CLEAR

Communicate Lessons, Exchange Advice, Record

**JANUARY – DECEMBER 2025
CLEAR END OF YEAR REPORT**

STATE OF NORTH CAROLINA
DEPARTMENT OF TRANSPORTATION

Submissions

Summary: CLEAR recorded a total of 43 accepted lessons learned and best practices in 2025. Counts by quarter are shown below, with cumulative totals based on each report date. Database totals at report time: 559 (Q1–Q2 report), 577 (Q3 report as of Sep 18), 577 (Q4 report as of Dec 3).

Quarter	Accepted Items	Cumulative 2025
Q1	12	12
Q2	13	25
Q3	18	43
Q4	0	43

Q1–Q2 Highlights

- 25 accepted items year-to-date (12 in Q1, 13 in Q2).
- Submissions progressed along the Implementation Pathway (Identify → Vet → Evaluate → Review → Implementation).
- Total accepted in system at report time: 559.

Q3 Highlights

- 18 additional accepted items; 43 YTD.
- Total accepted in system at report time (Sep 18): 577.

Q4 Highlights

- 0 additional accepted items; year-end total remains 43.
- Total accepted in system at report time (Dec 3): 577.

Technical Advisory Groups (TAGs)

Quarter-specific highlights by TAG are summarized in the table, followed by brief notes.

TAG	Q1–Q2	Q3	Q4
Resurfacing Contracts Troubleshooting	Met Jan 13, Mar 10, Jun 26; troubleshooting and consistency in resurfacing contract development.	Met Sep 16; crack seal pay-item error demo; new Resurfacing Estimate Tool under development (no timeframe).	Met Nov 12; follow-up Nov 24 on shoulder reconstruction; Estimate Tool completion targeted mid-2026; next meeting Jan 20, 2026.

HGSCR (Hydraulic/Geotech/Structures/Construction/Roadway)	Met Feb 24 and May 19; Hurricane Helene recovery lessons to inform tasks; meetings set Aug 18, Nov 3.	Meetings continuing; focus on cross-discipline tasks and Helene lessons.	Met Aug 18 and Nov 3; continue into Q1 2026.
TECTP (Technical Engineering Concepts Training Program)	TAG established; representation statewide; goal to build tiered curriculum and present to HR by year-end; met Jun 24.	Obtained ITRE HEC grad list, outreach with interest form (closes Oct 10); defined program management tasks and mentor/mentee guidelines.	Analyzed interest-form results; continued work on program tasks and mentor/mentee guidelines.
Roadway Hydraulics ORD Workflow	Shifted from biweekly to monthly; standardized AGL sharing, colors, naming; advanced ditch-liner quantification responsibilities.	Published new ditch annotation; next workspace version; investigating DDE ditches case study.	Met Oct 8; published ditch annotation and workspace; continued DDE ditch case study; next meeting Jan 28, 2026.
Project Delivery (formerly Project Management) TAG	New in Q2 to progress TPD initiatives: CTP Reset scoping,	Met with TPD on themes/recommendations; continued momentum after sponsor change.	Continued meetings with TPD on CTP Reset, CDE transition, Strategic

	CDE transition, MPO/RPO goals; cadence to be monthly.		Plan progress.
Geotechnical Roadway TAG	—	Formed Aug; 13 members. Discussed integrating subsurface info into roadway models and cross sections.	Met Nov 6; next Jan 15, 2026; working through hesitancy around ORD.

Notes

- Senior leadership regularly attends the ORD Workflow TAG, reinforcing adoption and standards.
- Project Delivery TAG originated in Q2 after a sponsor transition; cadence aimed at monthly.
- Geotechnical Roadway TAG created in Q3 to close subsurface-to-roadway workflow gaps.

Post Construction Assessments (PCA)

Quarter	PCAs Completed	Details / Notes
Q1	0	No PCAs completed.
Q2	1	Jun 3: I-40/I-77 Interchange (I-3819B/U-6039), Division 12, Statesville. Identified 9 Lessons Learned and 6 Best Practices; strong attendance and cross-discipline collaboration.
Q3	0	No PCAs completed; program growth activities continued.
Q4	0	No PCAs completed; PCA Summary Cards initiated to share outcomes more broadly.

Research Project Update – CLEAR Submission Form Redesign

Quarter	Milestones
Q1–Q2	Requirements finalized; development initiated Jan; internal testing of unified form; prep for pilot; parallel landing-page and filterable-search updates; expert lists & functional areas refreshed. Soft launch targeted end of 2025.
Q3	Pilot conducted in Aug with end users from Roadway, Hydraulics, and Project Management (Div 2). Recommendations captured; refinements in progress.
Q4	Ongoing testing/implementation; data migration and UI alignment; NCDOT IT working sessions Mon/Wed with joint reviews Thu; launch expected Q1–Q2 2026; broader website refresh planned 2026.

Innovation Coordinators

Quarter	Highlights
Q1–Q2	Last all-coordinator meeting held Dec 12, 2024; 2025 plan to meet divisions in person, verify/refresh coordinator roster, and strengthen relationships.
Q3	Kickoff meeting Sep 15 with Sarah Searcy and Jiana Brown; plan for newsletter and survey; collected unit updates for first issue; next meeting planned Dec 2025.
Q4	Next team meeting Dec 18; updated list of Innovation Coordinators to be created from Q4 engagement.

Innovation Challenge

Quarter	Highlights
Q1–Q2	2024 Challenge postponed to 2025 due to Hurricane Helene; two first-place winners announced via July video; implementation kickoff meetings scheduled; monthly follow-up planned. 2025 Challenge planned for Fall.
Q3	2025 Challenge launched (Sep 17–Oct 13) – theme: "Breaking Barriers with Project Delivery"; entries reviewed by cross-unit judges; winners notified Nov.
Q4	Winners and runner-up selected; announcement video scheduled late Dec 2025; implementation of winning ideas begins early 2026.

Innovation Culture Index (ICI) Survey

Quarter	Highlights
Q1–Q2	ICI not conducted in 2024 due to Helene; planning to potentially revive at end of 2025.
Q3	Planning to open in Dec 2025 and accept responses through Jan 2026; questionnaire updates underway using 2023 as model.
Q4	ICI opened in Dec 2025; responses accepted through Jan 2026; results to inform 2026 initiatives.

Lunch & Learn Webinars

All Lunch & Learn sessions hosted by CLEAR in 2025 are listed below. Each session provided 1 PDH credit.

Date	Session
Jan 15, 2025	After the Storm: Aviation's Role in Hurricane Recovery
Feb 6, 2025	Project's Stream and Wetland Impacts Data Collection for the Permitting Process
Mar 20, 2025	Urban Applications of Innovative Intersection Designs
Apr 9, 2025	Economic Contribution of NC's Supply Chain
May 28, 2025	Public Perception of Transportation Fees in NC
Jun 5, 2025	Rules of Professional Conduct
Sep 16, 2025	Superelevation Design
Oct 2, 2025	NCDOT's Innovation Challenge
Oct 27, 2025	Federal Grants Management at NCDOT
Nov 18, 2025	NCBELS Rules of Professional Conduct
Dec 17, 2025	Interchange Design

Program Development – STIC Knowledge Transfer Guides

Quarter	Highlights
Q1–Q2	Interviews completed; draft Guides under review for critical roles; process coordination with HR for sustainable use; distribution to departing staff as needed.
Q3	Holding pattern while rollout approach finalized with HR; continued targeted distribution.
Q4	On Dec 1, HR distributed Guide templates department-wide (supervisory and non-supervisory versions); submission requested within 60 days; HR to manage repository.

CLEAR Website

Quarter	Highlights
Q1–Q2	New website published with improved organization and usability; further refresh planned to align with new submission form.
Q3	New site live; continued work to align with form redesign; additional refresh planned post soft launch.
Q4	Website remains live; broader refresh planned for 2026 to align with new form