

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, 2025
DPI Chronological Schedule, 2024-2025

Principal Recruitment Supplement Program

| | |
|--|---|
| Established | 2019 |
| Qualifying Principal | A principal who is paid on the Exceeded Growth column of the Principal Salary Schedule. |
| 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. |
| Salary Supplement | (\$30,000) a year, paid monthly, as long as the principal is employed as the principal of that school, up to a maximum period of 36 months |
| Number of Supplements | 40 |
| Active Participants | 13 |
| Cohorts (reporting purposes) | 5 |

Program Implementation

| | 2020-2021 | 2021-2022 | 2022-2023 | 2023-2024 | 2024-2025 |
|----------------------------|-----------|-----------|-----------|-----------|-----------|
| # of schools participating | 13 | 14 | 18 | 20 | 13 |
| # of qualifying schools | 110 | 110 | 137 | 126 | 120 |
| # of slots for program | 40 | 40 | 40 | 40 | 40 |
| # of schools declining | 17 | 16 | 6 | 0 | 13 |

Implementation Phases

| | | |
|-----------|--------------------------|---|
| Phase I | Notice of Eligibility | The first 40 district superintendents of the bottom 5% of eligibility schools are notified of their eligibility. The district superintendent has to accept invitation to participate. If accepted, they advance to Phase II. |
| Phase II | Participation Acceptance | In Phase II, the district receives all eligible schools categorized by those that are priority, alternative, or already participating in supplemental program. |
| Phase III | Active Recruitment | In Phase III, the district superintendent/designee submits possible candidates to be vetted by the Office of Financial Business Services. Once a candidate qualifies, the district submits all information as identified in <i>G.S.115C-285.1</i> . |

**COHORT I:
2020-2021
PRINCIPAL
RECRUITMENT
SUPPLEMENT
RECIPIENTS**

The principals in Cohort I of the Principal Recruitment Supplement have reached their maximum participation time of 36 months receiving the bonus as outlined in the legislation

Fifty percent of the schools participating in Cohort I of the Principal Recruitment Supplement Program exceeded growth in 2022-2023, which based on the North Carolina Accountability model removes their designation as a low performing school

Forty-three percent of these schools have increased and maintained a change in letter grade based on the 2023-2024 accountability data

In Cohort I, two principals chose to remain at their schools after the supplement ended. These two schools continue to show improvements in school growth status and scores

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 the timeline for executing the program is needed due to the date accountability data is certified as well as constant turnover of principals at qualifying schools.
- Lack of flexibility in school selection is reported by eligible districts as a barrier. An eligible school, according to the legislation is defined as --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. While there were 736 low performing schools according to the 2023-2024 accountability data only 120 of them were eligible for the Principal Recruitment Supplement. Some districts were frustrated by this lack of flexibility when choosing an eligible school.
- The inequity in principal salary scales developed in a district when some schools are eligible for the bonus while others are not.





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