

Joint Legislative Study Committee on School-Based Administrator Pay

November 28, 2016

Dr. Shirley Prince
NCPAPA Executive Director




NCPAPA
NORTH CAROLINA PRINCIPALS
& ASSISTANT PRINCIPALS' ASSOCIATION

UNITED TO SERVE CHILDREN AND SUPPORT LEADERS

High Performing Principals: The Essential Ingredient for High Performing Schools

- Silver Bullet?? No, but closest thing to it.
- Current State:
 - High Principal Turnover-60% with less than five years
 - Little Financial Incentive to Assume the Increased Demands and Responsibility
 - 2015-2016 - Principal Pay 50th out of 51 states (In 2004 Principal Pay was at National Average)
 - Shortage of Strong Candidates in the Pipeline Ready to Assume Leadership in Challenging Schools

Some Recent Investments in Educator Pipeline...

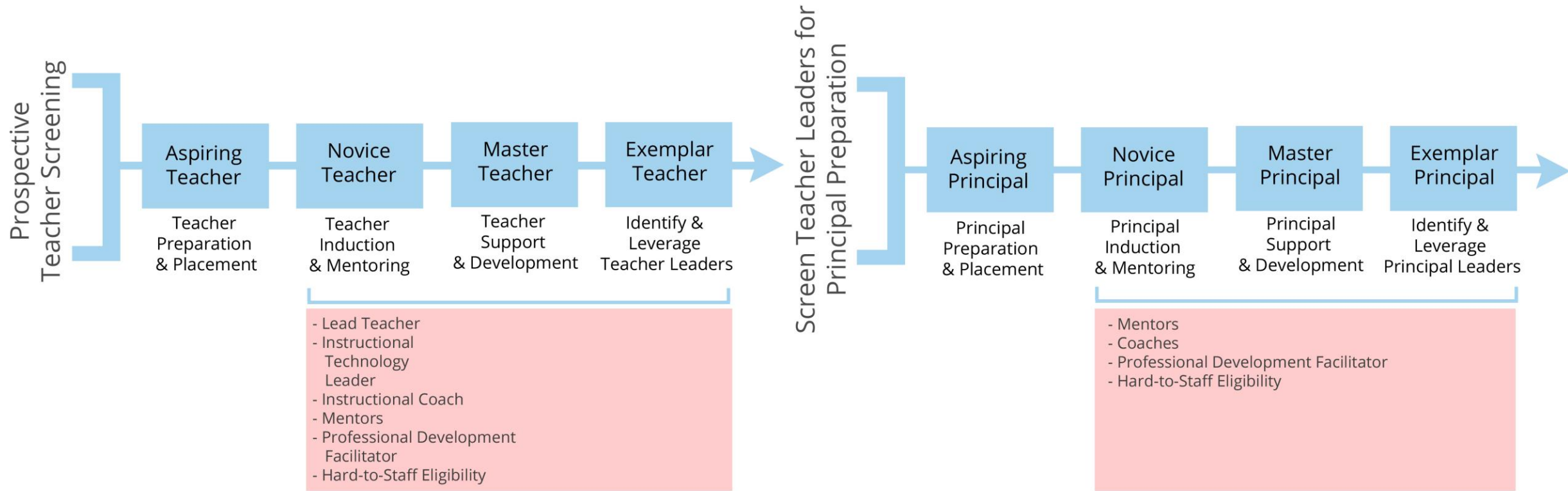
- Improved Teacher Compensation System
 - Transforming Principal Preparation Grant Program
 - *Study on Principal and Assistant Principal Compensation*
- 

To Promote a Robust Talent Pipeline...

Institute a Compensation System that Promotes Retention and High Performance that includes:

1. **Well-performing base-salary schedule**
 - *Asst Prin Salary: Comparable Teacher Salary + X%*
 - *Principal Salary: Comparable Asst Prin Salary + X% + Sch Size Supplement*
2. **Combined with possibility for differentiated/incentive pay:**
 - Performance (i.e. student growth).
 - Leadership Roles and Responsibilities (i.e. mentor, instructional coach)
 - Situational (i.e. hard-to-staff, large school)

Education Talent Pipeline and Career Pathway



Roles qualifying for possible differentiated pay

Contact information: Shirley Prince, Ed.D. NCPAPA Ex. Director sprince@ncpapa.net 919-309-5359

Recommendations:

- Return to a connected Career Pathway Approach by realigning Principal and Assistant Principal Compensation with Teacher Compensation
- Develop a Compensation System that promotes retention and high performance by combining an adequate, well-performing base salary with the possibility for Differentiated/Incentive Pay
- Phase in, if necessary, as quickly as possible to **Protect ALL Other Investments in Education**

Contact:



NCPAPA
NORTH CAROLINA PRINCIPALS
& ASSISTANT PRINCIPALS' ASSOCIATION

UNITED TO SERVE CHILDREN AND SUPPORT LEADERS

919-833-3205

sprince@ncpapa.net

edoyle@ncpapa.net