State of North Carolina

ROY COOPER

GOVERNOR

December 9, 2019

EXECUTIVE ORDER NO. 113

ESTABLISHING THE TASK FORCE TO DEVELOP A REPRESENTATIVE AND INCLUSIVE VISION FOR EDUCATION

WHEREAS, North Carolina is a diverse state that is committed to meeting the needs of its students and educators; and

WHEREAS, our public schools need 7000 new teachers a year and our state must continue our efforts to get more qualified people into the teaching profession; and

WHEREAS, research shows that students are more successful when they have diverse and representative teachers leading their classrooms; and

WHEREAS, for the 2017-2018 school year, 48% of the public school student population in North Carolina was White, 25% Black, 18% Hispanic/Latino, 4.4% Asian or Pacific Islander, 4% was multiracial and 1% American Indian; and

WHEREAS, during the 2017-2018 school year, only 20% of the public school educator workforce was comprised of educators of color; and

WHEREAS, a diverse educator pool is essential to improving student learning, assessment outcomes, attrition rates, and quality of life, particularly in schools and school districts with majority-minority student populations; and

WHEREAS, the creation of a task force demonstrates the state's commitment to focusing on educator diversity and other matters of equity and inclusion in education; and

WHEREAS, in pursuit of making North Carolina a top ten educated state by 2025, the undersigned, in collaboration with key stakeholder groups, will host a summit to Develop a Representative and Inclusive Vision for Education ("DRIVE") on December 10, 2019; and

WHEREAS, the inaugural DRIVE Summit will serve as an opportunity for community stakeholders to continue to develop and refine strategies for identifying, recruiting, preparing, and supporting more educators of color, primarily through the creation of a statewide plan of action (the "Plan"); and

WHEREAS, further efforts are necessary to continue the work of the DRIVE Summit and to build a diverse educator workforce that mirrors the state's diverse public school student population.

NOW, THEREFORE, by the authority vested in me as Governor by the Constitution and the laws of the State of North Carolina, **IT IS ORDERED**:

Section 1. Establishment and Purpose

The DRIVE Task Force ("Task Force") is hereby established. The Task Force is charged with advising the Office of the Governor on strategies that would address matters of equity and inclusion within education.

Section 2. Duties

The Task Force shall have the following duties and functions:

a. Prepare and submit a report (the "Plan") to the Office of the Governor no later than January 01, 2021, that accomplishes the following:

   i. Assesses the state's progress in increasing educator diversity in K-12 public schools;
   ii. Identifies short, mid-range, and long-term strategies to increase educator diversity;
   iii. Identifies stakeholders, assets, and sources of funding that can be leveraged to recruit, retain, develop, and support more educators of colors;
   iv. Proposes metrics and standards by which the Governor can evaluate the state's success in achieving its goals under the Plan and improving recruitment, retention, development, and support of educators of colors; and
   v. Identifies what recommendations for increasing educator diversity in the state should be prioritized and addressed.

b. Support stakeholders in seeking funding to enhance educator diversity.

c. Serve as a general forum for educator diversity and educator equity matters affecting North Carolina.

d. Provide advice on any other matters the Governor refers to the Task Force.

Section 3. Membership, Officers, and Vacancies

a. The Task Force shall be comprised of a minimum of fifteen (15) members appointed by the Governor.

b. Members shall include (i) parents or guardians of North Carolina elementary, middle, or high school aged students; (ii) educators, principals, superintendents, or other school or school district administration staff; (iii) representatives from nonprofit education advocacy organizations; (iv) representatives from within state and local government, including representatives from the North Carolina Department of Public Instruction and North Carolina Department of Health and Human Services; (v) representatives from the University of North Carolina System and North Carolina Community College System; and (vi) representatives from employers with a presence in North Carolina.

c. Task Force members shall serve at the Governor's pleasure. Any vacancies shall be filled by the Governor.

d. The Task Force Chair and Vice Chair shall be selected by the Governor and shall serve at his pleasure. The Task Force may elect other officers as it deems necessary.

Section 4. Meetings and Quorum

The Task Force shall meet at least quarterly and upon the call of the Task Force Chair, the call of the Task Force Vice Chair if the Task Force Chair position is vacant, or upon the written request of a majority of the Task Force's members. A simple majority of the Task Force's members shall constitute a quorum to transact business.

Section 5. Administration

a. The Task Force may create sub-committees.

b. The Office of the Governor shall provide staff and administrative support services for the Task Force.

c. Task Force members shall serve without compensation but may receive per diem allowance and reimbursement for travel and subsistence expenses in accordance with state law and Office of State Budget and Management policies and regulations.

Section 6. Miscellaneous

a. This Executive Order is consistent with and does not abrogate federal or state law.

b. This Executive Order is effective immediately and shall remain in effect until December 31, 2021, pursuant to N.C. Gen. Stat. § 147-16.2, or until amended or rescinded by future Executive Order of the Governor.

IN WITNESS WHEREOF, I have hereunto signed my name and affixed the Great Seal of the State of North Carolina at the Capitol in the City of Raleigh, this 9th day of December in the year of our Lord two thousand and nineteen.

Roy Cooper
Governor

ATTEST:

Elaine F. Marshall
Secretary of State