

**GENERAL ASSEMBLY OF NORTH CAROLINA**  
**SESSION 2005**

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**HOUSE BILL 2863**

Short Title: Funds for a Turnaround Principals Program. (Public)

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Sponsors: Representatives Yongue; Faison, Glazier, Harrison, and Lucas.

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Referred to: Appropriations.

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May 30, 2006

A BILL TO BE ENTITLED  
AN ACT TO APPROPRIATE FUNDS FOR A TURNAROUND PRINCIPALS  
PROGRAM TO PROVIDE STRONG AND PROVEN LEADERSHIP FOR  
LOW-PERFORMING SCHOOLS.

Whereas, low-performing schools, particularly middle and high schools, require special leaders who have demonstrated an ability to successfully lead such schools and educate disadvantaged students; and

Whereas, this leadership experience is rare, and it is different from the experience of many otherwise talented principals; and

Whereas, it is difficult to find, recruit, adequately compensate, and retain such principals for schools that have a long history of low performance; and

Whereas, to address this critical and intractable problem, North Carolina should establish a special corps of "turnaround principals", proven and extraordinary leaders willing to take up the challenge of improving low-performing schools; and

Whereas, low-performing schools are not only failing to provide many students with a sound, basic education, but they also are expending substantial State and local resources; and

Whereas, if new and proven leadership can move the school from failure to success, the cost of the program will have been a sound and prudent investment for the State, Now, therefore,

The General Assembly of North Carolina enacts:

**SECTION 1.(a)** There is appropriated from the General Fund to the Board of Governors of The University of North Carolina the sum of five million five hundred thousand dollars (\$5,500,000) for the 2006-2007 fiscal year for the Turnaround Principals Program. The Program shall be located in and administered by the Office of the President of The University of North Carolina.

**SECTION 1.(b)** The purpose of the Program is to recruit and select up to 25 turnaround principals who shall be available for employment in low-performing middle or high schools. As used in this act, a low-performing school is a school that has had a

1 composite score of sixty-five percent (65%) or less under the ABC Program for three  
2 consecutive years. Candidates for the Program must be retired principals or  
3 superintendents.

4 The Program shall be highly selective and shall attempt to select the best  
5 candidates from North Carolina and throughout the United States. Turnaround  
6 principals must have proven and extraordinary records of success as principals or  
7 superintendents in North Carolina or elsewhere. Procedures for application and criteria  
8 for acceptance into the Program shall be established by the administering agency.  
9 When turnaround principals have been selected for participation in the Program by the  
10 administering agency, the administering agency will work with eligible local school  
11 systems to help them find promising candidates from the roster of approved turnaround  
12 principals to fill principal positions in low-performing schools and will use Program  
13 funds to help develop an incentive package sufficient to attract that principal to that  
14 school. The decision to employ such principal shall be made by the local  
15 superintendent and school board.

16 **SECTION 1.(c)** The compensation packages for turnaround principals shall  
17 be developed by the administering agency in cooperation with local superintendents and  
18 school boards seeking to hire such principal. They shall be developed to provide very  
19 strong incentives to attract highly qualified individuals to the Program, and may include  
20 a substantial salary supplement above the normal income for the position that is paid by  
21 the local school system, relocation expenses, and possibly deferred compensation  
22 arrangements. Part of the funding of such compensation packages shall come from the  
23 Program.

24 Turnaround principals also shall be provided additional discretionary funds  
25 by the Program to support staff development and other work needed to address the  
26 specific problems of that school.

27 Total expenditures for each principal position from Program funds shall not  
28 exceed two hundred thousand dollars (\$200,000) per year.

29 **SECTION 1.(d)** A low-performing school shall contract with a turnaround  
30 principal for a term of at least three years so that the principal has adequate time to  
31 achieve success at the school and prepare that school for continued success in the future.

32 **SECTION 1.(e)** In the first three months at a low-performing school, the  
33 turnaround principal shall develop a written turnaround plan for the school and submit  
34 the plan to the local superintendent and school board and to the administering agency.

35 The turnaround principals shall submit a written annual report on progress at  
36 the school and methods used to the administering agency of the Program and to the  
37 local superintendent and school board.

38 **SECTION 1.(f)** The Program shall submit annual reports to the General  
39 Assembly on the results of the Program and recommendations regarding the future of  
40 the Program. These reports will produce a body of knowledge and experience that will  
41 help North Carolina's schools in the future.

42 **SECTION 2.** G.S. 135-3(8) is amended by adding a new sub-subdivision to  
43 read:

1           c1. The computation of postretirement earnings of a  
2           beneficiary under G.S. 135-3(8)c., who has been retired at least  
3           six months and has not been employed in any capacity with a  
4           public school for at least six months immediately preceding the  
5           effective date of reemployment, shall not include earnings while  
6           the beneficiary is employed as a turnaround principal by a local  
7           school administrative unit under the Turnaround Principals  
8           Program. The Department of Public Instruction shall certify to  
9           the Retirement System that a beneficiary is employed as a  
10           turnaround principal by a local school administrative unit under  
11           the Turnaround Principals Program.

12           Beneficiaries employed under this sub-subdivision are not  
13           entitled to any benefits otherwise provided under this Chapter  
14           as a result of this period of employment."

15           **SECTION 3.** This act becomes effective July 1, 2006.