



NORTH CAROLINA
State Board of Education
Department of Public Instruction

Report to the North Carolina General Assembly

Principal Recruitment Supplement

SL 2019-247 Section 2.5

G.S. 115C-285.1

Date Due: March 15, 2024
DPI Chronological Schedule, 2023-2024

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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 Supplement 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 a Frequently Asked Questions document, 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 2023, the Office of Accountability and Testing certified a new list of eligible schools based on the 2022-2023 accountability results for school performance and then school growth index. Table 1 shows the implementation activity for the Principal Recruitment Supplement Program. The number of schools participating in the program has increased steadily since the inception of the program.

TABLE 1: IMPLEMENTATION ACTIVITY

	2020-2021	2021-2022	2022-2023	2023-2024
# of schools participating ¹	13	14	18	20
# of qualifying schools	110	110	137	126
# of slots for program	40	40	40	40
# of schools declining	17	16	6	0

PRINCIPAL RECRUITMENT SUPPLEMENT PARTICIPATION

Table 2 shows the full list of schools actively participating in the Principal Recruitment Supplement Program and their performance data when entering the program. The list of eligible schools outnumbers the 40 slots that are available for the program. Because of this, the first 40 schools are designated as Top 40 while all others on the list are designated as Alternate 40. Participants are grouped by the year they entered the program. Because recipients are hired at different times of the year, financial data is used to track their employment.

TABLE 2: CUMULATIVE LIST PRINCIPAL RECRUITMENT SUPPLEMENT RECIPIENTS

Year Added	Status	District Name	School Name	State Board Region	Grade Span	Title I Served School	Percent EDS	School Performance Grade (SPG)	School Growth Status
2020-2021	Top 40	Wayne County Public Schools	Dillard Middle	Southeast	06-08	Y	94.8	F	Met
2020-2021	Top 40	Wake County Public Schools	Bugg Elementary	North Central	PK-05	Y	81.2	F	Not Met
2020-2021	Top 40	Winston Salem/Forsyth County Schools	Easton Elementary	Piedmont-Triad	PK-05	Y	70.4	F	Met
2020-2021	Top 40	Winston Salem/Forsyth County Schools	Petree Elementary	Piedmont-Triad	PK-05	Y	80	F	Met/
2020-2021	Alternate 40	Iredell-Statesville Schools	N B Mills Elementary	Southwest	PK-05	Y	87.9	F	Not Met
2020-2021	Alternate 40	Edgecombe County Public School	Stocks Elementary	North Central	PK-05	Y	66.2	F	Not Met
2020-2021	Alternate 40	Winston Salem/Forsyth County Schools	Winston-Salem Preparatory Academy	Piedmont-Triad	06-12	Y	70.9	F	Not Met
2020-2021	Alternate 40	Vance County Schools	E M Rollins Elementary	North Central	PK-05	Y	76.5	D	Not Met
2021-2022	Top 40	Nash County Public 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

¹ Cumulative number over life of program

Year Added	Status	District Name	School Name	State Board Region	Grade Span	Title I Served School	Percent EDS	School Performance Grade (SPG)	School Growth Status
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
2023-2024	Top 40	Anson County Schools	Wadesboro Elementary	Southwest	04-05	Y	76.2	F	Not Met
2023-2024	Top 40	New Hanover County Schools	Forest Hill Elementary	Southeast	0K-05	Y	73.7	F	Not Met
2023-2024	Top 40	Halifax County Schools	Everetts Elementary STEM Academy	Northeast	PK-05	Y	76.1	F	Not Met
2023-2024	Top 40	Charlotte-Mecklenburg Schools	Martin Luther King Jr Middle	Southwest	06-08	Y	51.4	F	Not Met
2023-2024	Top 40	Charlotte-Mecklenburg Schools	University Park Creative Arts	Southwest	0K-05	Y	67.3	F	Not Met
2023-2024	Top 40	Charlotte-Mecklenburg Schools	Druid Hills Academy	Southwest	PK-08	Y	64.6	F	Met
2023-2024	Top 40	Winston Salem/Forsyth County Schools	Forest Park Elementary	Piedmont-Triad	PK-05	Y	74.9	F	Not Met
2023-2024	Top 40	Winston Salem/Forsyth County Schools	Hall-Woodward Elementary	Piedmont-Triad	PK-05`	Y	69.1	F	Not Met

2020-2021 PARTICIPANTS

Those principals added during the 2020-2021 year have reached or will reach their maximum participation time of 36 months receiving the bonus as outlined in the legislation. Out of the 14 recipients listed, 71% (10) are no longer active as recipients of the recruitment supplement and 29% (4) are still employed and are actively receiving the recruitment supplement. Two principals who are no longer receiving the recruitment supplement remain employed at their schools.

Table 3 displays the last 3 years of accountability data available for each school participating in the Principal Recruitment Supplement Program. For the 2022–23 school year, schools continued to deal with student learning loss due to the COVID pandemic. Data from the 2022–23 school year should be reviewed in these contexts and comparisons to prior years' results should be made with caution. The 2018–19 test data is provided as a reference; it is intended for context, not for evaluation. Table 3 also shows that 50% of the schools participating in the Principal Recruitment Supplement Program exceeded growth which based on the North Carolina Accountability model removes their designation as a low performing school. Fifty percent of schools have improved their school performance grade by one letter grade since enrolling in the program. One school has increased their school performance grade from an F before the implementation of the program to a B based on the 2022-2023 accountability data.

TABLE 3: 2020-2021 PRINCIPAL RECRUITMENT SUPPLEMENT RECIPIENTS (YEAR 1)

Status	District Name	School Name	BASELINE 2018-2019		2021-2022		2022-2023	
			School Performance Grade (SPG)	School Growth Status/Score	School Performance Grade (SPG)	School Growth Status/Score	School Performance Grade (SPG)	School Growth Status/Score
Top 40	Wayne County Public Schools	Dillard Middle	F	Met/70.1	F	Met/81	F	Met/79.7
Top 40	Wilson County Schools	B O Barnes Elementary	F	Not Met/56.2	D	Exceeded/89.9	D	Met/84.7
Top 40	Wake County Public Schools	Bugg Elementary	F	Not Met/62.5	D	Exceeded/87.5	D	Met/80.7
Top 40	Winston Salem/Forsyth County Schools	Ibrahim Elementary	F	Not Met/64.7	D	Exceeded/88.6	D	Exceeded/91.9
Top 40	Winston Salem/Forsyth County Schools	Ashley Academy	F	Met/79.8	F	Met/83.4	D	Exceeded/88.4
Top 40	Winston Salem/Forsyth County Schools	Easton Elementary	F	Met/72.5	F	Exceeded/86.3	F	Exceeded/87.5
Top 40	Winston Salem/Forsyth County Schools	Petree Elementary	F	Met/74.3	F	Exceeded/86.8	F	Exceeded/87.2
Top 40	Winston Salem/Forsyth County Schools	Kimberley Park Elementary	F	Met/77.8	F	Met/73.8	D	Exceeded/86.1
Alternate	Charlotte-Mecklenburg Schools	Allenbrook Elementary	F	Not Met/58	C	Exceeded/100	B	Exceeded/96.4
Alternate	Iredell-Statesville Schools	N B Mills Elementary	F	Not Met/61.1	F	Not Met/58.1	F	Not Met/59.1
Alternate	Edgecombe County Public School	Stocks Elementary	F	Met/70.1	F	Not Met/67.9	D	Exceeded/88.6
Alternate	Winston Salem/Forsyth County Schools	Old Town Elementary	F	Not Met/58.5	D	Exceeded/93.2	D	Met/84.0
Alternate	Winston Salem/Forsyth County Schools	Winston-Salem Preparatory Academy	F	Not Met/69.2	F	Met/73.8	F	Not Met/58.9
Alternate	Vance County Schools	E M Rollins Elementary	D	Not Met/60	F	Met/75.5	D	Met/72.5

2021-2022 PARTICIPANTS

Two principals were added during the 2021-2022 year. Both principals are currently employed and in year 2 of the three-year commitment. Table 4 shows that 50% of the schools

participating in the Principal Recruitment Supplement Program exceeded growth which based on the North Carolina Accountability model removes their designation as a low performing school. Fifty percent of schools have improved their school performance grade by one letter since enrolling in the program.

TABLE 4: 2021-2022 PRINCIPAL RECRUITMENT SUPPLEMENT RECIPIENTS (YEAR 2)

Status	District Name	School Name	2018-2019		BASELINE 2021-2022		2022-2023	
			School Performance Grade (SPG)	School Growth Status/Score	School Performance Grade (SPG)	School Growth Status/Score	School Performance Grade (SPG)	School Growth Status/Score
Top 40	Nash County Public Schools	J W Parker Middle	F	Not Met/59.6	F	Not Met/59.8	D	Exceeded/89.2
Top 40	Iredell-Statesville Schools	Third Creek Middle	F	Met/72.7	F	Not Met/50.7	F	Not Met/59.7

2022-2023 PARTICIPANTS

Two principals were added during the 2022-2023 year. Both principals are currently employed and in year 2 of the three-year commitment. Both principals began leading their schools in the middle of school year. Table 5 shows a historical account and baseline data for each of the schools participating in the Principal Recruitment Supplement Program for 2022-2023.

TABLE 5: 2022-2023 PRINCIPAL RECRUITMENT SUPPLEMENT RECIPIENTS (YEAR 3)

Status	District Name	School Name	2018-2019		2021-2022		BASELINE 2022-2023	
			School Performance Grade (SPG)	School Growth Status/Score	School Performance Grade (SPG)	School Growth Status/Score	School Performance Grade (SPG)	School Growth Status/Score
Top 40	Nash County Public Schools	DS Johnson Elementary	F	Met/72.1	F	Not Met/57.4	F	Not Met/66.5
Top 40	New Hanover County Schools	R Freeman Sch of Engineering	F	Met/84.5	F	Met/74.8	F	Met/70.8

RECRUITMENT EFFORTS

Interest in this program continues to grow. From March of 2023 to present, seventeen principals were vetted through the Department’s Office of School Business Services. Table 6 shows the results:

TABLE 6: PRINCIPAL RECRUITMENT SUPPLEMENT PROGRAM VETTING

1/17 (6%)	Did not qualify for principal recruitment supplement
8/17 (47%)	Qualified for principal recruitment supplement and placed at qualifying school
7/17 (41%)	Qualified for principal recruitment supplement but district decided to place at non qualifying school (did not receive bonus)
0/17 (0%)	Not enough information to qualify due to out-of-state employment
1/17 (6%)	Awaiting results from Office of School Business Services

Out of the 17 principals vetted since March 2023, fifteen (88%) qualified for the Principal Recruitment Supplement. This is an increase from just 35% of principals qualifying during the 2022-2023 reporting period. One reason for this increase may be the production of a list by Financial Business Services of all qualifying principals in the state. Information is only shared with district officials concerning their own districts. The list of qualifying principals has helped with recruitment by giving a starting point when discussing personnel eligible for the supplemental bonuses.

CONCLUSIONS AND RECOMMENDATIONS

- 1) Interest in the program continues to grow with the number of supplements awarded increasing from 35% (2020-2021) to 45% (2021-2022) to 50% (2022-2023) of the total number available.
- 2) The 2020-2021 Principal Recruitment Supplement Recipients (Year 1 group) have served the longest in the program, most of them completing the 36 months of service as outlined in the legislation. Based on 2022-2023 accountability results, 12 out of 14 (86%) schools have increased their school growth score when compared with the school's baseline when entering the program. During the 2nd and 3rd year of participating in the program, 50% of these schools exceeded growth each year which based on the North Carolina Accountability model removes their designation as a low performing school.
- 3) The program serves as a compliment for state statute § 115C-105.39 which directs local superintendents to evaluate the current principal's performance when a school is designated as low performing. The program serves as a recruitment tool for when the local superintendent exercises his right to recommend to the local board that the current principal is transferred, dismissed, or demoted.
- 4) The program aids districts in retaining highly qualified principals in some of the neediest schools in our state.
- 5) The district with the most participation in the program has identified principals with a proven track record for school transformation and assigned to successive qualifying schools based on this subsection of the legislation:
(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.

BARRIERS TO THE PROGRAM

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

- Flexibility with timeline for executing program is needed due to date accountability data is certified and constant turnover of principals at qualifying schools.
- Lack of flexibility in school selection. Eligible schools are low-performing schools, as defined in G.S. 115C-105.37, which 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. The list of eligible schools included 126 schools while there are 804 low performing schools in the state based on the last 2022-2023 accountability report.
- The inequity in principal salary scales developed in a district when some schools are eligible for the bonus while others are not.

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."