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.)

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

Section 2. [Definitions.] For purposes of this Act:
(a) "Incentive bonus" means a bonus paid to master principals serving as a principal of any public school in the state;
(b) "High-need school salary bonus" means an annual bonus to master principals 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; and
(c) "Hold-back longevity bonus" means a portion of the high-need school salary bonus held back to be paid at the end of [three years] and [five years] of serving as a principal of the same public school in phase two or phase three school improvement status or located in a school district in academic distress.

Section 3. [Master School Principal Program.]
(a) There is created the master school principal program to provide training programs and opportunities to expand the knowledge base and leadership skills of public school principals.
(b) The program shall be administered by the [state leadership academy].
(c) The program shall consist of no less than a three-phase process developed by the [state leadership academy] and approved by the state [board of education], including:
(1) Phase one, which shall expand the knowledge base and leadership skills of the principal;
(2) Phase two, which shall require the principal to apply strategies and to collect
evidence of improvement in student learning and school processes; and
(3) Phase three, which shall require the principal to publicly demonstrate the
ability and skills that lead to sustained academic improvement in a school and a school district.
(d) A school principal successfully completing the program shall be designated as a
master school principal by the [state leadership academy].
(e) (1) The state [department of education] and [state leadership academy] shall:
   (i) Develop criteria for selecting candidates for the process;
   (ii) Review and modify, as deemed appropriate, the program performance
   areas; and
   (iii) (A) Develop a rigorous assessment process based on the
   performance areas.
   (B) The assessment shall include, but shall not be limited to,
demonstrable, performance-based evidence of the performance areas.
(2) The number of school principals participating each year may be determined
by the amount of funding available for the program.

Section 4. [Bonuses for Achieving Master School Principal Status.]
(a) The state [department of education] shall promulgate rules and regulations for the
[$9,000] yearly incentive bonus provided under this section for principals receiving master
school principal status.
(b) The state [department of education] shall pay a yearly incentive bonus of [$9,000] for
every school year for no more than [five years] to any building-level principal who:
   (1) Receives a master school principal designation from the [state leadership
   academy]; and
   (2) Is, at the time of receiving the bonus, employed full-time as a building-level
   principal in a state public school district.
(c) The state [department of education] shall 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.
(d) (1) The department shall pay a high-need school salary bonus of [$25,000] for
every school year for no more than (five) years to any building-level principal who:
   (i) Receives a master school principal designation from the [state leadership
   academy]; and
   (ii) Is, at the time of receiving the [$25,000] bonus, employed full-time as
   a building-level principal in a state public school district that is or was:
      (A) A public school in phase two or phase three school
      improvement status at the time the master school principal began his or her employment as a
      master school principal of the school; or
      (B) A public school located in a school district in academic distress
      at the time the master school principal began his or her employment as a master school principal
      of the school.
   (2) The high-need school salary bonus under subdivision (d)(1) of this section
shall be paid as follows:
   (i) [$20,000] for each school year;
   (ii) An additional [$5,000] to be set aside for each qualifying school year
to be paid as follows:
(A) A [$15,000] hold-back longevity bonus at the end of [three]
consecutive school years as a master school principal in the same school; and
(B) A [$10,000] hold-back longevity bonus at the end of [five]
consecutive school years as a master school principal in the same school.
(3) The high-need school salary bonus with the hold-back longevity bonus
payable under this section shall be paid in addition to the [five-year] incentive bonus allowed
under this Act, if the master principal is within the time frame for eligibility for the [five-year]
incentive bonus.
(c) No person shall receive either a yearly incentive bonus, a salary bonus, or a longevity
bonus, regardless of the person's past participation in the master school principal program, if the
person leaves the full-time employment as a principal of a state public school district.

Section 5. [Severability.] [Insert severability clause.]
Section 6. [Repealer.] [Insert repealer clause.]
Section 7. [Effective Date.] [Insert effective date.]