

1 State of Arkansas

As Engrossed: S12/31/03 S1/8/04

Call Item 4

2 84th General Assembly

A Bill

3 Second Extraordinary Session, 2003

SENATE BILL 46

4

5 By: Senators Bisbee, Bryles, Wilkins, J. Jeffress, *Baker, Broadway, Madison*

6 By: Representatives Mahony, Seawel, Anderson, *Agee, Dangeau, Edwards, House, C. Johnson, Penix,*

7 *White*

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For An Act To Be Entitled

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11 AN ACT TO IMPROVE SCHOOL PERFORMANCE BY CREATING
12 THE MASTER SCHOOL PRINCIPAL PROGRAM; AND FOR
13 OTHER PURPOSES.

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Subtitle

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16 AN ACT TO IMPROVE SCHOOL PERFORMANCE BY
17 CREATING THE MASTER SCHOOL PRINCIPAL
18 PROGRAM.

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21 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

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23 *SECTION 1. For purposes of this act:*

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24 (1) "Incentive bonus" means a bonus paid to master principals
25 serving as a principal of any public school in the state;

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26 (2) "High-need school salary bonus" means an annual bonus to
27 master principals serving as a principal of a public school in phase two (2)
28 or phase three (3) school improvement status or located in a school district
29 in academic distress; and

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30 (3) "Hold-back longevity bonus" means a portion of the high-need
31 school salary bonus held back to be paid at the end of three (3) years and
32 five (5) years of serving as a principal of the same public school in phase
33 two (2) or phase three (3) school improvement status or located in a school
34 district in academic distress.

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36 *SECTION 2. (a) There is created the Master School Principal Program*



1 to provide training programs and opportunities to expand the knowledge base
2 and leadership skills of public school principals.

3 (b) The program shall be administered by the Arkansas Leadership
4 Academy.

5 (c) The program shall consist of no less than a three-phase process
6 developed by the Arkansas Leadership Academy and approved by the State Board
7 of Education, including:

8 (1) Phase one (1), which shall expand the knowledge base and
9 leadership skills of the principal;

10 (2) Phase two (2), which shall require the principal to apply
11 strategies and to collect evidence of improvement in student learning and
12 school processes; and

13 (3) Phase three (3), which shall require the principal to
14 publicly demonstrate the ability and skills that lead to sustained academic
15 improvement in a school and a school district.

16 (d) A school principal successfully completing the program shall be
17 designated as a master school principal by the Arkansas Leadership Academy.

18 (e)(1) The Department of Education and the Arkansas Leadership Academy
19 shall:

20 (A) Develop criteria for selection of candidates for the
21 process;

22 (B) Review and modify, as deemed appropriate, the program
23 performance areas; and

24 (C)(i) Develop a rigorous assessment process based on the
25 performance areas.

26 (ii) The assessment shall include, but shall not be
27 limited to, demonstrable, performance-based evidence of the performance
28 areas.

29 (2) The number of school principals participating each year may
30 be determined by the amount of funding available for the program.

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32 SECTION 3. (a) The Arkansas Department of Education shall promulgate
33 rules and regulations for the nine thousand dollar (\$9,000) yearly incentive
34 bonus provided under this section for principals receiving master school
35 principal status.

36 (b) The Department of Education shall pay a yearly incentive bonus of

1 nine thousand dollars (\$9,000) for every school year for no more than five
2 (5) years to any building-level principal who:

3 (1) Receives a master school principal designation from the
4 Arkansas Leadership Academy; and

5 (2) Is, at the time of receiving the bonus, employed full-time
6 as a building-level principal in an Arkansas public school district.

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8 SECTION 4. (a) The Arkansas Department of Education shall promulgate
9 rules and regulations for an additional high-need school salary bonus,
10 including a hold-back longevity bonus, for principals receiving master school
11 principal status and serving as a principal of a public school in phase two
12 (2) or phase three (3) school improvement status or located in a school
13 district in academic distress.

14 (b)(1) The department shall pay a high-need school salary bonus of
15 twenty-five thousand dollars (\$25,000) for every school year for no more than
16 five (5) years to any building-level principal who:

17 (A) Receives a master school principal designation from
18 the Arkansas Leadership Academy; and

19 (B) Is, at the time of receiving the (\$25,000) bonus,
20 employed full-time as a building-level principal in an Arkansas public school
21 district that is or was:

22 (i) A public school in phase two (2) or phase three
23 (3) school improvement status at the time the master school principal began
24 his or her employment as a master school principal of the school; or

25 (ii) A public school located in a school district in
26 academic distress at the time the master school principal began his or her
27 employment as a master school principal of the school.

28 (2) The high-need school salary bonus under subdivision (b)(1)
29 of this section shall be paid as follows:

30 (A) Twenty-thousand dollars (\$20,000) for each school
31 year; and

32 (B) An additional five thousand dollars (\$5,000) to be set
33 aside for each qualifying school year to be paid as follows:

34 (i) A fifteen thousand dollar (\$15,000) hold-back
35 longevity bonus at the end of three (3) consecutive school years as a master
36 school principal in the same school; and

1 (ii) A ten thousand dollar (\$10,000) hold-back
2 longevity bonus at the end of five (5) consecutive school years as a master
3 school principal in the same school.

4 (3) The high-need school salary bonus with the hold-back
5 longevity bonus payable under this section shall be paid in addition to the
6 five-year incentive bonus allowed under Section 3 of this act, if the master
7 principal is within the time frame for eligibility for the five-year
8 incentive bonus.

9 (c) No person shall receive either a yearly incentive bonus, a salary
10 bonus, or a longevity bonus, regardless of the person's past participation in
11 the Master School Principal Program, if the person leaves the full-time
12 employment as a principal of an Arkansas public school district.

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14 /s/ Bisbee
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