

1 SB314  
2 182692-2  
3 By Senators Brewbaker and Holley  
4 RFD: Education and Youth Affairs  
5 First Read: 14-MAR-17

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8 SYNOPSIS: This bill would establish the High  
9 Performance Principals Program as a financial  
10 incentive program to provide incentives to  
11 elementary school principals who improve student  
12 achievement.

13  
14 A BILL  
15 TO BE ENTITLED  
16 AN ACT

17  
18 Relating to public K-12 education; to establish the  
19 High Performance Principals Program; to provide legislative  
20 intent; to provide financial incentives to high performing  
21 elementary school principals; to require the State  
22 Superintendent of Education to implement the program pursuant  
23 to rules adopted by the State Board of Education; and to  
24 provide for an annual appropriation to the department as  
25 necessary to implement the program.

26 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

1           Section 1. (a) The Alabama Legislature finds and  
2 declares all of the following:

3           (1) That the driving force behind attracting quality  
4 teachers to a school and creating a culture of learning and  
5 respect in the school environment is school leadership, and  
6 particularly, the school principal.

7           (2) That teachers consider school leadership as one  
8 of the most important factors in creating good working  
9 conditions in a school environment.

10          (3) That a school with strong leadership and  
11 teachers is the most effective in improving and maintaining  
12 the academic success of students.

13          (b) There is created a voluntary financial incentive  
14 program for elementary school principals to be known and cited  
15 as the High Performance Principals Program.

16          (c) (1) An elementary school principal who elects to  
17 participate in the program shall be eligible for an annual  
18 salary supplement to reward the principal for improvements in  
19 student achievement at the school that the principal oversees.  
20 The supplement shall be in addition to any other compensation  
21 that the principal would have received or is otherwise  
22 entitled to receive.

23          (2) The State Board of Education, by rule, shall  
24 establish the methodology to be used to determine the amount  
25 of the salary supplement participating elementary school  
26 principals may receive, along with the respective quantitative  
27 student achievement metrics to be used to determine the amount

1 of the salary supplement, if any, to be awarded to program  
2 participants. The methodology for determining the available  
3 awards shall be based upon quantitative year-over-year  
4 improvement in aggregate school-wide standardized test scores  
5 and the number of state earned teacher units allocated to the  
6 elementary school that the principal oversees.

7 (3) The methodology provided in subdivision (2),  
8 salary supplement amounts, and respective school achievement  
9 criteria may be adjusted annually by rule adopted by the State  
10 Board of Education. An individual salary supplement may not  
11 exceed twelve thousand dollars (\$12,000) per year.

12 (4) The State Superintendent of Education shall  
13 certify to the State Board of Education annually the  
14 supplement amounts to be awarded to individual program  
15 participants and shall cause the supplements to be awarded in  
16 a lump sum annually, after review of the respective student  
17 achievement data and certification that the appropriate  
18 criteria was met to justify the award.

19 (d) An elementary school principal may elect to  
20 participate in the program for up to three consecutive years.  
21 No elementary school principal may participate in the program  
22 for more than five years. Before beginning participation in  
23 the program, an elementary school principal shall certify to  
24 the State Superintendent of Education, in writing, that during  
25 participation his or her primary focus shall be on academics  
26 and all operational and administrative duties shall be

1 performed by the assistant principal or other administrative  
2 staff of the elementary school.

3 (e) The State Board of Education, by rule, shall  
4 develop procedures to implement the program. The State  
5 Superintendent of Education shall produce a report annually on  
6 the program participants, including the name of each  
7 participant, amount of supplement awarded to each participant,  
8 and the basis of student achievements used to justify the  
9 supplements.

10 (f) An elementary school principal who elects to  
11 participate in the program shall enter into a contract with  
12 the State Superintendent of Education, which shall include  
13 terms and conditions relating to the program, including the  
14 supplement and criteria schedule, as set forth by rule of the  
15 State Board of Education.

16 (g) The State Superintendent of Education shall  
17 provide training for program participants on methodologies to  
18 improve student achievement. The training received shall be  
19 used by the principals to provide teachers with successful  
20 techniques for improving student achievement.

21 (h) Participating elementary school principals shall  
22 provide a written monthly report to their respective local  
23 boards of education and to the State Superintendent of  
24 Education on their efforts to increase student achievement.  
25 Participating elementary school principals, no less than  
26 monthly, shall also make a presentation of their work in the  
27 program at a regular meeting of the local board of education,

1 unless the board meets less frequently, where the presentation  
2 shall occur as often as the local board of education meets.

3 (i) Local superintendents of education may evaluate  
4 program participants and provide feedback to the State  
5 Superintendent of Education regarding their evaluations. The  
6 State Superintendent of Education may use this feedback to  
7 improve the program.

8 (j) Salary supplements received by an elementary  
9 school principal pursuant to this section shall not be  
10 considered regular or earnable compensation for any purpose.

11 (k) Nothing in this section shall prohibit a local  
12 board of education from providing additional salary  
13 supplements and bonuses to any elementary school principal who  
14 is participating in the program.

15 (l) The Legislature shall make an annual  
16 appropriation to the State Department of Education as  
17 necessary to implement the program. No more than five million  
18 dollars (\$5,000,000) may be expended each fiscal year on  
19 salary supplements provided pursuant to this section.

20 Section 2. This act shall become effective on the  
21 first day of the third month following its passage and  
22 approval by the Governor, or its otherwise becoming law.