

Master School Principal Program

This Act creates a Master School Principal Program. The program consists of three phases. Phase one expands the knowledge and leadership skills of the participating principals. Phase two requires the participating principals to apply strategies and to collect evidence of improvement in student learning and school processes. Phase three requires participating principals to publicly demonstrate the ability and skills that lead to sustained academic improvement in a school and a school district. The program is administered by a state leadership academy. A school principal who successfully completes the program is designated a master school principal by the state leadership academy.

The Act also directs the state department of education to promulgate rules and regulations for an additional high-need school salary bonus, including a hold-back longevity bonus, for principals receiving master school principal status and serving as a principal of a public school in phase two or phase three school improvement status or located in a school district in academic distress.

Submitted as:

Arkansas

[Act 44 of 2003](#)

Status: Enacted into law in 2004.

Suggested State Legislation

(Title, enacting clause, etc.)

1 Section 1. [*Short Title.*] This Act may be cited as "An Act to Establish a Master School
2 Principal Program."

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Section 2. [*Definitions.*] For purposes of this Act:

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(a) "Incentive bonus" means a bonus paid to master principals serving as a principal of
6 any public school in the state;

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(b) "High-need school salary bonus" means an annual bonus to master principals serving
8 as a principal of a public school in phase two or phase three school improvement status or
9 located in a school district in academic distress; and

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(c) "Hold-back longevity bonus" means a portion of the high-need school salary bonus
11 held back to be paid at the end of [three years] and [five years] of serving as a principal of the
12 same public school in phase two or phase three school improvement status or located in a school
13 district in academic distress.

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Section 3. [*Master School Principal Program.*]

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(a) There is created the master school principal program to provide training programs
17 and opportunities to expand the knowledge base and leadership skills of public school principals.

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(b) The program shall be administered by the [state leadership academy].

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(c) The program shall consist of no less than a three-phase process developed by the
20 [state leadership academy] and approved by the state [board of education], including:

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(1) Phase one, which shall expand the knowledge base and leadership skills of the
22 principal;

23 (2) Phase two, which shall require the principal to apply strategies and to collect
24 evidence of improvement in student learning and school processes; and

25 (3) Phase three, which shall require the principal to publicly demonstrate the
26 ability and skills that lead to sustained academic improvement in a school and a school district.

27 (d) A school principal successfully completing the program shall be designated as a
28 master school principal by the [state leadership academy].

29 (e) (1) The state [department of education] and [state leadership academy] shall:

30 (i) Develop criteria for selecting candidates for the process;
31 (ii) Review and modify, as deemed appropriate, the program performance
32 areas; and

33 (iii) (A) Develop a rigorous assessment process based on the
34 performance areas.

35 (B) The assessment shall include, but shall not be limited to,
36 demonstrable, performance-based evidence of the performance areas.

37 (2) The number of school principals participating each year may be determined
38 by the amount of funding available for the program.

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40 Section 4. [*Bonuses for Achieving Master School Principal Status.*]

41 (a) The state [department of education] shall promulgate rules and regulations for the
42 [\$9,000] yearly incentive bonus provided under this section for principals receiving master
43 school principal status.

44 (b) The state [department of education] shall pay a yearly incentive bonus of [\$9,000] for
45 every school year for no more than [five years] to any building-level principal who:

46 (1) Receives a master school principal designation from the [state leadership
47 academy]; and

48 (2) Is, at the time of receiving the bonus, employed full-time as a building-level
49 principal in a state public school district.

50 (c) The state [department of education] shall promulgate rules and regulations for an
51 additional high-need school salary bonus, including a hold-back longevity bonus, for principals
52 receiving master school principal status and serving as a principal of a public school in phase two
53 or phase three school improvement status or located in a school district in academic distress.

54 (d) (1) The department shall pay a high-need school salary bonus of [\$25,000] for
55 every school year for no more than (five) years to any building-level principal who:

56 (i) Receives a master school principal designation from the [state
57 leadership academy]; and

58 (ii) Is, at the time of receiving the [\$25,000] bonus, employed full-time as
59 a building-level principal in a state public school district that is or was:

60 (A) A public school in phase two or phase three school
61 improvement status at the time the master school principal began his or her employment as a
62 master school principal of the school; or

63 (B) A public school located in a school district in academic distress
64 at the time the master school principal began his or her employment as a master school principal
65 of the school.

66 (2) The high-need school salary bonus under subdivision (d)(1) of this section
67 shall be paid as follows:

68 (i) [\$20,000] for each school year;

69 (ii) An additional [\$5,000] to be set aside for each qualifying school year
70 to be paid as follows:

71 (A) A [\$15,000] hold-back longevity bonus at the end of [three]
72 consecutive school years as a master school principal in the same school; and

73 (B) A [\$10,000] hold-back longevity bonus at the end of [five]
74 consecutive school years as a master school principal in the same school.

75 (3) The high-need school salary bonus with the hold-back longevity bonus
76 payable under this section shall be paid in addition to the [five-year] incentive bonus allowed
77 under this Act, if the master principal is within the time frame for eligibility for the [five-year]
78 incentive bonus.

79 (c) No person shall receive either a yearly incentive bonus, a salary bonus, or a longevity
80 bonus, regardless of the person's past participation in the master school principal program, if the
81 person leaves the full-time employment as a principal of a state public school district.

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83 Section 5. [*Severability.*] [Insert severability clause.]

84

85 Section 6. [*Repealer.*] [Insert repealer clause.]

86

87 Section 7. [*Effective Date.*] [Insert effective date.]