

**GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2015**

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SENATE BILL 121

Short Title: The Excellence in School Leadership Act. (Public)

Sponsors: Senators Tillman (Primary Sponsor); Krawiec, Rabin, and Smith-Ingram.

Referred to: Rules and Operations of the Senate.

February 27, 2015

A BILL TO BE ENTITLED
AN ACT TO ENACT THE EXCELLENCE IN SCHOOL LEADERSHIP ACT.

Whereas, the principalship is considered one of the most complex and challenging roles in education; and

Whereas, second only to the teacher, the principal provides the greatest impact on student learning; and

Whereas, the principal is responsible for and accountable for ensuring the effectiveness of ALL of the teachers in the school; and

Whereas, the new salary schedule for teachers has created a situation in which many assistant principals and principals earn less than or only slightly more per month than teachers with the same educational level and years of experience; Now, therefore, The General Assembly of North Carolina enacts:

PART I. SCHOOL-BASED ADMINISTRATOR SALARY SCHEDULE

SECTION 1. There is appropriated from the General Fund to the Department of Public Instruction the sum of six million dollars (\$6,000,000) for the 2015-2016 fiscal year and the sum of six million dollars (\$6,000,000) for the 2016-2017 fiscal year to increase pay under the school-based administrator salary schedule by three percent (3%), effective July 1, 2015, thereby incentivizing entry into the profession, retention, and continuous professional growth.

PART II. PRINCIPAL PERFORMANCE BONUS FOR SCHOOLS EXCEEDING STUDENT GROWTH EXPECTATIONS

SECTION 2. There is appropriated from the General Fund to the Department of Public Instruction the sum of two million dollars (\$2,000,000) for the 2015-2016 fiscal year and the sum of two million dollars (\$2,000,000) for the 2016-2017 fiscal year to provide an annual bonus of two thousand dollars (\$2,000) to principals of schools that exceed annual growth expectations for student achievement, as measured by the Education Value-Added Assessment System (EVAAS).

PART III. COMPREHENSIVE STUDY ON EXCELLENCE IN SCHOOL LEADERSHIP

SECTION 3.(a) The Joint Legislative Education Oversight Committee shall conduct a comprehensive study on excellence in school leadership. In the course of the study, the Committee shall develop comprehensive strategies for implementation in the 2016-2017



1 school year to attract, prepare, induct, develop, support, and reward principals and assistant
2 principals. The strategies may include but are not limited to the following:

- 3 (1) Modifications to principal preparation programs to (i) emphasize evaluating
4 and coaching teachers and (ii) provide for a long-term, more structured
5 internship with proven master principals.
- 6 (2) A principal mentoring and coaching program that leverages the talent of
7 well-trained, proven school leaders.
- 8 (3) Modifications to the compensation system for principals that incentivize
9 strong candidates to go into school leadership where they can positively
10 impact all students and teachers. These modifications may consist of:
- 11 a. A new, competitive State salary schedule and State performance
12 bonus system for principals.
- 13 b. A credentialing and reward structure for principals and assistant
14 principals who successfully complete rigorous professional learning
15 programs.
- 16 c. Differentiated pay for principals who qualify for peer leadership
17 responsibilities such as interning aspiring principals and
18 mentoring/coaching beginning and struggling principals.
- 19 d. Performance bonuses tied to school results.
- 20 e. Local authority to spend State funds for school-based administrators
21 to meet local needs in lieu of a uniform statewide compensation,
22 supplement, or bonus system.
- 23 f. Other strategies for compensating excellence in school leadership.

24 **SECTION 3.(b)** The Committee shall report the results of the study to the General
25 Assembly prior to December 31, 2015.

26 **SECTION 4.** This act becomes effective July 1, 2015.