



## 2025 NCPOY Network Legislative & Policy Priorities for the Recruitment, Development & Retention of Effective School Leaders

- **Reform the [principal pay plan](#) to:**
  - Tie principal pay scale to the highest point on the teacher pay scale + 25%
    - Ensures that principals are the highest paid in each building.
    - Maintains the ratio between teacher and principal salary.
  - Add complexity factors beyond school size
    - Every school is different and those differences require unique leadership.
  - Increase base pay and reduce steps in performance pay from 10% to 5%
    - Reduces the large swings in base pay that occurs mid-year and leads to low morale and attrition.
  - Add a retention pay model for experience as a principal
    - Incentivizes principals to remain in the role
  - Maintain the current bonus structure to reward exceptional performance
  - Include a hold-harmless provision to prevent cuts to any principal's base pay
- **Improve the state's School Performance Grade system to include multiple components reflecting success, as follows:**
  - Retain achievement measures (EOGs, EOCs, and other performance indicators for non-tested subjects)
  - Increase value of "meeting or exceeding" student growth targets
  - Add or retain additional indicators based on school administrator feedback
  - Revise the definition of "low-performing schools" to exclude those that meet growth
- **Establish a Beginning Principal Support Program similar to state board policy [TCED-016](#) (Beginning Teacher Support Program) to:**
  - Implement a structured mentorship and induction program for first-time principals similar to the NC Beginning Teacher Support Program to enhance the skill development and support of new principals to become highly effective school leaders.
  - Provide formal mentoring relationships between new principals and experienced, high-performing school leaders for their first two years in the role to impact teaching and learning in distinguished ways
  - Secure state-allocated funds for targeted professional development, including leadership, instructional strategies, and compliance training to ensure the support needed to remain in the profession or become skilled administrators/superintendents.
- **Provide state funding for at least 1 assistant principal (AP) per school and another AP for each additional 500 students**
- **Establish a Principal Working Conditions Survey to elevate principal/assistant principal voice, increase understanding of school and district culture/climate from the principal/assistant principal perspective, and collect consistent data across the state.**