

NCPOY NETWORK LEGISLATIVE & POLICY PRIORITIES

Maximizing Impact on Recruitment &
Retention of Highly Effective School Leaders



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.

Reform Principal Pay To:



Tie principal pay scale to the highest point on the teacher pay scale + 25%

Add complexity factors beyond school size

Increase base pay and reduce steps in performance pay from 10% to 5%

Add a retention pay model for experience as a principal

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



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!**

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





www.ncpoynetwork.com



[@NCPOY](https://twitter.com/NCPOY)



ncpoyteam@gmail.com