

Superintendent's **Post-Entry Plan**

Listening, learning, and leading with
equity, trust, and collaboration.

Superintendent
Anthony S. Lewis, Ph.D.



13 Immediate Priorities for Durham Public Schools

- **Enhance Academic Excellence and Rigor**
- **Support Teachers and Staff**
- **Strengthen Instructional Leadership and Principal Support**
- **Address Discipline Concerns**
- **Rebuild Trust within the Community**
- **Boost Communication**
- **Bolster Exceptional Children Support**
- **Improve School Facilities and Safety**
- **Foster Student Well-Being and School Climate**
- **Fix Transportation Issues**
- **Increase Financial Transparency and Accountability**
- **Elevate Family Engagement and Partnerships**
- **Strengthen the Board Governance Team**

Support Teachers and Staff

- **Compensation and Retention:** Ensure fiscal responsibility and advocate for salary increases, focusing on teacher retention, bus drivers, and support staff.
- **Workload Reduction Strategies:** Implement administrative support initiatives to reduce non- instructional burdens on teachers.
- **Implement Differential Pay for Hard-to-Fill Positions:** Offer enhanced competitive incentives for special education teachers, teachers working in identified low-performing schools, and bus drivers.
- **Advocate for Local and State Funding:** Partner with city, county, and state officials to aggressively push for increased funding to sustain competitive salaries to include Master's pay and increased supplements.

Improve School Facilities and Safety

- **School Facility Assessment:** Conduct a district-wide audit to identify urgent maintenance and safety issues.
- **Security Enhancements:** Advocate for increased funding for school safety, mental health resources, and emergency preparedness.
- **Facility Repairs & Upgrades:** Prioritize renovations for the most outdated schools with the most deferred maintenance, seeking additional funding if necessary. Allocate funding for HVAC, roof repairs, and classroom technology improvements.
- **Expand Digital Access:** Ensure all students and teachers have access to the most cutting-edge technology for learning and school safety.
- **Long-Term Facility Planning:** Develop a roadmap for school renovations and expansions to support growing enrollment.

Fix Transportation Issues

- **Route Optimization:** Conduct a review of current bus routes to improve efficiency and reduce delays.
- **Increase Staffing for Transportation:** Address bus driver shortages through recruitment incentives and improved working conditions.
- **Create a Culture to Sustain Staffing:** Facilitate a Transportation Engagement Survey to identify and address key areas for retention.
- **Expand Community Partnerships:** Explore partnerships with community childcare agencies to expand before and after school care.

#ExpectExcellence

Engagement Survey

What should DPS's top priorities be for the 2025-2026 school year?

The responses emphasize several key priorities for the 2025-2026 school year. These include increasing teacher and staff salaries to attract and retain quality educators, ensuring reliable transportation for students, and addressing staffing shortages in supportive roles. There is a strong call for improving school infrastructure, including HVAC systems and classroom resources. Respondents also highlight the need for equitable funding, better support for exceptional and special education, and maintaining essential student services such as meals and mental health support.



WORDCLOUD
Top Rated





THOUGHTS

Key Thoughts



Paying teachers and support staff competitive wages. To recruit and retain talented educators to teach our youth.

4.6 ★★★★★ (33 👤)

Ranked #1 of 1284

Support our staff with wages that they deserve. Our kids cannot learn if our staff can't afford to teach.

4.6 ★★★★★ (23 👤)

Ranked #2 of 1284

Teacher and staff retention Retaining high quality educators key to student success and a safe and supportive learning environment.

4.5 ★★★★★ (36 👤)

Ranked #3 of 1284



THOUGHTS

Staff Pay



Teacher and staff pay raises We need to be able to recruit and retain staff in order to provide good quality education, it's hard to do that when we can't pay a living wage

4.5 ★★★★★ (35 👤)

Paying your staff livable wages! Low staff pay = High turnover= less staff for students!

4.5 ★★★★★ (31 👤)

Keep promises to pay staff. Ongoing pay issues encourage quality staff to seek employment elsewhere.

4.4 ★★★★★ (34 👤)



THOUGHTS Bus Drivers



Appropriate payment of teachers, bus drivers, and staff Retention of teachers for optimal school environment and drivers to avoid disruption to families

4.4 ★★★★★ (31 👤)

Stabilizing staffing shortages, specifically as pertains to bus drivers Unstable transportation hurts the most vulnerable in our community the most

4.3 ★★★★★ (34 👤)

Bus Driver Shortage/ Teacher & Staff Pay/ Current School Maintenance

4.3 ★★★★★ (28 👤)



THOUGHTS



Investing in existing facilities Having safe facilities with functioning HVAC systems or without leaks and potentially mold is pretty much square 1. 4.3 ★★★★★ (26 👤)

Master's Pay for those employees who were left out this year and upkeep of current facilities. Social workers and other professionals deserve to be compensated for higher education, and our buildings are falling apart. 4.2 ★★★★★ (24 👤)

Adequate staffing to meet students needs as well as keeping our buildings safe. Can't keep students safe without proper staffing. 4.2 ★★★★★ (21 👤)



Durham Public Schools Budget Request 2025-2026

Jeremy Teetor
Chief Finance Officer

Reminder of Budget History





2024-2025 Budget Challenge History

Variable	Budget Impact
Positions/Vacancies	\$18,640,932
Charter Schools	\$9,680,329
Child Nutrition	\$3,000,000
Master's Pay	\$1,300,000
Utilities/Waste Management	\$1,040,000
Art Supplements	\$572,000
Bus Driver Attendance Bonus	\$145,000
Insurance Coverages	\$139,000
Homebound Mileage	\$19,016
Additional State Funds	(\$1,144,382)
Original Budget Deficit	\$33,391,895



Short-Term Measures Taken

- Reduced operating budgets from 100% to 85%
- Leveraged one-time resources (ex. MacKenzie Scott funds)
- Implemented hiring freeze for positions not required by statute



Long-Term Measures Taken

- Adjusted student to teacher ratios to more closely align with state funding models
- Classified Reduction in Force
 - 27 Central Office Classified Positions



2025-2026 Budget Request