



THE UNIVERSITY OF
NORTH CAROLINA SYSTEM

NCPFP

STRONG LEADERS = STRONG SCHOOLS

Dr. Lauren Lampron

Director

Presentation to the
Joint Legislative Education Oversight Committee

March 26, 2024



THE UNIVERSITY OF
NORTH CAROLINA SYSTEM

special *Thanks*

NCPFP

STRONG LEADERS = STRONG SCHOOLS

North Carolina Principal Fellows Program Commission

Brenda Berg



Leah Carper



Lucy Edwards



Dr. Jackie Ennis



Sonja Nichols



Dr. Olivia Oxendine



Dr. Keith Parker



Dr. Shirley Prince



Blair Propst, JD



Amanda Pruitt



Mike Ray



Jim Roberts



Dr. Melba Spooner



Dr. Jim Watson





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Dr. Andrew Kelly

Executive Vice President
for Strategy and Policy



Peter Hans

President



Dr. Shun Robertson

Vice President for Access and
Success Strategy

SESSION LAW 2015-241

Establishment of the Transforming Principal Preparation Program

SESSION LAW 2019-60

Consolidation of Transforming Principal Preparation Program
and NC Principal Fellows Program

SESSION LAW 2020-49

School Administrator Intern Stipend
Held Harmless

Maximum Grant Term Revised
Up to Six Years

2021 APPROPRIATIONS

Additional Funding for Odd-year Cohorts





**THE UNIVERSITY OF
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our *Team*

NCPFP

STRONG LEADERS = STRONG SCHOOLS



Dr. Tony Stewart
Assistant Director

Johnston County Public Schools, NC

- Secondary Science Teacher
- Secondary Assistant Principal
- District Professional Learning Director

Palm Beach County Schools, FL

- Elementary & Secondary Principal
-



Dr. Lauren Lampron
Director

Edgecombe County Public Schools, NC

- Secondary ELA & Social Studies Teacher
- Secondary Assistant Principal
- Secondary Principal



THE UNIVERSITY OF
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program *Updates*

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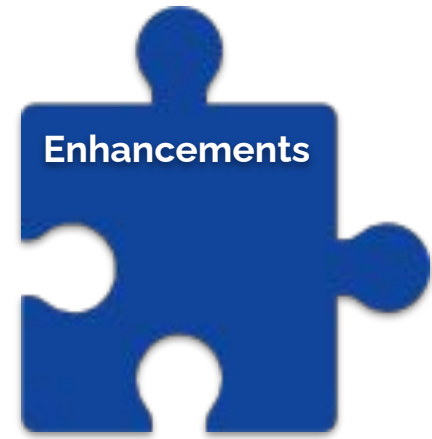
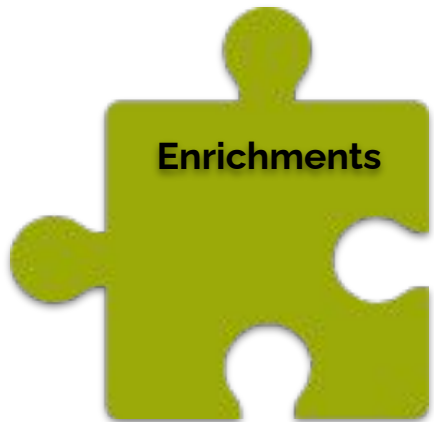
Through its partnership with **University** Principal Fellow Programs and **School Districts**, the NC Principal Fellows Program commits to:

**Attracting
promising
school leader
candidates**

**Providing innovative
and high-quality
preparation through
coursework,
practice-based
experiences in schools
and leadership
coaching**

**Producing effective
school leaders that
positively impact
student achievement,
school working
conditions, and
teacher retention**

**Meeting a
majority of the
demand needs
for school
leaders in
North Carolina.**



138 PFs graduating in 2024

124 PFs graduating in 2025

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STRONG LEADERS = STRONG SCHOOLS

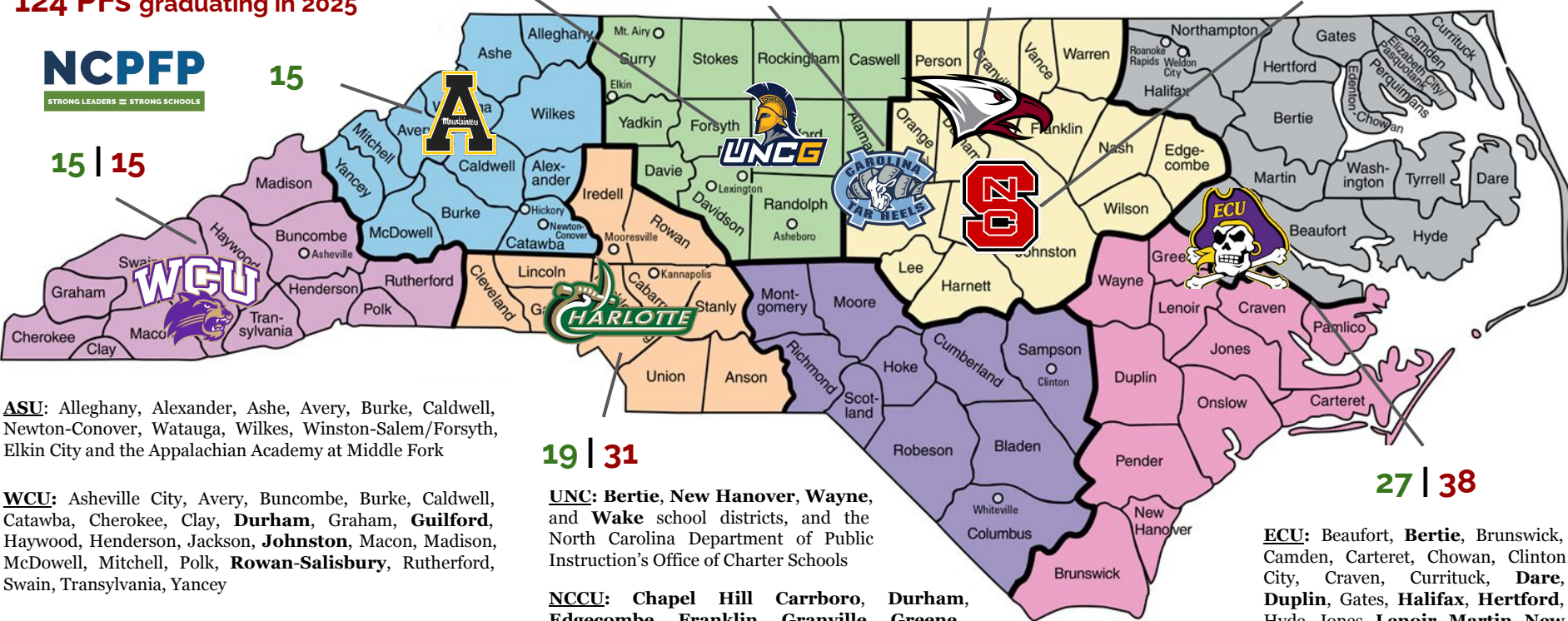
20

12 | 8

17 | 16

13 | 16

15 | 15



ASU: Alleghany, Alexander, Ashe, Avery, Burke, Caldwell, Newton-Conover, Watauga, Wilkes, Winston-Salem/Forsyth, Elkin City and the Appalachian Academy at Middle Fork

WCU: Asheville City, Avery, Buncombe, Burke, Caldwell, Catawba, Cherokee, Clay, **Durham**, Graham, **Guilford**, Haywood, Henderson, Jackson, **Johnston**, Macon, Madison, McDowell, Mitchell, Polk, **Rowan-Salisbury**, Rutherford, Swain, Transylvania, Yancey

UNCC: Cabarrus, Mecklenburg, Cleveland, Gaston, Iredell-Statesville, **Kannapolis City**, Lincoln, Mooresville, **Rowan-Salisbury**, Union, Stanly

UNCG: Asheboro City, Chatham, Davidson, Davie, **Guilford**, Lee, Lexington City, Lincoln, Montgomery, Person, Randolph, Rockingham, **Stanly**, Surry

19 | 31

UNC: Bertie, New Hanover, Wayne, and Wake school districts, and the North Carolina Department of Public Instruction's Office of Charter Schools

NCCU: Chapel Hill Carrboro, Durham, Edgecombe, Franklin, Granville, Greene, Halifax, Johnston, Nash-Rocky Mount, Orange, Person, Pitt, Roanoke Rapids City, Vance, Wake, Warren, Wilson

NCSU: Bertie, Chapel Hill Carrboro, Cumberland, Dare, Duplin, Durham, Edgecombe, Franklin, Granville, Greene, Halifax, Hertford, Johnston, Kannapolis City, Lenoir, Martin, Nash-Rocky Mount, Northampton, Orange, Roanoke Rapids, Sampson, Vance, Wake, Warren, Washington, Weldon City, Wilson

27 | 38

ECU: Beaufort, Bertie, Brunswick, Camden, Carteret, Chowan, Clinton City, Craven, Currituck, Dare, Duplin, Gates, Halifax, Hertford, Hyde, Jones, Lenoir, Martin, New Hanover, Northampton, Onslow, Pamlico, Pasquotank, Pender, Perquimans, Pitt, Roanoke Rapids City, Sampson, Tyrrell, Washington, Wayne, Weldon City

Grant Cycle 2020-2026

Total Number



238 Principal Fellows



40 PFs



* 61 PFs



45 PFs



* 92 PFs

Grant Cycle 2022-2028

Total Number



500 Principal Fellows



45 PFs



* 140 PFs



*
** 106 PFs



60 PFs



** 74 PFs



75 PFs

* Received additional "odd-year" state appropriation to increase cohort size.

** Received supplemental grant through trust funds to increase cohort size.

Percentage of Graduates in School Leadership Positions

Consolidated NCPFP Grads (2022 & 2023)	
Appalachian State University	TBD
East Carolina University (16)	100%
NC Central University (9)	100%
NC State University (65)	95%
UNC Chapel Hill	TBD
UNC Charlotte (34)	100%
UNC Greensboro (20)	95%
WCU (16)	94%
Overall (160)	98%
High-Need School Placement	79%

	Original NC Principal Fellows Program	New Principal Fellows Program
Fiscal Agent	North Carolina State Education Assistance Authority	
Governance	NC Principal Fellows Program Commission	
Funding Structure	Merit-based scholarships to individual candidates attending UNC System APPs	Competitive grants public and independent APPs and other eligible entities
Candidate Selection	Self-selected	Active recruitment facilitated by district-Grantee partnerships
Customer	Candidate	State of North Carolina



THE UNIVERSITY OF
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program *Innovations*

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Aligning enhancements to NCDPI Operation Polaris – Literacy (LETRS for Administrators) and Student Support Services Training.

Establishing a coaching pilot to train Grantee faculty and staff, and Principal Fellows to better support teachers and teacher leaders.



Implementing an online, self-paced course framed around the NC Leadership Competencies, designed to supplement Principal Evaluation preparation for Principal Fellows.

Reviewing innovative practices and offering timely professional development to current Principal Fellows, Program Staff, and NCPFP Alumni.



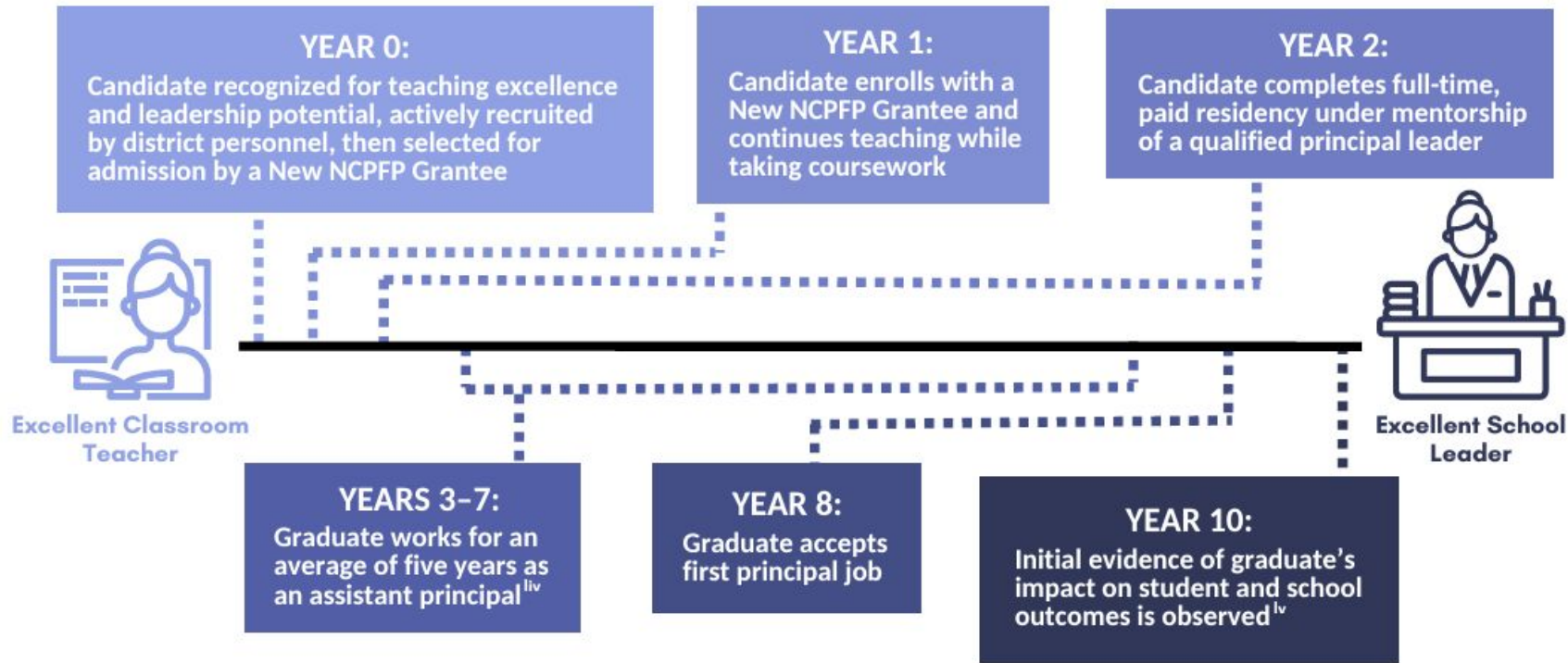


THE UNIVERSITY OF
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improving student *Outcomes*

NCPFP

STRONG LEADERS = STRONG SCHOOLS





EDUCATION POLICY INITIATIVE *at* CAROLINA



**Program
Components &
Innovations**



**Graduate
Outcomes**



**Comprehensive
Cost
Effectiveness**



**Evidence-based
Program
Improvement**

A comprehensive and rigorous evaluation that provides ...

- insight into key program components and innovations, a wide range of graduate outcomes, and cost-effectiveness;
- data to inform program improvement and evidence-based decision-making;
- details on all aspects of the NCPFP.

Program Evaluation Efforts



Program Administrative Data

- Characteristics of Participants
- Loan/Stipend & Other Costs
- Enrichment Offerings and Attendance
- Internship Placements & Mentors
- Mentor Ratings of Interns
- Candidate Assessment Scores



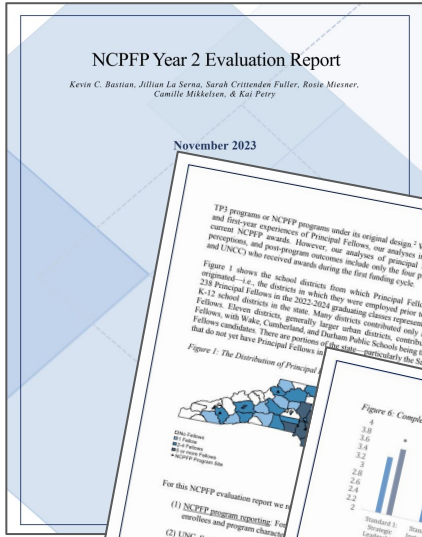
Survey & Interview Data

- Questionnaires for Program Administrators & Leaders
- Interviews & Focus Groups with NCPFP Leaders, LEA Partners
- Surveys of Candidates & Graduates



K-12 Administrative Data

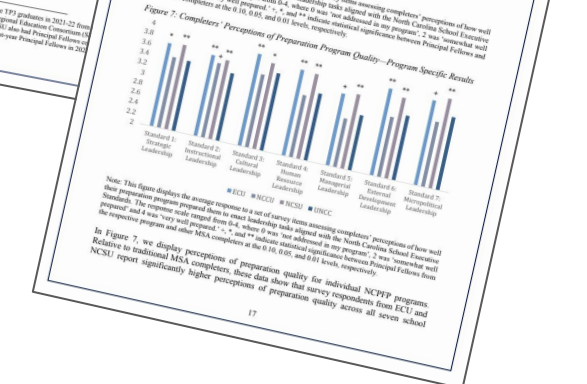
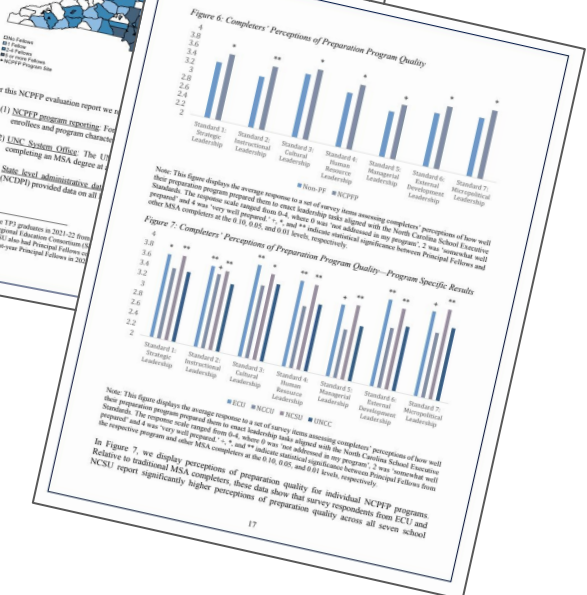
- Employment Records
- NCEES Ratings
- Student Achievement
- Student Demographics, Attendance, & Discipline Records
- Working Condition Survey



TPFP programs or NCPFP programs under its original design.² When assessing the characteristics and four-year experiences of Principal Fellows, our analyses include all eight institutions with current NCPFP awards. However, our analyses of principal internships, program completers and UNCCO who received awards during the first funding cycle.

Figure 1 shows the school districts from which Principal Fellows in our analytical sample originated—i.e., the districts in which they were employed prior to program entry. Overall, the 230 Principal Fellows in the 2022-2024 graduating classes represent 60 out of the 113 traditional K-12 school districts in the state. Many districts contributed only a small number of Principal Fellows, with Wake, Cumberland, and Durham urban districts, contributed five or more Principal Fellows candidates. There are portions of districts—particularly the Sandhills and Western NC—that do not yet have Principal Fellows in

Figure 1: The Distribution of Principal



In Figure 7, we display perceptions of preparation quality for individual NCPFP programs. Relative to traditional MSA completers, these data show that survey respondents from ECU and NCCU report significantly higher perceptions of preparation quality across all seven school

- First-year Principal Fellows reported that **program quality** and **financial accessibility** were strong **motivators** in their decision to apply. Principal Fellows felt **much less financial burden** than those in a traditional Master of School Administration (MSA) program.
- At program entry, Principal Fellows were **better credentialed** and **more instructionally effective** than traditional MSA candidates at a UNC System institution. In particular, Principal Fellows had **more years of experience** in schools, were more likely to be Nationally Board Certified, and **had higher evaluation ratings**.
- Nearly **40 percent of Principal Fellows identified as a person of color**. This is **nearly double** the percentage of teachers of color in North Carolina public schools.
- Relative to other MSA completers, Principal Fellows completers reported feeling **better prepared for school leadership tasks** and more **confident** in their **ability to be an effective assistant principal**.

<https://bit.ly/NCPFPPEPIC>



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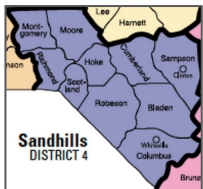
emerging *Issues*

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Provide ongoing coaching during the first two years as school leaders after graduation.



Increase partnerships in the Sandhills region.



Support programs with recruitment challenges related to a lack of retirement contributions during the internship year (while on educational leave).



Balance NC requirements for principal licensure and maintain high standards of quality for the administrative internship and portfolio submission.



THE UNIVERSITY OF
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legislative *Requests*

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By providing additional flexibility within the program's **operational funding structure,**

the NCPFP Commission can offer

greater support to Candidates.

- Additional resources that address emerging issues around principal preparation that have yet to surface
- Professional Development and Just-in-Time Training
- Expansion of Leadership Coaching during and after the program



This Commission-recommended change is endorsed by the NC State Education Assistance Authority and the UNC System Office.



THE UNIVERSITY OF
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program *Vision*

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