimates so that a true "growth in project cost" can be estimated. The original total cost breaks down as follows:

NCWISE Original (1999) Total Cost of Ownership Estimate

Project Component	Cost (in \$ millions)
Initial PWC contract (software development & licenses, pilot in 22 schools, and partial rollout process):	54.4
DPI cost – labor (12.4 FTE over 11 years; indirect costs not charged directly to the project), materials (\$1.2 million):	12.5
LEA and Charter School costs (upgrades to meet minimum requirements for connectivity and equipment):	63.8
Support Contracts (management, quality assurance, help desk, and technical support):	8.0
Oracle Licenses (for data transfer/communications):	9.6
Equipment (servers and computers for storing/manipulating data):	<u>24.2</u>
Total Cost:	172.5 *

* Note that this total cost does not include the cost of full, statewide rollout. According to DPI staff, it is practically impossible to retroactively determine how much rollout would have been

accomplished by the initial PWC contract (the initial contract included \$14.8 million for rollout-activities, but this was always understood to be insufficient for statewide implementation). It is therefore also practically impossible to estimate the amount not included in the initial contract. As a result, the best guess "original" cost estimate is understated by some significant but indeterminate amount.

Current, estimated total project cost (project still on-going)

As of September 12, 2008, the current estimated total cost of ownership, including local school system upgrades (at least partially at local cost), is approximately **\$247.7 million**. These costs break out as follows:

NCWISE Current (9/12/2008) Total Cost of Ownership Estimate

Project Component	Cost (in \$ millions)
Actual Cost to date - application development, pilot phase, Wave 1, and Wave 2, Wave 3 –Year 1 rollout, and local costs (Jan. 1998- Jun. 2008):	195.3 ¹
Implementation Cost – Remaining Wave 3 – Year 2 , including local costs (July 2008 - June 2009):	<u>52.4</u> ²
Total Cost:	247.7
Original Estimated Total Cost:	172.5
Difference:	75.2 ³

¹The total number of schools using NC WISE is 1,397.

²This is for implementation of 791 schools.

³The additional \$75.2 million is broken out below:

- \$0.8 million is a project contingency budget that has been added at the recommendation of the ITS
- \$38.9 million revision to the PWC (now IBM) contract to account for project scope changes (conversion to web-based system, added functionality; estimated additional \$9.4 million), an extended pilot (additional 188 schools: estimated \$13.1 million) and total statewide rollout (estimated \$16.4 million).
- \$20.7 million support of system (64 additional DPI personnel which were not originally included in the cost estimates)
- \$14.8 million for hosting and support software licenses.

Estimated or actual completion date

NCWISE is anticipated to be fully operational in all LEAs and charter schools by the end of the 2008-09 fiscal year.

**Transportation Fuel Update
Availability and Cost Issues
October 15, 2008**

**Derek Graham
Section Chief, Transportation
NC Dept. of Public Instruction**

1. School Bus Fuel

- Of the 14,000 school buses in use, all but 10 are powered by diesel
 - 8 Compressed Natural Gas
 - \$35k premium on engine 10 years ago, plus infrastructure
 - 2 Plug-In Hybrid (Diesel/Electricity)
 - \$226,000 per bus (grant funds)
 - Bio-Diesel (e.g. 80% diesel, 20% bio)
 - Requires no special infrastructure; usable in all fleets
 - 5-50 cent premium
 - Already in use in some NC counties

2. State Contract for Diesel

- Public schools do not pay state excise tax, resulting in a lower per gallon cost than what you see at the pump
- Other than the tax exemption, there are not tremendous price breaks on fuel
 - Low profit margin for bidders
 - e-procurement fee (6-7 cents/gallon) applies

3. Annual Usage

- Statewide usage:
 - 25,000,000 gallons per year for to/from school
 - More for activity buses, field trips, etc.
 - Actual is more than 25,000,000
 - Currently being re-evaluated

4. Funding: 2007-2008 School Year

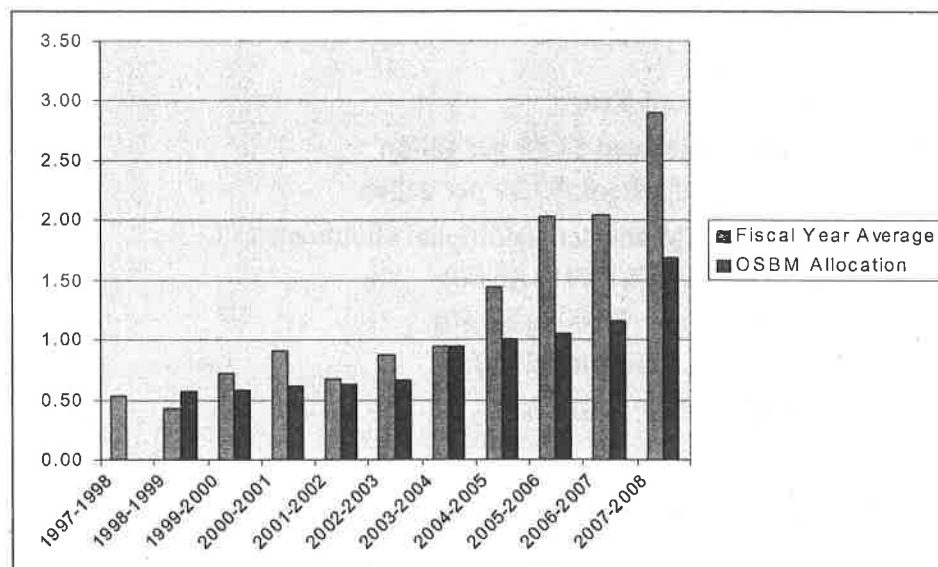
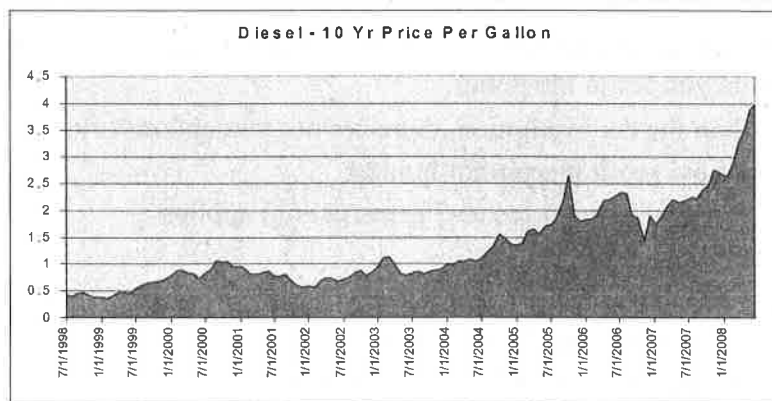
- Biennial budget allocated \$1.69 per gallon
 - First day of school: \$2.20 per gallon
- Worked with OSBM and sent additional allotments to LEAs
 - \$7.3 million (\$1.69 to \$2.00)
 - \$11.8 million (\$2.00 to \$2.50)
 - \$7 million (\$2.50 to \$2.80)
- Actual per gallon cost: ~\$2.90

5. Funding: 2008-2009 School Year

- Initial biennial budget: \$1.83 per gallon
- Additional legislative appropriation
 - \$35 million
 - Increases per gallon to about \$3.23
- Year-to-date cost per gallon thus far: \$3.48
 - July 1 – August 25 high prices

6. Future Trends

- Continued price fluctuations appear likely
- OSBM Analysis
 - \$3.57 per gallon 2009-2010
 - \$3.61 per gallon 2010-2011



LEA FUEL STORAGE AND USAGE

September, 2008

County	<u>Storage Capacity Diesel</u>	<u>Storage Capacity Gasoline</u>	<u>Estimated Daily Usage - Diesel</u>	<u>Estimated Daily Usage - Gasoline</u>	<u>How many days between deliveries, diesel?</u>
ALAMANCE	20,000	20,000	1,484	200	5.0
ALEXANDER	20,000	10,000	700	100	20.0
ALLEGHANY	10,000	10,000	235	65	26.0
ANSON	20,000	10,000	750	150	14.0
ASHE	7,500	7,500	600	125	11.0
AVERY	10,000	10,000	340	40	20.0
BEAUFORT	45,000	9,000	1,100	200	7.0
BERTIE	15,000	15,000	800	250	7.0
BLADEN	10,000	15,000	900	60	9.0
BRUNSWICK	20,000	10,000	1,500	310	7.0
BUNCOMBE	25,000	15,000	2,400	147	3.0
BURKE	20,000	20,000	1,200	250	6.0
CABARRUS	20,000	7,000	3,900	400	3.0
CALDWELL	20,000	10,000	1,000	125	7.0
CAMDEN	10,000	10,000	222	15	26.0
CARTERET	15,000	12,000	700	150	10.0
CASWELL	20,000	12,000	750	150	10.0
CATAWBA	15,000	15,000	2,000		3.0
CHATHAM	10,000	10,000	1,000	300	9.0
CHEROKEE	10,000	-	400	-	26.0
CHOWAN	12,000	1,000	300	100	30.0
CLAY	10,000	2,000	300	50	26.0
CLEVELAND	20,000	10,000	1,600	175	5.0
COLUMBUS	20,000	10,000	1,500	100	7.0
CRAVEN	31,500	-	1,400	-	8.0
CUMBERLAND	35,000	-	3,700	-	2.0
CURRITUCK	1,400	-	550	-	16.0
DARE	10,000	10,000	350	80	18.0
DAVIDSON	20,000	7,000	2,000	300	7.0
DAVIE	12,000	10,000	650	700	12.0
DUPLIN	20,000	10,000	1,500	250	6.0
DURHAM	30,000	10,000	3,750	600	2.0
EDGECOMBE	15,000	15,000	976	98	8.0
FORSYTH	50,000	20,000	6,000	600	7.0
FRANKLIN	10,000	10,000	1,100	280	6.0
GASTON	50,000	10,000	2,800	500	16.0
GATES	10,000	2,000	385	35	20.0
GRAHAM	7,500	-	80	-	35.0
GRANVILLE	20,000	10,000	1,000	300	8.0
GREENE	19,500	3,500	500	50	20.0
GUILFORD	40,000	30,000	8,000	800	1.0
HALIFAX	12,000	12,000	1,100	135	8.0
HARNETT	20,000	15,000	1,600	600	5.0
HAYWOOD	10,000	10,000	700	150	11.0
HENDERSON	10,000	10,000	900	100	8.0
HERTFORD	10,000	10,000	850	75	11.0
HOKE	27,000	-	1,300	25	5.0
HYDE	10,000	-	140	-	26.0
IREDELL	20,000	10,000	2,325	100	4.0
JACKSON	10,000	10,000	465	130	22.0
JOHNSTON	20,000	10,000	3,492	135	2.0
JONES	12,000	3,600	350	25	20.0
LEE	13,000	13,000	1,000	200	8.0
LENOIR	12,000	12,000	1,500	500	4.0

Derek Graham, Section Chief
DPI Transportation Services
(919) 807-3570

LEA FUEL STORAGE AND USAGE

September, 2008

County	<u>Storage Capacity</u> Diesel	<u>Storage Capacity</u> Gasoline	<u>Estimated Daily Usage -</u> Diesel	<u>Estimated Daily Usage -</u> Gasoline	<u>How many days between deliveries, diesel?</u>
LINCOLN	12,000	10,000	900	350	11.0
MACON	16,000	10,000	400	125	15.0
MADISON	10,000	8,000	500	75	15.0
MARTIN	10,000	1,800	500	200	15.0
McDOWELL	10,000	-	600	-	12.0
MECKLENBURG	70,000	15,000	20,000	500	1.0
MITCHELL	10,000	10,000	582	55	19.0
MONTGOMERY	15,000	-	516	-	14.0
MOORE	20,000	-	1,500	-	5.0
NASH	20,000	20,000	1,850	200	3.5
NEW HANOVER	15,000	5,000	2,500	400	3.0
NORTHAMPTON	20,000	1,000	700	50.0	16.0
ONslow	20,000	10,000	2,800	100	4.0
ORANGE	20,000	10,000	1,400	150	5.0
PAMLICO	10,000	-	200	-	26.0
PASQUOTANK	10,000	10,000	800	200	9.0
PENDER	15,000	15,000	990	300	5.0
PERQUIMANS	1,400	1,000	400	50	3.0
PERSON	11,800	-	600	-	15.0
PITT	12,000	10,000	3,000	90	3.0
POLK	10,000	8,000	400	100	26.0
RANDOLPH	15,000	15,000	2,100	500	3.0
RICHMOND	17,000	1,800	1,400	100	6.0
ROBESON	20,000	10,000	2,400	190	3.0
ROCKINGHAM	20,000	10,000	1,500	200	5.0
ROWAN	20,000	10,000	2,650	350	3.0
RUTHERFORD	20,000	20,000	1,150	200	3.0
SAMPSON	15,000	10,000	1,500	250	5.0
SCOTLAND	20,000	4,000	1,000	125	10.0
STANLY	18,000	-			9.0
STOKES	10,000	5,000	1,200	150	8.0
SURRY	26,000	10,000	1,072	100	7.0
SWAIN	10,000	10,000	200	35	26.0
TRANSYLVANIA	8,500	8,500	300	43	25.0
TYRRELL	10,000	1,000	80	14	26.0
UNION	20,000	10,000	5,000	300	1.0
VANCE	10,000	10,000	800	139	10.0
WAKE	74,000	-	12,500	-	0.5
WARREN	10,000	10,000	705	100	10.0
WASHINGTON	10,000	10,000	285	100	26.0
WATAUGA	10,000	10,000	330	175	15.0
WAYNE	30,000	10,000	1,545	250	2.0
WILKES	20,000	10,000	1,300	300	6.0
WILSON	25,000	-	1,000	-	6.0
YADKIN	20,000	14,000	600	250	15.0
YANCEY	10,000	2,000	325	50	26.0
	1,779,100	859,700	158,224	17,096	

Principal Mentoring Programs

**Dr. Jesse M. Dingle, Director
Talent Management and Development
NC Department of Public Instruction**

Report on the Effectiveness of Representative Principal Mentoring Programs

Background Information

At the request of the Joint Legislative Education Oversight Committee, the following report provides information on principal mentoring programs within the 115 LEAs. The report provides a description of each program, the number of principals involved during the 2007-2008 year and the number that will be involved during the 2008-2009 year, and the effectiveness of the programs in the retention of principals.

Overall Summary Information

Some common themes are evident in the description of each program being implemented. These are as follows:

- The use of respected and successful retired principals
- Mentors provide ongoing communications with those being mentored
- New principals are provided a mentor for two years
- Orientation sessions for beginning principals are very effective
- Current full-time principals serve as peer mentors
- Additional on-site visits by the mentor in the schools of those principals being mentored
- Special professional development opportunities are provided for the crucial daily functions of a principal (i.e. budgeting, hiring, decision making, resource management, etc.)
- Principal Academy
- Mentors work through on-site visits, emails, phone calls, and meetings
- There is additional contacts with the Superintendent

Some common themes are evident in the mentoring program effectiveness. These are as follows:

- Generally, mentoring of principals is extremely effective
- Trust is best established when the mentor has no evaluative function
- New principals feel more supported with the various mentoring programs being utilized
- Many LEAs report 100% retention of principals since implementing a principal mentoring program
- Veteran principals serving as mentors are already very busy and it's a struggle for them to provide assistance as needed with the mentoring tasks

Principal Mentoring Programs

The LEAs providing information are as follows:

- | | |
|-------------------------------|-------------------------------------|
| • Alamance-Burlington Schools | • Buncombe County Schools |
| • Alexander County Schools | • Cabarrus County Schools |
| • Alleghany County Schools | • Chapel Hill/Carrboro City Schools |
| • Asheville City Schools | • Cherokee County Schools |
| • Beaufort County Schools | • Cleveland County Schools |
| • Brunswick County Schools | • Cumberland County Schools |

- Durham Public Schools
- Winston-Salem/Forsyth County Schools
- Gaston County Schools
- Guilford County Schools
- Haywood County Schools
- Kannapolis City Schools
- Iredell-Statesville Schools
- Johnston County Schools
- Lincoln County Schools
- Charlotte/Mecklenburg Schools
- Moore County Schools
- Newton-Conover City Schools
- Onslow County Schools
- Orange County Schools

- Person County Schools
- Pitt County Schools
- Randolph County Schools
- Rowan-Salisbury Schools
- Stanly County Schools
- Surry County Schools
- Swain County Schools
- Transylvania County Schools
- Union County Schools
- Watauga County Schools
- Wayne County Schools
- Wilkes County Schools
- Wilson County Schools
- Yancey County Schools

Information from these LEAs on their programs implemented is contained in the following pages.

LEA	Description of Program	Number of Principals Served	Effectiveness of the Program in the Retention of Principals
Alamance-Burlington	<p>We pair veteran principals with our first and second year principals.</p> <p>Responsibilities of Principal Mentors:</p> <ul style="list-style-type: none"> •Contacting the mentee at least once every week to "check in" and see how things are going •Visiting the school occasionally •Reminding them of deadlines and helping them to anticipate upcoming events •Answering questions as they arise •Acting as the first line of contact for advice/suggestions <p>Challenging Areas for Beginning Principals:</p> <ul style="list-style-type: none"> •Budgets •Growth Plans •SIP Plans •AYP Plans •Use of Data •Day to Day Happenings •Safe School Plans •Parent Involvement •School Morale •Hiring/Personnel Issues •Walkthroughs and Evaluations <p>Principal mentors are paid \$125.00 per month to serve in this role.</p>	<p>2007-2008 = 16 2008-2009 = 10</p>	<p>We just started this last year. It is really too early to tell. Qualitative data (survey and verbal feedback) supports the notion that this has been effective. We would like to "beef up" the training that we are offering principal mentors- perhaps principal coaching training.</p>
Alexander	<p>We do some in house as well as some outside contracted mentors. We also utilize the Northwest Resa programs for new principals.</p>	<p>2007-2008 = 2 2008-2009 = 0</p>	<p>Alexander County has a low teacher turnover rate and an even lower administrator turnover rate. We believe in developing and growing our own and feel as though we do a great job grooming people for positions of leadership.</p>
Alleghany	<p>•Our program is informal based on frequent, if not daily, communication with our principals. We spend a lot of time upfront in training throughout the summer months. The superintendent and assistant superintendent share responsibilities in mentoring new principals.</p> <p>•Four years ago under a different superintendent we brought in a highly respected retired principal to consult and mentor. This was effective but it did not afford the principal enough contact time.</p>	<p>2007-2008 = 2 2008-2009 = 0</p>	<p>We struggle with attracting good quality principal and assistant principal candidates. Because we are so small we can afford to invest a lot of time into individual mentoring and supports that a typical system cannot afford.</p>

LEA	Description of Program	Number of Principals Served	Effectiveness of the Program in the Retention of Principals
Asheville City	Each new principal is assigned to a veteran principal in the district for 2 years. There is no additional compensation for this.	2007-2008 = 2 2008-2009 = 0	It is a bare bones effort. Our veteran principals are also very busy and cannot provide the support that is sometimes needed.
Beaufort	<p>The program is two fold. First the superintendent visits each school on a monthly basis to discuss issues and concerns. In addition he walks them through their budgets, personnel, and School Improvement Plans. This is followed up quarterly with a site report that is completed and discussed in detail.</p> <p>Second, a retired administrator is contracted to visit each new principal and assistant principal on a monthly basis. During their visit, all aspects of administering a school is discussed and they provide feedback from a coaching position.</p>	2007-2008 = 5 2008-2009 = 4	Extremely effective. The only turnover experienced this year is from one retirement.
Brunswick	New principals are provided support from successful retired principals for a term of two years. The mentors meet consistently with the principals at the school site and are accessible via phone and email as needed.	2007-2008 = 3 2008-2009 = 5	The BCS' mentoring program has proven to be successful in the retention of new principals. The three principals who were provided mentoring support during the 2007-2008 school year remained with the District as successful principals.
Buncombe	We have provided leadership strategies during annual administrative retreats. A PLC (Professional Learning Community) or book study has also been done throughout the school years. For 2008-09, we have contracted with a retired administrator, who was very successful, and she will be working with selected principals on areas of leadership, school improvement planning and best practices. She will work with principals in their schools on a consistent basis.	<p>2007-2008 = 0 2008-2009 = 9* (elementary schools)</p> <p>We hope to add a secondary coach to work with approximately 4 middle schools and 1 high school.</p>	<p>I do not have data to support the administrative coach but all feedback is positive so far. Principals like having someone in their building who is truly there to assist them. Because the coach is not evaluating them, trust is easily established.</p> <p>The PLC's and book talks are regarded by administrators as very helpful. They like the opportunity to talk about instructional issues, school issues, etc.</p>

LEA	Description of Program	Number of Principals Served	Effectiveness of the Program in the Retention of Principals
Cabarrus	<p>We started a mentor program for our first year principals last year. We require each mentoring principal to keep a log of interactions with the principal he or she is mentoring. Logs are submitted each month. In addition, each mentor gets paid \$125 a month. We run the pay from July-June.</p> <p>We hold meetings with the mentoring principals each semester to check on their progress and support them as mentors. We give them a text on mentoring principals.</p> <p>Before selecting the mentor, we interview the new principal, principals who are interested, and seek input from directors.</p>	<p>2007-2008 = 5 2008-2009 = 3</p>	<p>Last year we retained all 5 of our new principals. All 5 of the principals have stated they wish we would continue the program of support in their 2nd year. We would, but we don't have the funding.</p>
Chapel Hill Carrboro City	<ul style="list-style-type: none"> •New principals participate in orientation activities (AP's too). •Meetings are held as needed by central service staff by school meetings or by in small groups (finance, personnel, EC). •New principals are matched with/ assigned a peer principal. •Coaching services have been contracted & provided as needed to individuals. •One assistant superintendent makes a monthly visit for coach purposes to each school. •The Board of Education has funded the first 6 months of a principal's position which will be released from the active principalship to provide Mentoring/ coaching services to principals beginning January 2009. 	<p>2007-2008 = 2 2008-2009 = 3</p>	<p>No data available</p>
Cherokee	<p>A newly appointed principal who has never served in the capacity of principal is assigned a veteran principal to be their mentor. The new principal and mentor meet whenever necessary and at monthly principals' meetings to share and discuss concerns and topics of interest.</p>	<p>2007-2008 = 0 2008-2009 = 1</p>	<p>Mentors help and support the new principals whenever necessary, however more specifically when it comes to reports, data analysis, improvement plans, personnel issues, etc. To date, identifying a compatible mentor for new principals has been an effective and successful method for retaining principals in our county.</p>

LEA	Description of Program	Number of Principals Served	Effectiveness of the Program to the Retention of Principals
Cleveland	<p>The Administrative Mentoring Program (AMP) is offered every other year for teachers in a principal degree program or to Assistant Principals desiring to become future CCS principals. The program provides five sessions focused on:</p> <ul style="list-style-type: none"> •Panel discussions with school board members, the superintendent, human resource administrators, principals, and parents •Effective Communication, Public Relations, Parent Conferences, and Hiring of Teachers •School Budget •School Law •Analyzing Test Data and Monitoring Programs <p>Plans are being developed to offer a 2008-2009 Leadership Academy that will have a mentoring component in place. The Leadership Academy will focus on "Balanced Leadership." Each new principal will be paired with an experienced, successful principal for follow-up discussions and support after each session.</p>	<p>2007-2008 = AMP is offered every other year. During 2006-2007, forty prospective and current AP administrators attended this program.</p> <p>2008-2009 = We will have approximately 30 attending AMP this year. We are planning for all our new principals to attend the Leadership Academy, but it will also be open to experienced principals as well.</p>	<p>During the 2007-2008 and 2008-2009 school years, six of the AMP participants were hired for new administrative roles as Assistant Principals.</p>
Cumberland	<ul style="list-style-type: none"> •Principal in Residence (retired principal) responsible for mentoring new principals in years one through five •Bi-monthly meetings in the following areas: Finance/Budget, Legal issues, Technology & Assessment, Facilities, Exceptional Children & Student Support Services, Human Resources, Wellness (First Year Principals) •Coaching by Principal in Residence with regular site visits - First year •Monthly checklists for New Principals •Continuous Quality Improvement opportunities: Quality concepts and tools, Facilitative Leadership, Creating Great Classrooms •First through Fifth year Principals have an opportunity to attend a 1/2 day staff development in which they can bring an ILT and a Mentor teacher with them: example- Dr. Harry Wong - speaking on teacher recruitment and retention •Year Two Principals also receive quarterly site visits as well as meeting with the year one principals •First through Fifth year Principals receive individual mentoring as requested and as needed •Principal in Residence provides opportunities for new principals to build relationships with other principals 	<p>From 04-05 thru 07-08, 43 principals have been served with different levels of support depending on years of experience :</p> <p>04-05 10 principals; 05-06 11 principals; 06-07 14 principals; 07-08; 8 principals</p> <p>08-09 will add 5 new principals</p>	<p>Since 04-05 one principal has left the state; one principal was asked to move to a school at risk based on his ability to provide strong and nurturing leadership. The NC Teacher Working Conditions survey results for these new principals reflected strong leadership, empowerment of teacher leaders, actively supporting and retaining new teachers, to name a few. As we survey the new principals there is overwhelming response that the opportunity to build relationships within their own cohort group as well as with other leaders is extremely beneficial. Also having the opportunity to have a Principal in Residence mentor who is available to them at all times throughout not just the first year but for several years provides them with ongoing support that is so crucial for success.</p>

LEA	Description of Program	Number of Principals Served	Effectiveness of the Program in the Retention of Principals
Durham	Currently, we have a New Principal Orientation which incorporates 1-1/2 days of training. Additionally, we have a partnership with Triangle Leadership Academy that supports our new principals with training efforts, including sessions such as Media Training. Identified principals may also be assigned a mentor. We are in the process of developing a comprehensive principal coaching program, but it is not yet fully developed.	2007-2008 = 6 2008-2009 = 2	We have had positive survey results for the New Principal Orientation as well as the sessions from our Triangle Leadership Academy partnership.
Winston-Salem/ Forsyth County	<p>New principals are paired with an experienced principal to advise, support and shepherd them through the principalship. Also, we have a Leadership Academy for New Principals. The description of the eight, 3-hour sessions are below:</p> <p>LEADERSHIP ACADEMY FOR NEW PRINCIPALS</p> <ul style="list-style-type: none"> •10/02/08: Session 1: The Principal as an Organizational Leader - Dr. Don Martin •11/20/08: Session 2: The Principal & the Selection of Quality Personnel - Fairall/Lucas/Bourne •12/18/08: Session 3: The Principal & Instructional Accountability -Cheryl Bullard •01/14/09: Session 4: The Principal & Student Services-Ken Simington •02/11/09: Session 5: The Principal & School Finance-Kerry Crutchfield/Pam Chisholm •03/11/09: Session 6: The Principal & The Exceptional Children's Program-Sam Dempsey & Staff •04/30/09: Session 7: The Principal & Operations-Darrell Walker •05/13/09: Session 8: The Principal & The Media-Theo Helm 	2007-2008 = 8 2008-2009 = 6	Principals in the 2007-2008 sessions - 87% retention rate (one principal left)

LEA	Description of Program	Number of Principals Served	Effectiveness of the Program in the Retention of Principals
Gaston	<p>Once our new principals are appointed (in May or June), the assistant superintendent for elementary education and the assistant superintendent for secondary education hold "transition" meetings with each current principal and the newly appointed principal. We have an outline we use as a template to guide the transition process with the outgoing and incoming principals.</p> <p>Additionally, we provide each new principal with an experienced principal mentor (a current GCS principal who has demonstrated success and is willing to serve as a mentor to a new principal). We have a meeting with the new principals to guide them through planning for their new assignments followed by a lunch meeting with their mentors.</p> <p>The assistant superintendents conduct follow up with each new principal throughout the summer of their initial appointment. We continue personal follow up with them throughout their first year as principals (and beyond if we determine this support is needed).</p>	<p>We only had one first year principal in 07-08; however, we supported 12-15 principals who had less than 5 years experience as principals.</p> <p>We are currently serving 8 first year principals and others as needed.</p>	<p>Over the past two years (07-08 and so far in 08-09) we have retained all the principals we worked with except two.</p>
Guilford	<p>Guilford County Schools offers executive mentoring to all of our first year principals and other selected principals. During the 2007-2008 school year, 18 first year principals and other selected principals received coaching services. For the 2008 - 2009 school year, 8 first year principals, 11 second year principals, and other selected veteran principals will receive services. In addition, all first year principals have a peer principal who serves as his/her mentor. The coaching is provided by retired principals. The coaching is designed to help improve basic ideas, strategies, methods, behaviors, attitudes, and performance associated with the principal's success as an educational leader in a challenging environment. It also allows for ongoing, continuous learning, offers support, encouragement, and feedback for trying new approaches. The coaches meet monthly, one-on-one with the principal. The coaches are also available via e-mail or phone throughout the month. In addition to these services, new principals receive training for a week in the summer to help them prepare for the opening of school. Site visits are made by the Executive Director for Induction and Professional Development and/or an associate professor at UNCG who assists with the training as needed. Additionally monthly meetings are held with first year principals from September - May.</p>	<p>2007-2008 = 25 2008-2009 = 23</p>	<p>While specific data is not available due to the fact that last year was the first year we had this service available, we did hire only 10 new principals to the district for the 2008- 2009 school year as compared to 29 principals during the 2007 - 2008 school year.</p>

LEA	Description of Program	Number of Principals Served	Effectiveness of the Program in the Retention of Principals
Haywood	The Superintendent assigns extremely qualified, experienced principals to serve as mentors for first and second year principals. Each mentor is required to meet with their mentee weekly, be available by cell phone at all times, and submit monthly mentor logs detailing meeting topics, dates, and times. Our Haywood County Schools Foundation provides a grant to fund a small stipend for each mentor meeting these guidelines.	2007-2008 = 9 2008-2009 = 3	This has been a very successful practice for retaining our new principals for the last 3 years. 100% of our mentored principals are still employed in the same position in our LEA. All mentored principals reported that this was an extremely valuable asset to them.
Johnston	Principals who are new to the position are mentored by the Superintendent (frequent visits to the school); by the Senior Executive Director (frequent visits to the school); and by a retired principal (select times during the year at the school). Principals who are in the second or third year and are still developing in certain areas, receive the same support. Of course, and IGP is required.	2007-2008 = 12 2008-2009 = 6	We train future principals in an Assistant Principal Academy before assigning one of them as a principal. Senior Cabinet members are the facilitators of the Academy and focus on specific areas during their assigned times. The Superintendent hires within the district and has made it clear that if you want to be a principal, then you master the skills. Our turnover rate, excluding retirements and "new schools," is 0%.
Kannapolis City	We assign an unpaid experienced mentor principal to the new principal. Central Office Administrators provide extra assistance to the new principal. New principals are sent to professional development opportunities designed for new principals.	2007-2008 = 3 2008-2009 = 3	1 resignation for family reasons
Iredell-Statesville	Currently for this year, we have integrated the Principal Mentorship with our model for Raising Achievement and Closing the Gaps. In addition, we have a Leadership Academy Week that was held in August that addresses the individual needs of our Principals for their staff development needs. This is an ongoing process throughout the year.	2007-2008 = 10 2008-2009 = 0	We should have data at the end of the year.

LEA	Description of Program	Number of Principals Served	Effectiveness of the Program in the Retention of Principals
Charlotte/Mecklenburg	<p>1st and 2nd year principals are assigned principal mentors. Area Superintendents can request a mentor for third year principals. These mentors are retired principals who have demonstrated success leading schools. The mentors are provided training at the beginning of the school year using the SREB model on mentoring. Each month the principal mentors meet with the Director of the CMS leadership to discuss issues, concerns and celebrate successes. The meetings provide an avenue for the mentors to support each other and their principals by brainstorming solutions to help their individual principal.</p>	<p>2007-2008 = 72 2008-2009 = 56</p>	<p>We collected data on our program at the end of the 2007-08 school year. Three questions were provided to the principals to solicit feedback on the mentors: (1) What specific skills, ideas, suggestions did the mentor provide to support student achievement in your school? (2) What other areas would you like to work on with your mentor? (3) Would you keep the same coach next year if they were assigned to you? Why? Why not?</p> <p>We compiled the data received. Feedback from the principals showed overwhelming support for the CMS program. Principals comments indicated that they were able to learn about district expectations, policies, and procedures to help them in their leadership role. Other comments listed the benefits of being able to obtain help with the numerous issues to work through on a day to day basis, i.e. schedules, alignment of the NCSCOS to lesson objectives, classroom walkthroughs, monitoring data, etc.</p>
Moore	<p>We have divided the principals into two categories: elementary and secondary (which includes middle and high). Currently the role of the assistant superintendents is to mentor all principals. We mentor the fourteen elementary (including the two K-8 schools) and the eight middle and high school principals. We began this process last year and it has been really beneficial to all principals.</p> <p>Also, we began a new mentoring process three years ago for our new principals who are in their first two years. We did this by hiring a former principal, who works in collaboration with the assistant superintendents. The former, experienced principal currently mentors seven principals.</p>	<p>2007-2008 = All 22 principals, with extra mentoring for principals in their first two years. 2008-2009 = All 22 principals, with extra mentoring for principals in their first two years.</p>	<p>The shift in focusing on the "mentor concept" has been very beneficial for all principals. We also believe that by hiring a former administrator to help us with our principals who are in their first two years has been very productive in helping them be successful.</p>

LEA	Description of Program	Number of Principals Served	Effectiveness of the Program in the Retention of Principals
Newton Conover City	We do not have a specific mentoring program. We are a small school system and we are able to mentor our principal's and assistant principal's at monthly meetings.	2007-2008 = 7 2008-2009 = 8	Newton-Conover City Schools has retained their principals very effectively. Those that have left over the past few years have done so because they were ready to transfer to the Administration Building/Central Office to become Associate/Assistant Superintendents. Since we are such a small system, in order for our principals to advance to that level, they seek employment with another LEA.
Onslow	Our current mentoring program for novice principals is set up as a PLC and the group includes 1 st and 2 nd year principals, as well as a select group of veteran mentor principals with expertise at various levels of service. This program has been designed to model Professional Learning Community protocols and has promoted a sense of teamwork and collaboration that supports the system values and beliefs. The participants have been provided a large amount of input and the superintendent has maintained this program as a priority and leads the sessions every other month. The focus has been that the novice principal not have a single mentor, but a cadre of experts in different areas from which they can choose to call. This has provided all with peers who have had varied experiences upon which our novice principals can draw.	2007-2008 = novice (1 st year principals) and 8 veteran (expert principals across K-12 levels) 2008-2009 = 5 novice (1 st year principals) 5 returning 2 nd year principals, and 6 veteran expert principals	<p>The program has received positive response from all participants, novice and veteran participants. The group agreed that this year the cohort would remain with some rotation off due to some transition to new jobs of 2 participants, 1 novice/1 veteran and 1 veteran retiree. The PLC goals will be reset this year based on the group needs and processes will be refined. At the end of this year, all 2nd year novice principals will rotate out of the working group to allow for new participants and a working group of no more than 15-18 participants.</p> <p>This program was developed in this format to support the many aspects of the principalship that are not only unique to specific levels but require a high level of expertise in specific areas of leadership, (ie. data analysis, fiscal responsibility, personnel issues, leading change, and communication strategies). The cohort works together based on goals developed by the novice needs - with the group norm established that any cohort member may be contacted in their identified area of expertise to support another. This has helped to develop an atmosphere of comradery among all.</p>

LEA	Description of Program	Number of Principals Served	Effectiveness of the Program in the Retention of Principals
Orange	Experienced principals are asked to mentor new principals. They will meet regularly to discuss any issues and the mentor will provide support as needed.	2007-2008 = 0 (no new principals) 2008-2009 = 2	Because principals are provided mentors they acclimate to the district and our unique culture quickly. This allows them to get on with the business at hand.
Person	Each new principal is assigned an experienced mentor by the superintendent as soon as they are hired. The mentor is either a current central services director or principal. The mentor is expected to stay in close contact with the new principal and to meet with or talk to the principal once a week.	2007-2008 = 2 2008-2009 = 2	We have not done any formal studies but feel that we have been generally successful in holding on to effective administrators. The principals working for us at this time are very experienced (with the exception of the four new principals listed for 07-08 and 08-09).
Pitt	<p>In the summer, the Human Resources department provides the principals with an orientation. This is a day long event in which they get to meet and learn about each department. Each new principal is provided with a notebook with valuable resources as well as books to read.</p> <p>We have a retired principal hired on contract to work with our new principals. She visits each principal's school at least one day a month to assist the principal in any way. She helps in the following areas:</p> <ol style="list-style-type: none"> 1. Structured Support <ul style="list-style-type: none"> * Individual support at school site * Monthly group support to discuss concerns and share ideas 2. Collegial Network set up that continues past the initial year 3. Day to day support only a phone call away 4. Leadership Coaching provided to assist with: <ul style="list-style-type: none"> * Change Management * Decision Making * Resource Management * Organization for Success 	2007-2008 = 4 2008-2009 = 3	The retired principal has worked with new principals since the 2006-2007 school year. She has worked with a total of 12 principals and 11 of them are still in the principalship to this date. She has a good rapport with the principals and she provides a feeling of security and an open door for each one.

LEA	Description of Program	Number of Principals Served	Effectiveness of the Program in the Retention of Principals
Randolph	<p>Randolph County Schools employs a retired principal in a part time position to work exclusively with first, second, and third year principals in collaboration with the Human Resources Department. Her role includes:</p> <ul style="list-style-type: none"> •planning and delivering monthly professional development designed to meet the specific needs of first and second year principals, including scheduling district staff and outside presenters to provide sessions on pertinent topics. •Topics addressed include: <ul style="list-style-type: none"> -school improvement planning -budget and finances -personnel issue -communication -school law and legal issues -time management <p>Each new principal receives a resource notebook which includes relevant information and templates, guidelines, articles and sample materials for reference.</p> <p>Also,</p> <ul style="list-style-type: none"> •ongoing school site visits with first and second year principals, and continuing support for third year principals •assigning an experienced principal as a mentor to each new principal •providing guidance and advice for new principals as requested. 	<p>2007-2008 = 4 first year principals, and 6 2nd year principals - for a total of 10. 2008-2009 = 6 first year principals, 3 second year principals, and 4 third year principals .</p>	<p>The feedback from participating principals in Randolph County Schools has been positive and supports continuing the program for new administrators. Of the 16 principals that have participated in this program since it began in 2006, 14 are still employed as principals in Randolph County Schools.</p>

LEA	Description of Program	Number of Principals Served	Effectiveness of the Program in the Retention of Principals
Rowan Salisbury	<p>New principals in our system meet for an extra half day at our annual Administrative Retreat prior to the beginning of the school year. At this time, they are given a brief overview from each department. They are provided needed information on curriculum and instruction, perational issues, human resource policies, procedures and forms, finance and budget issues, guidelines for dealing with the media, and a "call help list" is provided. It is a time for them to ask any questions of the administrative central office team. These meetings continue throughout the year for a 2-3 hour session each month following our Administrative Team Meeting. Each month has a focus:</p> <p>September - Curriculum and Instruction October - EC/504 November - Administrative Issues December - Operational issues January - Budget/Finance February - Human Resources March - Dealing with the Media April - Technology</p> <p>Each new principal is assigned a principal mentor to call on whenever they have questions and they are assigned to a member of Superintendency Team for assistance and advice.</p>	<p>2007-2008 = There was no need for this type of structured orientation program for principals in past years as there was very little turn-over and the superintendency team assisted with the inducting and mentoring the new principals. 2008-2009 = 12</p>	<p>Since this is the first year of a formal orientation program, we will begin keeping data on retention of principals this year.</p>
Stanly	<p>Our superintendent has a new principal's mentor meeting on a bi-monthly basis that consists of all school level administrators with less than three years experience. This is an opportunity to discuss issues within the individual schools, request for additional assistance and /or information, ask for clarification on system wide initiatives, open discussion amongst colleagues of similar experience, and to evaluate the needs at the individual schools. Experienced administrators are invited in to hold discussions and share their experiences throughout the year.</p>	<p>2007-2008 = 9 2008-2009 = 10</p>	<p>To date the administratvie turnover for this year has been minimal. This past year an experienced principal was named the Executive Director of Personnel and Student Services with no additional turnover. New administrators have remained in place and showed adequate success.</p>

LEA	Description of Program	Number of Principals Served	Effectiveness of the Program in the Retention of Principals
Surry	<p>We have no "formal" process. Informally we try to partner our beginning principals with a veteran principal in the same grade span. We also try to facilitate collaboration through monthly grade level principal meetings and through newsletter communication on best practices observed by central office administrators when out in the schools.</p> <p>We also hand select prospective school leaders and send them to targeted Aspiring Principal programs offered through the Piedmont Triad Consortium.</p>	<p>2007-2008 = 2 2008-2009 = 1</p>	<p>The only informal data I have is that we have 17 school principals in Surry County Schools. I have been in my HR position for 5 years and the primary reasons that our three administrative positions have become available are for retirement and family relocation-none because of administrator dissatisfaction.</p>
Swain	<p>Unofficial-Superintendent suggests that a longer term principal or central office person take a new principal under their wing.</p>	<p>2007-2008 = 2 2008-2009 = 3</p>	<p>They're all still here...we've not had any leave.</p>
Transylvania	<p>Transylvania County Schools does not operate a formal, structured mentoring program for new principals, but the district does provide informal mentoring and support for new principals by central office administrators. That support is provided through District Leadership Team meetings, routine curriculum meetings, one-on-one discussions, and telephone and email communications.</p>	<p>2007-2008 = 3 2008-2009 = 3</p>	<p>Two of three principals newly employed within the district for the 2007-08 school year were re-employed as principals within the district for the 2008-09 school year.</p>
Union	<p>We conduct a "New Principals' Cohort" yearly. Meeting monthly, we cover all areas of the principalship with tips, advice, guest speakers, etc. for helping new principals adapt quickly. In addition, each new principal is assigned a mentor principal who meets with the "newbie" and works with him/her throughout the school year.</p>	<p>2007-2008 = 9 2008-2009 = 8</p>	<p>Our county is in the throes of tremendous growth. The only principals that we have had to replace are retiring principals or those who have moved due to spousal situation (with two exceptions). I believe that this information speaks that we are successfully acclimating principals. We have added 6 principals in the past year due to opening new schools.</p>

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Watauga	<p>New principals are assigned an experienced mentor from the existing pool of fellow principals. This assists newcomers in adapting to the daily, weekly, and monthly routines. This gives the new principal a "go to" person for quick response to their questions.</p> <p>Central level administrators including the superintendent, assistant superintendents, curriculum specialists, personnel director, and student services/safe schools personnel are routinely in the schools to offer assistance and respond to concerns or questions from any of our principals or teachers. We try in every way to respond to needs immediately.</p> <p>Direct involvement in high quality staff development as coordinated by our curriculum specialists, directors, and supervisors is a major expectation.</p>	<p>2007-2008 = 0 2008-2009 = 1</p>	<p>Disaggregation of achievement data is always a good starting point when determining the effectiveness of our support programs for our principals. The achievement data for Watauga County indicates a high level of effectiveness. Principal turnover in the past five years has been relative to personal career decisions or retirement. Principals are comfortable talking about their self assessment in settings with the superintendent and assistant superintendent.</p>
Wayne	<p>Wayne County has a three tiered principal mentoring program. We established a novice principal academy headed by the Associate Superintendent for Curriculum and Instruction. All novis principals (1-5 years) are required to attend the monthly principal academy workshops. These training sessions are in addition to the regular monthly principal's meetings. Topics for the training sessions are varied and tailored to the needs of the new administrators. In addition to the academy, the most senior principals are paired up with the novice principals as "Buddy Principals." The superintendent has further assigned each senior leadership team member as mentors to the newest principals.</p>	<p>2007-2008 = 10 2008-2009 = 12</p>	<p>The basic needs of the novice principals are met with continuous support from all support areas. The continued support and mentoring has provided for smooth transitions from retiring principals to new principals and the timely submission of reports and those issues that are more embedded in the daily routine of the principal.</p>

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Wilkes	<p>We use a two step process in which our principals are assigned a veteran principal for the managerial component, other questions, and for support.</p> <p>Also, we conduct quarterly support group meetings for all first and second year principals. We have been doing this for four years. During these sessions, we do a professional read (The 21 Indispensable Qualities of a Leader ~ by Maxwell for this year), discuss difficult situations principals are dealing with, and provide a risk-free environment for them to speak freely about whatever is on their minds. Also, basic characteristics of effective principals are identified and explored in depth. We meet with third year principals and assistant principals one time during the academic year to see where they are and whether they need additional assistance from us. Our overall goal is to provide our newcomers with a setting in which they can begin to network with their colleagues and feel free to do so.</p>	<p>2007-2008 = 11 2008-2009 = 3</p>	<p>I do not have any real data. However, we can report that the 11 principals with whom we have worked in the second program mentioned are still with us.</p>
Wilson	<p>We have contracted with a recently retired principal to serve as mentor for our new principals. He also works with a few of our principals that have been reassigned to new schools.</p>	<p>2007-2008 = 13 2008-2009 = 11</p>	<p>Since implementing this strategy in 2006-2007, we have had an 88% retention of our novice principals. The feedback from them is that having a mentor has been most helpful.</p>

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Yancey	<p>We do not have a formal/official mentor program. The superintendent recognized the need to have experienced principals mentor new principals-more in an informal, collegial way in our small county.</p> <p>Here are the responses from two (of three current) principal mentors:</p> <p>Principal Mentor #1: I make contact with the principal mentee on a weekly or bi-weekly basis--either by email or phone. He is as much of a support for me as I may be for him. We talk over issues and discuss problems. When we attend meetings or conferences, we try to ride together and sit beside each other and talk. If something comes up that I feel he needs information about, I send it to him.</p> <p>Principal Mentor #2: •Support •Principal evaluation •Curriculum •Board Policy •State Policy •Budget info •School Improvement Plans •Safe School Plans •Crisis Plans •Title I Plans •Staff concerns •Sounding board for ideas •Reminders about upcoming deadlines •Requirements for safety checks •Advice on discipline •Maintenance advice •Share standard letters home, handbooks, etc. •All principals share and are available for advice to any new principal. (I have shared many of my plans, handbooks, letters, etc. even with principals that I am not mentoring, as has other veteran principals.)</p>	<p>2007-2008 = 1 2008-2009 = 3</p>	<p>Principal Mentor #1: Since my principal mentee is in his first full year, I also cannot speak to the effectiveness of my mentoring in terms of retention</p> <p>Principal Mentor #2: There is no real turnover of principals in this county. They stay until they retire.</p>

