



**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, 2023**  
DPI Chronological Schedule, 2022-2023

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## JOINT LEGISLATIVE EDUCATION OVERSIGHT COMMITTEE REPORT REQUIREMENTS

SL2019-247 Section 2.5 *G.S.115C-285.1* 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 A 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 Office of District and Regional Support partners with the Office of School Business Services to administer the Principal Recruitment Supplemental Program according to the parameters within the legislation for:

- A. List of eligible schools generated by DPI's Office of Accountability and Testing
- B. Timeline for execution of program

Additional efforts were made to encourage and support districts to take advantage of this opportunity through FAQs, written notifications and reminders, and personal contacts from the Office of District & Regional Support.

The process to identify and implement this program began in January of 2020. Because of the waiver from the USED and NCGA, the Office of Accountability and Testing ranking of schools remained constant based on the 2018-2019 accountability data. The same ranking was in effect for the 2019-2020 and 2020-2021 school years. In September of 2022, the Office of Accountability and Testing certified a new list of eligible schools based on the 2021-2022 accountability results for school performance and then school growth index. Table 1 below shows the implementation activity for the Principal Recruitment Supplement. Table 2 shows the full list of schools participating in the Principal Recruitment Supplement program and their performance data when entering the program.

**TABLE 1: Implementation Activity**

	2020-2021	2021-2022	2022-2023
# of schools participating <sup>1</sup>	13	14	18
# of qualifying schools	110	110	137
# of slots for program	40	40	40
# of schools declining	17	16	6

<sup>1</sup> Cumulative number over life of program

**TABLE 2**

**CUMULATIVE LIST OF PRINCIPAL RECRUITMENT SUPPLEMENT PROGRAM  
RECIPIENTS**

<b>Year Added</b>	<b>Status</b>	<b>District Name</b>	<b>School Name</b>	<b>State Board Region</b>	<b>Grade Span</b>	<b>Title I Served School</b>	<b>Percent EDS</b>	<b>School Performance Grade (SPG)</b>	<b>School Growth Status</b>
2020-2021	Top 40	Wayne County Schools	Dillard Middle	Southeast	06-08	Y	94.8	F	Met
2020-2021	Top 40	Wilson County Schools	B O Barnes Elementary	North Central	0K-05	Y	78.8	F	Not Met
2020-2021	Top 40	Wake County Schools	Bugg Elementary	North Central	PK-05	Y	81.2	F	Not Met
2020-2021	Top 40	Forsyth County Schools	Ibrahim Elementary	Piedmont-Triad	PK-05	Y	69.2	F	Not Met
2020-2021	Top 40	Forsyth County Schools	Ashley Academy	Piedmont-Triad	PK-05	Y	81.5	F	Met
2020-2021	Top 40	Forsyth County Schools	Easton Elementary School	Piedmont-Triad	PK-05	Y	70.4	F	Met
2020-2021	Top 40	Forsyth County Schools	Petree Elementary	Piedmont-Triad	PK-05	Y	80	F	Met/
2020-2021	Top 40	Forsyth County Schools	Kimberley Park Elementary	Piedmont-Triad	PK-05	Y	79.3	F	Met
2020-2021	Alternate	Charlotte-Mecklenburg Schools	Allenbrook Elementary	Southwest	PK-05	Y	73.4	F	Not Met
2020-2021	Alternate	Iredell-Statesville Schools	N B Mills Elementary	Southwest	PK-05	Y	87.9	F	Not Met
2020-2021	Alternate	Edgecombe County Public School	Stocks Elementary	North Central	PK-05	Y	66.2	F	Not Met
2020-2021	Alternate	Forsyth County Schools	Old Town Elementary	Piedmont-Triad	PK-05	Y	61.0	F	Not Met
2020-2021	Alternate	Forsyth County Schools	Winston-Salem Preparatory Academy	Piedmont-Triad	06-12	Y	70.9	F	Not Met
2020-2021	Alternate	Vance County Schools	E M Rollins Elementary	North Central	PK-05	Y	76.5	D	Not Met
2021-2022	Top 40	Nash County Schools	J W Parker Middle	North Central	06-08	Y	77.4	F	Not Met
2021-2022	Top 40	Iredell-Statesville Schools	Third Creek Middle	Southwest	06-08		82.2	F	Met
2022-2023	Top 40	Nash County Public Schools	DS Johnson Elementary	North Central	03-05	Y	85.1	F	Not Met
2022-2023	Top 40	New Hanover County Schools	R Freeman Sch of Engineering	Southeast	PK-05	Y	88	F	Met

## RECRUITMENT EFFORTS

Several districts expressed interest in the program. From March of 2022 to present, nineteen principals were vetted through the Department's Office of School Business Services. Table 3 shows the results:

8/20 (40%)	Did not qualify for principal recruitment supplement
6/20 (30%)	Qualified for principal recruitment supplement and placed at qualifying school
1/20 (5%)	Qualified for principal recruitment supplement but district decided to place at <b>non</b> qualifying school ( <b>did not receive bonus</b> )
1/20 (5%)	Not enough information to qualify due to out-of-state employment
3/20 (15%)	Awaiting results from Office of School Business Services

## RETENTION RATE

Since the program was implemented, our records indicate that two principals have left their positions. One position was lost due to school closure. The second position was lost when the principal decided to change districts for a job with central services.

## IMPACT

In September of 2022, the State Board of Education approved accountability data based on student performance during the 2021-2022 school year. This data represents the third school year with impacts from the COVID-19 Pandemic. Schools resumed face-to-face instruction, and virtual programs continued to be available for students. Students and the education community continued to be affected by COVID, particularly when COVID exposures required students to be absent from school or revert to remote learning. This report must be reviewed within that context, meaning, though instructional delivery was not as varied as in the 2020–21 school year, it continued to be an anomaly in comparison to the 2018–2019 school year, which was prior to the onset of the pandemic.

While accountability data remained constant from 2018-2019 to 2020-2021, efforts were made to continue to recruit and make these awards available to qualifying schools. The 2021-2022 accountability data gives an opportunity to track trends at these schools where a qualifying principal receiving this yearly bonus was placed. When comparing the previous School Performance Grade and School Growth Status/Score with the latest School Performance Grade and School Growth Status/Score, 79% of schools showed an increase in school growth. Table 3 also shows that 50% of these schools exceeded growth which based on the North Carolina Accountability model removes their designation as a low performing school. This comparison was done only for those qualified schools/principals who have been in the program since the 2020-2021 school year (14 out of 18 schools).

Table 3

**2020-2021 PRINCIPAL RECRUITMENT SUPPLEMENT PROGRAM RECIPIENTS  
(YEAR 1)**

Status	District Name	School Name	State Board Region	Grade Span	Title I Served School	Percent EDS	2018-2019		2021-2022	
							School Performance Grade (SPG)	School Growth Status/Score	School Performance Grade (SPG)	School Growth Status/Score
Top 40	Wayne County Schools	Dillard Middle	Southeast	06-08	Y	72.3	F	Met/70.1	F	Met/81
Top 40	Wilson County Schools	B O Barnes Elementary	North Central	0K-05	Y	78.8	F	Not Met/56.2	D	Exceeded/89.9
Top 40	Wake County Schools	Bugg Elementary	North Central	PK-05	Y	81.2	F	Not Met/62.5	D	Exceeded/87.5
Top 40	Forsyth County Schools	Ibrahim Elementary	Piedmont-Triad	PK-05	Y	69.2	F	Not Met/64.7	D	Exceeded/88.6
Top 40	Forsyth County Schools	Ashley Academy	Piedmont-Triad	PK-05	Y	81.5	F	Met/79.8	F	Met/83.4
Top 40	Forsyth County Schools	Easton Elementary	Piedmont-Triad	PK-05	Y	70.4	F	Met/72.5	F	Exceeded/86.3
Top 40	Forsyth County Schools	Petree Elementary	Piedmont-Triad	PK-05	Y	80	F	Met/74.3	F	Exceeded/86.8
Top 40	Forsyth County Schools	Kimberley Park Elementary	Piedmont-Triad	PK-05	Y	79.3	F	Met/77.8	F	Met/73.8
Alternate	Charlotte-Mecklenburg Schools	Allenbrook Elementary	Southwest	PK-05	Y	73.4	F	Not Met/58	C	Exceeded/100
Alternate	Iredell-Statesville Schools	N B Mills Elementary	Southwest	PK-05	Y	87.9	F	Not Met/61.1	F	Not Met/58.1
Alternate	Edgecombe County Public School	Stocks Elementary	North Central	PK-05	Y	66.2	F	Met/70.1	F	Not Met/67.9
Alternate	Forsyth County Schools	Old Town Elementary	Piedmont-Triad	PK-05	Y	61.0	F	Not Met/58.5	D	Exceeded/93.2
Alternate	Forsyth County Schools	Winston-Salem Preparatory Academy	Piedmont-Triad	06-12	Y	70.9	F	Not Met/69.2	F	Met/73.8
Alternate	Vance County Schools	E M Rollins Elementary	North Central	PK-05	Y	76.5	D	Not Met/60	F	Met/75.5

## **CONCLUSIONS AND RECOMMENDATIONS**

- 1) Interest in the program continues to grow with the number of supplements awarded increasing from 35% to 45% of the total number available. There have been several one-on-one informational sessions held with districts who want to recruit highly qualified principals for the 2023-2024 school year.
- 2) The program serves as a useful resource when working directly with districts involved in the CARES Intensive Intervention Support Model.
- 3) The program aids districts in retaining highly qualified principals in some of the neediest schools in our state.
- 4) Results are promising that the placement of highly qualified principals in the bottom 5% of schools does increase student achievement.
- 5) Finding eligible principals (principals who are paid on the Exceeds scale) remains the top reason why all 40 supplements have not been expended. As a remedy, we have worked with the Office of Financial Business Services to produce a list of qualified applicants in each district. Districts who are having difficulty recruiting start with those who qualify in their district and work to prioritize those schools that are struggling. Information is only shared with district officials concerning their own districts.

## **BARRIERS TO THE PROGRAM**

Many districts who have been offered eligibility in the program have noted the following as barriers to the program:

- Having just hired and placed new principals within these schools before the eligibility data is released.
- Lack of flexibility in school selection.
- The inequity in Principal pay created in a district.
- The difficulty in finding qualified candidates eligible to receive bonuses.



## APPENDIX A

### LEGISLATION GOVERNING PRINCIPAL RECRUITMENT SUPPLEMENT PROGRAM

#### 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 timeline 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.

(g) Report. – No later than March 15, 2021, and every year thereafter in which funds are expended under the Program, the Department shall report to the Joint Legislative Education Oversight Committee and the Fiscal Research Division on the Program, including, 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."