North Carolina Educator Evaluation System

The NCEES system includes the professional standards and evaluation processes associated with every educator in NC. Data for the NCEES is captured annually in an online tool and the information is included in the Educator Effectiveness data reported at the state level.

Professional Standards

The North Carolina Educator Evaluation System is built on professional standards for individuals who work in the State's public schools. All sets of professional standards were developed with the input of professional organizations, district staff members, and representatives from institutions of higher education training programs. Each set of standards captures the skills, knowledge, and behaviors that should be displayed by individuals in that specific role.

Evaluation Instruments and Processes

The standards are the foundation for role-specific evaluation instruments and processes that are used to measure educator performance against established standards, as well as to help staff members grow their skills and knowledge. The expectation is that every professional in North Carolina's schools should be rated at proficient on the standards of his or her evaluation instrument.

Online Evaluation Tool

The evaluation of teachers and school administrators is housed in an online environment that eliminates the need for paper, streamlines the process, and facilitates the use of data at the school, district, and state level.

Evaluation Training

It is critical that teachers and school administrators receive training on how to use the evaluation processes and instruments. The Department of Public Instruction provides samples of training materials and presentations for use across the State.

Percent Proficient or Above in Teaching Effectiveness (2016)

North Carolina Professional Teaching Standard	Institution (MHU)	State
Standard 1: Teachers demonstrate leadership.	98	96
Standard 2: Teachers establish a respectful environment for a diverse population of students.	98	96
Standard 3: Teachers know the content they teach.	98	95
Standard 4: Teachers facilitate learning for their students.	98	94
Standard 5: Teachers reflect on their practice.	98	96

Percent Proficient or Above in Teaching Effectiveness (2017)

North Carolina Professional Teaching Standard	Institution (MHU)	State
Standard 1: Teachers demonstrate leadership.	97.8	97
Standard 2: Teachers establish a respectful environment for a diverse population of students.	97.8	96.3
Standard 3: Teachers know the content they teach.	97.8	95.6
Standard 4: Teachers facilitate learning for their students.	98.9	95.9
Standard 5: Teachers reflect on their practice.	96.8	96.4

Percent Proficient or Above in Teaching Effectiveness (2018)

North Carolina Professional Teaching Standard	Institution (MHU)	State
Standard 1: Teachers demonstrate leadership.	98.7	96.3
Standard 2: Teachers establish a respectful environment for a diverse population of students.	98.7	96.5
Standard 3: Teachers know the content they teach.	98.7	96.1
Standard 4: Teachers facilitate learning for their students.	97.4	95.2
Standard 5: Teachers reflect on their practice.	97.4	96.7

Percent Proficient or Above in Teaching Effectiveness (2019)*

North Carolina Professional Teaching Standard	Institution (MHU)	State
Standard 1: Teachers demonstrate leadership.	97.2	96.4
Standard 2: Teachers establish a respectful environment for a diverse population of students.	91.7	96.1
Standard 3: Teachers know the content they teach.	95.8	94.9
Standard 4: Teachers facilitate learning for their students.	97.2	94.4
Standard 5: Teachers reflect on their practice.	94.5	95.8

*There is some missing state-level data from this report.