

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2015

FILED SENATE
Feb 25, 2015
S.B. 121
PRINCIPAL CLERK

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SENATE DRS35038-LE-35A (02/11)

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

Sponsors: Senator Tillman (Primary Sponsor).

Referred to:

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

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

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

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

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

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14 **PART I. SCHOOL-BASED ADMINISTRATOR SALARY SCHEDULE**

15 **SECTION 1.** There is appropriated from the General Fund to the Department of
16 Public Instruction the sum of six million dollars (\$6,000,000) for the 2015-2016 fiscal year and
17 the sum of six million dollars (\$6,000,000) for the 2016-2017 fiscal year to increase pay under
18 the school-based administrator salary schedule by three percent (3%), effective July 1, 2015,
19 thereby incentivizing entry into the profession, retention, and continuous professional growth.
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21 **PART II. PRINCIPAL PERFORMANCE BONUS FOR SCHOOLS EXCEEDING**
22 **STUDENT GROWTH EXPECTATIONS**

23 **SECTION 2.** There is appropriated from the General Fund to the Department of
24 Public Instruction the sum of two million dollars (\$2,000,000) for the 2015-2016 fiscal year
25 and the sum of two million dollars (\$2,000,000) for the 2016-2017 fiscal year to provide an
26 annual bonus of two thousand dollars (\$2,000) to principals of schools that exceed annual
27 growth expectations for student achievement, as measured by the Education Value-Added
28 Assessment System (EVAAS).
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30 **PART III. COMPREHENSIVE STUDY ON EXCELLENCE IN SCHOOL**
31 **LEADERSHIP**

32 **SECTION 3.(a)** The Joint Legislative Education Oversight Committee shall
33 conduct a comprehensive study on excellence in school leadership. In the course of the study,
34 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.