



**Public Schools of North Carolina**  
State Board of Education  
Department of Public Instruction

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# **Report to the North Carolina General Assembly**

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Principal Recruitment Supplement

*SL 2019-247 Section 2.5*

*G.S. 115C-285.1*

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**Date Due: March 15, 2021**  
DPI Chronological Schedule, 2020-2021

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## **Joint Legislative Education Oversight Committee Report Requirements:**

SL2019-247 Section 2.5 established the Principal Recruitment Supplement program which provides a qualifying principal who accepts a position as a principal in a qualifying low performing school an annual salary supplement of thirty thousand dollars (\$30,000), paid on a monthly basis, as long as the principal is employed as the principal of that school, up to a maximum period of 36 months. See appendix for full legislation.

The legislation requires that the Department of Public Instruction report no later than March 15, 2021, and every year thereafter to the Joint Legislative Education Oversight Committee and the Fiscal Research Division on the Program. The report is required to include, at a minimum, the following information:

- (1) The impact of the Program on school performance, including the performance of (i) schools receiving a principal under the Program and (ii) schools that lost a principal due to the Program.
- (2) The number of principals participating in the Program.
- (3) The identity of schools participating in the Program.
- (4) The length and rate of retention of principals (i) within the Program and (ii) at specific schools within the Program.

## **NCDPI Implementation:**

The School Business Division partnered with the District and Regional Support division to administer the Principal Recruitment Supplemental Program according to the clear parameters within the legislation for:

- A) Identification of the schools (See Appendix A for spreadsheet)
- B) Timelines for invitation and commitment (See Appendix B for sample letter of invitation)

Additional efforts were made to encourage and support districts to take advantage of this opportunity through FAQs and Webinars, personal contacts from Regional Case Managers and the Deputy Superintendent for District Support.

- 1) The process to identify and implement this program began in January of 2020. Within months, the focus of this effort was greatly impacted by the pandemic. Districts who have utilized the Principal Recruitment Supplement are currently in Year 1 and we do not have impact data to share regarding a) school data from schools receiving a principal or b) school data from schools losing a principal due to the supplement.
- 2) For the 2020-2021 school year, 13 schools are participating in the Principal Recruitment Supplemental Program. While 100% of the 40 identified schools/districts indicated a genuine interest by the January deadline, several issues impacted recruitment and placement. By the May 1 deadline to submit recruited principals meeting the qualifications, 17 schools declined (42.5%), 16 indicated an inability to recruit a candidate that met the requirements (40%), and 7 presented a qualified candidate (17.5%).
- 3) We also identified the next schools (41-65) as alternates early in the process so we were able to offer them the Supplemental opportunity. In this next tier of schools only 1 declined

(4%), 18 attempted but were unable to secure a qualified candidate (72%), and 6 were able to implement the supplement (24%).

This is the first year of the program and due to the short period of time since implementation, no impact on performance can be assessed. In addition, all State accountability tests were suspended due to COVID-19.

Number of eligible schools in 2020:	110 schools in 38 LEAs
Number of schools that declined to participate:	14 schools in 9 LEAs
Remaining pool of eligible schools:	96 schools
Number of eligible schools qualified by DPI:	65 schools
Maximum number of principals employed:	40
Number of principals employed:	13

**Conclusions and recommendations:**

- 1) The launch of this program fell in the beginning months of the Covid-19 pandemic and it is difficult to measure the impact of that challenge on the low numbers who were willing or able to accept this opportunity. Personal contacts were made with every qualifying school district and the general response was not a lack of interest or effort, but that candidates were not willing to make changes or leave their current placements due to the impact of the pandemic.
- 2) Many districts indicated having just hired and placed new principals within the past year in these identified schools and did not feel another transition would benefit the students in those.

The schools participating in the Program in 2020-21 are listed below.

**Appendix A: Below are the 13 schools with qualified principals employed for 2020-21:**

<b>Rank</b>	<b>District Name</b>	<b>School Name</b>	<b>Grade Span</b>	<b>School Performance Grade</b>	<b>School Growth Status</b>	<b>Reading and Math EOG/EOC</b>
7	Wilson County Schools	B O Barnes Elementary	0K-05	F	Not Met	22.0
8	Wake County Schools	Bugg Elementary	PK-05	F	Not Met	21.6
13	Rowan-Salisbury Schools	North Rowan Middle	06-08	F	Not Met	23.3
18	Forsyth County Schools	Ibrahim Elementary	PK-05	F	Not Met	23.2
22	Cumberland County Schools	Teresa C Berrien Elementary	0K-05	F	Not Met	25.4
26	Forsyth County Schools	Ashley Academy	PK-05	F	Met	19.4
38	Forsyth County Schools	Easton Elementary School	PK-05	F	Met	23.1
43	Charlotte-Mecklenburg Schools	Allenbrook Elementary	PK-05	F	Not Met	30.4
44	Iredell-Statesville Schools	N B Mills Elementary	PK-05	F	Not Met	28.2
46	Edgecombe County Public School	Stocks Elementary	PK-05	F	Not Met	27.9
56	Forsyth County Schools	Old Town Elementary	PK-05	F	Not Met	31.3
61	Forsyth County Schools	Winston-Salem Preparatory Acad	06-12	F	Not Met	15.9
65	Vance County Schools	E M Rollins Elementary	PK-05	D	Not Met	35.4

**Appendix B: Program Recruitment Invitation & Participation Form**

November 26, 2019

Dear Superintendent (*name*):

As you may be aware, HB377 (*link in bill here*) includes a provision to provide a recruitment supplement to a principal who is currently paid on the “exceeds growth” level who moves to an identified low performing school. The schools eligible will be determined by NCDPI through the prioritized language of HB377. The recruitment supplement is \$30,000 annually for up to three (3) years.

Since you have one or more of these identified schools in your school district, the purpose of this letter is to inform you of the process to participate and the legislated timelines. If you choose to participate, I will need your signed agreement (see below or in the link *insert link to form here*) **no later than January 15, 2020**. Once agreement forms are received, we will hold an informational meeting/webinar to answer your questions and address any concerns prior to the final selections of schools/districts. HB377 allows for these awards for up to 40 identified schools statewide. The Department will notify districts of the schools who qualify no later than January 31, 2020. The recruitment and hiring/transfer of the new “exceeds growth” principal will need to be contractually evidenced by May 1, 2020 and the new principal in place no later than August 1, 2020. If you wish to participate in this opportunity, please complete and sign the form and return it no later than January 15, 2020. Please do not hesitate to contact me if you have questions at [beverly.emory@dpi.nc.gov](mailto:beverly.emory@dpi.nc.gov) (919-807-3440).

Best Regards,

Beverly R. Emory  
Deputy State Superintendent for District Support

cc: Alexis Schauss, David Stegall, Chloe Gossage, Thomas Tomberlin

**HB377 Participation Form**

Please return no later than January 15, 2020.

The \_\_\_\_\_ School District would like to participate in the principal recruitment supplement opportunity outlined in HB377. Please include the district contact named here, \_\_\_\_\_, as the point of contact for our district.

Contact information: \_\_\_\_\_

Superintendent Signature \_\_\_\_\_

Date: \_\_\_\_\_

## Appendix C

### Session Law 2019-247 Section 2.5 § 115C-285.1. Principal recruitment supplement.

- (a) Definitions. – The following definitions shall apply in this section:
- (1) Eligible employer. – The governing board of a local school administrative unit with an eligible school.
  - (2) Eligible school. – A low-performing school, as defined in G.S. 115C-105.37, that received an overall school performance score that placed it in the bottom five percent (5%) of all schools in the State in the prior school year.
  - (3) Qualifying principal. – A principal who is paid on the Exceeded Growth column of the Principal Salary Schedule.
  - (4) Qualifying school. – An eligible school selected by the Department to participate in the Program.
- (b) Program; Purpose. – The Department of Public Instruction shall establish the Principal Recruitment Supplement Program (Program). To the extent funds are made available the purpose of the Program shall be to provide significant, time-limited salary supplements to qualifying principals who accept employment as principals of qualifying schools.
- (c) Salary Supplement. – A qualifying principal who accepts a position as a principal in a qualifying school shall receive an annual salary supplement of thirty thousand dollars (\$30,000), paid on a monthly basis, as long as the principal is employed as the principal of that school, up to a maximum period of 36 months, subject to the following:
- (1) A qualifying principal who contracts with an eligible employer to receive the salary supplement shall not be excluded in future years from contracting with the same eligible employer or a different eligible employer for another salary supplement, subject to the requirements of this section.
  - (2) A qualifying principal who accepts employment as a principal at a qualifying school shall continue to receive the salary supplement during performance of the contract, up to 36 months, even if one or more of the following occur:
    - a. The principal is no longer a qualifying principal.
    - b. The school is no longer an eligible school.
  - (3) Notwithstanding G.S. 135-1(7a), salary supplements provided pursuant to this section are not compensation under Article 1 of Chapter 135 of the General Statutes, the Teachers' and State Employees' Retirement System.
- (d) Time Line. – To the extent funds are made available for the Program, the following time line shall apply:
- (1) No later than **December 1, 2019**, and October 1 of each year thereafter, the Department shall notify an eligible employer with one or more eligible schools that the eligible employer may be selected to participate in the Program.
  - (2) No later than **January 15, 2020**, and November 1 of each year thereafter, each eligible employer that seeks to participate in the Program shall notify the Department of its intent.
  - (3) No later than **January 31, 2020**, and November 15 of each year thereafter, the Department shall notify any eligible employer with a qualifying school that the school qualifies for the

Program, up to a statewide total of 40 schools. In making its selections, the Department shall prioritize eligible schools with the lowest overall school performance scores.

- (4) No later than May 1, 2020, and annually thereafter, each eligible employer with a qualifying school shall do all of the following:
- a. Execute all applicable contracts with qualifying principals.
  - b. Notify the Department of the (i) identity of principals and schools in the unit that will participate in the Program, (ii) length of the contract period between the eligible employer and each qualifying principal, and (iii) length of time the qualifying principal will receive the salary supplement.
- (5) No later than **August 1, 2020**, and annually thereafter, all qualifying principals identified pursuant to sub-subdivision (4)b. of this subsection shall begin employment as a principal at the applicable qualifying school.

(e) **Additional Funds.** – In the event an eligible employer is unable to award funds for the salary supplement because of resignation, dismissal, reduction in force, death, retirement, or failure to execute a contract with a qualifying principal, the Department shall award the funds, as soon as is practicable, to another eligible employer identified in subdivision (a)(2) of this section.

(f) **Supplement Not Supplant.** – Salary supplements provided to qualifying principals pursuant to this section shall be used to supplement and not supplant State and non-State funds already provided for principal compensation.