

School Principal Leadership and Mentoring Act

SB300
by Senator Orr



This bill would create the Alabama Principal Leadership Development System.



If a principal completes the program, they will receive a \$10,000 salary supplement. For low-performing (CSI schools, D-F on the Report Card, bottom 5% on Literacy or Numeracy) or high-poverty schools (greater than 75% poverty), the principal will receive \$15,000.



The goal of the program is to increase the effectiveness of school administrators resulting in improved academic outcomes for all students. The goal is also to increase principal pay similar to the TEAMS Act (more money for reaching a higher bar of development).



The Act also requires the development of new leadership standards and a Principal Leadership framework, which shall guide development of the program.

For assistant principals, it is \$5,000 and \$7,500 for low-performing/high-poverty.



The program will be developed by a design team appointed by Dr. Mackey and others.

IMPLEMENTATION TIMELINE

The program will be implemented in stages over multiple years and it builds on itself. In order to receive the salary supplement, each element must be completed:

2023-2024 and 2024-2025

1

Phase 1

In 2023-2024, each school administrator shall develop a comprehensive professional learning plan to be implemented beginning in the 2024-2025 school year, and in each subsequent school year thereafter. In addition to required professional learning units, the plan shall include an additional five days of high-quality professional learning. The department shall publish a list of acceptable professional learning programs, or otherwise approve professional learning experiences for this purpose aligned to the Alabama Standards for School Leadership. Stipends will begin in 2024-2025 when the 5 additional days of PD are completed.

2027-2028

Phase 3

New evaluation system (developed by the design team and evaluation experts) must be completed.

2024-2025

Phase 2

Two-year mentoring program for all new principals.

2029-2030

Phase 4

New year-long Principal Leadership Academy must be completed.



Vic Wilson
vic@clasleaders.org