

FROM PROMISE TO PRACTICE: ALIGNED EDUCATION ACTION & ACCOUNTABILITY PRIORITIES



Dudley Flood Center
for Educational Equity
and Opportunity

APRIL 2026

Fully Fund & Implement a Sound Basic Education for Every Student

If North Carolina is serious about meeting its constitutional obligation, then the General Assembly must ensure full, sustained, and accountable investment in public education systems—including a strong and diverse educator workforce.



DELIVERING ON A CONSTITUTIONAL PROMISE

North Carolina's Constitution guarantees every child access to a sound basic education. The findings of the Leandro v. State of North Carolina case affirm that this requires:

- Competent, well-supported educators
- Safe and effective learning environments
- Access to resources that enable students to succeed

This also requires a diverse, representative educator workforce that reflects and effectively serves North Carolina's students. Today, these conditions are not consistently met across the state. Delayed action continues to cost students, educators, and communities measurable harm.

MAPPING THE MOVEMENT COLLECTIVE PRIORITIES

These priorities reflect a shared, aligned policy agenda informed by educators, advocates, and community leaders across North Carolina. Together, they identify the most urgent actions needed to advance educational equity and fulfill the state's constitutional obligation to every student.

Join the Movement

Mapping the Movement builds on the annual Color of Education through a series of convenings held throughout the year, bringing together educators, advocates, and community leaders across North Carolina to advance educational equity.

Get involved. Help shape and advance this work.

<https://floodcenter.org/mapping-the-movement/>



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COLLECTIVE PRIORITY POLICY ACTIONS

Strengthen & Diversify the Educator Workforce

- Raise teacher pay to meet or exceed the Southeast average
- Address salary compression for veteran educators
- Invest in grow-your-own programs and educator pipelines
- Remove financial and structural barriers to entry
- Strengthen mentorship and leadership pathways for retention

A sound basic education requires a stable, well-supported, and representative educator workforce.

Fund School-Based Mental Health & Safe Learning Environments

- Increase access to counselors, psychologists, and social workers
- Ensure consistent funding for student support services
- Strengthen safe and supportive school conditions

Students cannot learn without safety, stability, and support.

Provide Sustained, Equitable School Funding

- Ensure districts have the resources to implement effectively
- Protect funding for instructional quality and student support
- Align funding formulas with student need and regional cost differences

Access to a sound basic education must not depend on zip code.

Invest in Ongoing Educator Support & Development

- Fund coaching, mentoring, and leadership pathways
- Support job-embedded professional learning
- Strengthen early-career educator retention

Recruitment without retention undermines workforce stability.

Ensure Accountability for Implementation

- Monitor implementation of funded strategies
- Align investments with measurable student outcomes
- Track educator pipeline, diversity, staffing, and retention outcomes

Meeting the constitutional mandate requires both funding and follow-through.

