

LEVERAGING PRINCIPAL CAPACITY

Maximizing Impact on Recruitment,
Retention, and Student Success



LEADERSHIP FUNNEL

**State & Local
Policies/Initiatives**

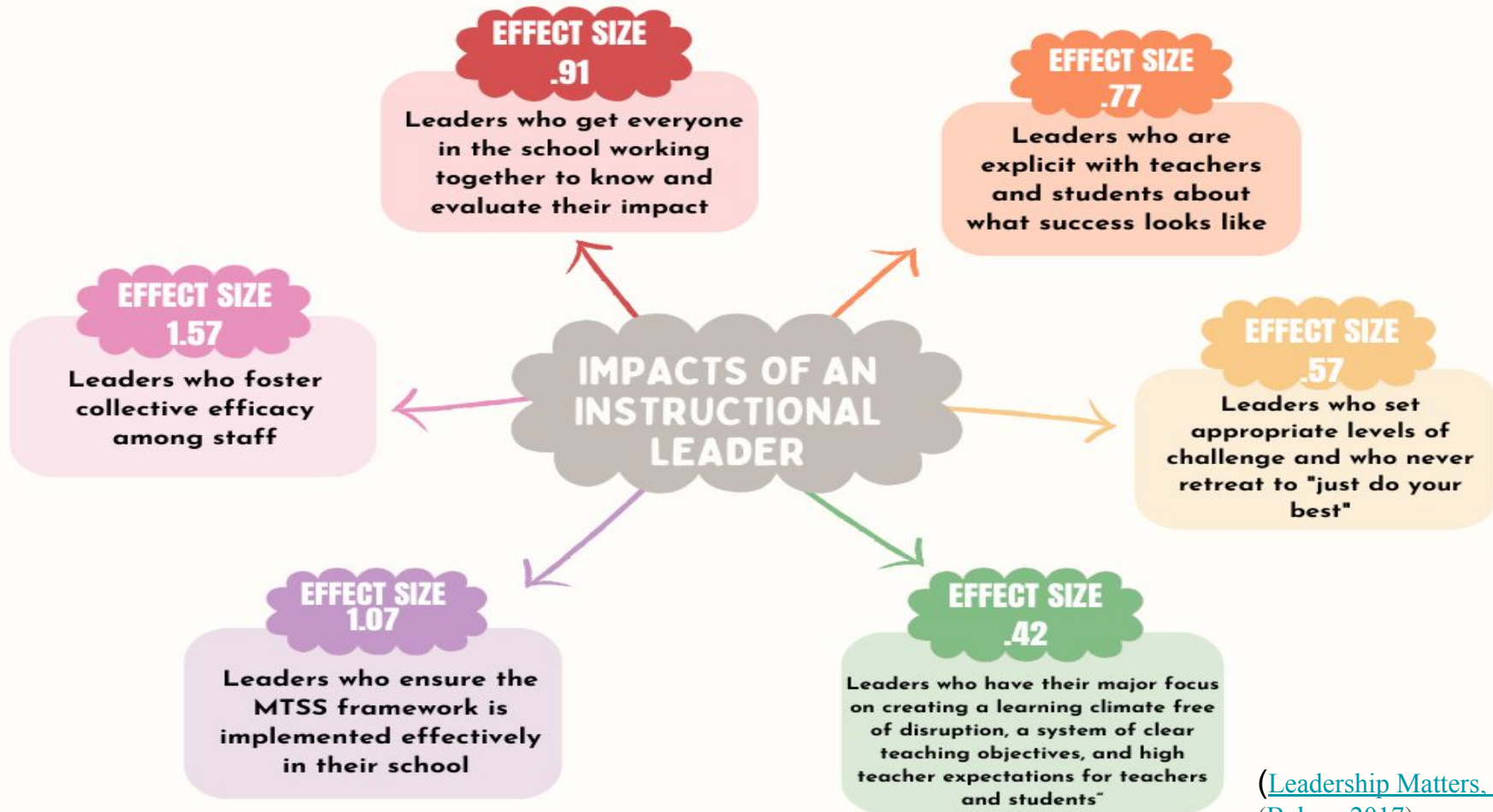


SCHOOL LEADERSHIP

TEACHER BUY-IN

COLLECTIVE
EFFICACY

RESULTS



([Leadership Matters, n.d.](#))
([Balow, 2017](#))
([Hattie, 2015](#))

What do Principals Do?

Student Discipline Payroll Walk Throughs
Supervising Students Communicating with Parents
Lesson Feedback Data Analysis/Feedback
Professional Development Transportation
Greeting Staff and Students Post-Conferences
Curriculum Meetings
Observations Budgeting
Attending PLCs Building Maintenance

85% of principals & 73% of teachers share that they are experiencing job related stress, compared to just 33% of working adults.

(EdWeek 2022)
(RAND 2024)



38% of school leaders are looking to leave within the next 3 years, with 14% planning to leave in the next year and 24% planning to leave in the next 2-3 years.

([NASSP Survey](#) 2022)



**73% of school leaders
report that they needed help
with their own mental or
emotional health last year.**

([NASSP Survey](#) 2022)



FRAMING THE PROBLEM

1

Declining recruitment and retention of highly effective principals in NC

2

The direct correlation between strong school leadership and student outcomes, teacher satisfaction, and school culture

3

Need to invest in principals as the cornerstone of school success.



The Difficulty of Moving Upstream



“Principals really matter. Indeed, it is difficult to envision an investment with a higher ceiling on its potential return than a successful effort to improve principal leadership.”

(GRISSOM, EGALITE, & LINDSAY, 2021)



NCPAPA
NORTH CAROLINA PRINCIPALS
& ASSISTANT PRINCIPALS' ASSOCIATION
UNITED TO SERVE CHILDREN AND SUPPORT LEADERS

Mission

The North Carolina Principals & Assistant Principals' Association believes in the imperative of quality public education for all children in North Carolina. We also believe that strong positive school leadership is the determining factor in the quality of that education. NCPAPA is dedicated to the implementation of these beliefs.

Current NCPAPA Programs

- **DLP - Distinguished Leadership in Practice**
- **FRL - Future Ready Leaders**
- **ECPA - Early Career Principals Academy**
- **APA - Assistant Principal Accelerator**
- **& more!**

MISSION

Empowering Excellence, Inspiring Leadership:

The North Carolina Principal of the Year Network is dedicated to showcasing the exemplary work occurring within North Carolina's public schools, fostering a culture of excellence, and advocating for the advancement of school leaders and public education across the state.



GOALS

- **Marketing the Success Stories of NC Public Education:** To showcase and celebrate the positive initiatives, innovative practices, and achievements within North Carolina's public schools, emphasizing the impact of effective leadership on student success and school improvement.
- **Promoting Recruitment and Retention of Effective School Leaders:** To actively promote the recruitment and retention of highly effective school leaders by providing support, resources, and recognition to aspiring and current principals, fostering a pipeline of talented educators who are dedicated to serving North Carolina's diverse communities.
- **Advocating for Public Schools and School Leaders:** To advocate for the needs and interests of North Carolina public schools and school leaders at local, state, and national levels, influencing policy decisions, and fostering partnerships to ensure equitable access to high-quality education for all students.

Expand Leadership Pipelines

Supporting and Growing Principals

Sustain Professional Development

Enhance Recruitment and Retention Incentives

NC STATE BOARD OF EDUCATION GOALS

- **Goal 1: Eliminate opportunity gaps by 2027**
- **Goal 2: Improve school and district performance by 2027**
- **Goal 3: Increase educator preparedness to meet the needs of every student by 2027**

A sunset over a forest silhouette. The sky is a mix of orange, yellow, and light blue, with a few wispy clouds. The foreground is a dark silhouette of a dense forest of evergreen trees.

Leadership growth always
precedes organizational growth.

Mark Miller