

# ARKANSAS REGISTER



## Proposed Rule Cover Sheet

Secretary of State  
John Thurston  
500 Woodlane Street, Suite 026  
Little Rock, Arkansas 72201-1094  
(501) 682-5070  
[www.sos.arkansas.gov](http://www.sos.arkansas.gov)



---

Name of Department Arkansas Department of Education

Agency or Division Name Division of Elementary and Secondary Education

Other Subdivision or Department, If Applicable Educator Effectiveness and Licensure

Previous Agency Name, If Applicable \_\_\_\_\_

Contact Person Amy Douglas

Contact E-mail amy.douglas@ade.arkansas.gov

Contact Phone 501-682-0166

---

Name of Rule Master Principal

Newspaper Name Arkansas Democrat Gazette

Date of Publishing November 14, 15 and 16, 2021

Final Date for Public Comment December 16, 2021

Location and Time of Public Meeting ADE, Four Capitol Mall, Little Rock 12/7/21 at 1:30pm

Arkansas Department of Education  
Division of Elementary and Secondary Education  
Rules Governing Eligibility and Financial Incentives  
For Arkansas Leadership Academy Master Principal  
Program ~~July 2014~~Effective Date

1.00 Regulatory Authority

- 1.01 These rules shall be known as the Arkansas Department of Education Division of Elementary and Secondary Education (~~Department~~ "Division") Rules Governing the Arkansas Leadership Academy Master Principal Program.
- 1.02 These rules are enacted under the Arkansas State Board of Education's (State Board) authority pursuant to Ark. Code. Ann. §§ 6-11-105, 6-17- 1601 et seq., and 25-15-201 et seq., and Act 459 of 2013.

2.00 Purpose

- 2.01 The purpose of these rules is:
- 2.1.1 The improvement of student learning by strengthening principal leadership;
- 2.1.2 The encouragement of principals to participate in and complete the Master Principal Program by authorizing the ~~Department~~Division to pay full incentive bonuses to participants;
- 2.1.3 The establishment of eligibility requirements; and
- 2.1.4 The establishment of the mechanism for the payment to principal participants, as determined by the amount of funding available for the program.

Source: Ark. Code Ann. § 6-17-1602

3.00 Definitions

For the purposes of these rules, the following terms shall mean:

- 3.01 "Building Level Principal" means a principal who ~~is required to hold~~ a standard building-level administrator license from the Division or is working under an approved licensure exception, and who serves as a full-time school principal in an Arkansas public school.

3.02 "High-need public school" means an Arkansas public school that at the time a master principal first becomes entitled to a high-need school salary bonus, is identified as failing to meet certain established levels of academic achievement under rules adopted by the State Board.

3.03 "High-need school salary bonus" means an annual bonus to a Master Principal serving as a principal of a high-need public school. High needs schools will be schools that are identified every three years in need of comprehensive support and improvement (CSI) using the ESSA School Index score as approved in Arkansas ESSA plan:

3.03.1 Lowest performing 5% of all schools  
receiving Title I Part A funds.

3.03.2 High schools with a four-year Adjusted  
Cohort Graduation Rate below 66.667  
percent

3.04 "Hold-back longevity bonus" means a portion of the high-need school salary bonus held back to be paid at the end of three (3) years and five (5) years of serving as a principal of the same high-need public school.

3.05 "Incentive bonus" means a bonus paid to a Master Principal serving as a principal of any public school in the state.

3.06 "Successful completion" of the Master Principal Designation process is defined as officially being designated as a Master Principal by the Arkansas Leadership Academy.

3.07 "The Arkansas Leadership Academy" is defined as a collaborative partnership which identifies and designates principals who meet rigorous standards by effectively demonstrating student learning in their schools as well as demonstrating high levels of knowledge, skills, dispositions, and commitments approved by the State Board of Education. ~~reflected in the following five core areas:~~

3.07.1 ~~Building and Sustaining Accountability Systems~~

3.07.2 ~~Building and Maintaining Collaborative Relationships~~

3.07.3 ~~Leading and Managing Change~~

3.07.4 ~~Developing a Deep Knowledge of Teaching and Learning~~

3.07.5 ~~Creating and Living the Mission and Vision~~

Source: Ark. Code Ann. § 6-17-1601

#### 4.00 Selection Process and Requirements

4.01 The Arkansas Leadership Academy administers the Master Principal Program.

4.01.1 Program Applications are available on-line from the Arkansas Leadership Academy, at: [www.arkansasleadershipacademy.org](http://www.arkansasleadershipacademy.org).

4.01.2 All Arkansas public school building level principals with one (1) year of experience as a building-level principal and who hold a standard building-level administrator's license may apply. Preference will be given to applicants with three (3) or more years of leadership experience. The years of experience preference may be evaluated on a case by case basis.

4.01.3 The number of participants each year in each phase may be determined by the amount of funding available for the program.

#### 4.02 Criteria and Selection to the Master Principal Program

##### 4.02.1 Phase I (Principal Institute) Selection:

4.02.1.1 Phase I shall expand the knowledge base and leadership skills of the principal.

4.02.1.2 Selection of participants for Phase I will be based on responses to the application and on a balance of demographic information.

4.02.1.3 The number of participants each year may be determined by the amount of funding available for the program.

4.02.2 Phase II: Selection of participants for Phase II and Phase III shall be based on evidence presented showing implementation of knowledge and skills in the principal's school and based on criteria in the scoring guides.

4.02.2.1 Phase II shall require the principal to apply strategies and to collect evidence of improvement in student learning and school processes. Current Principal Institute graduates will present evidence of success in Phase I performance areas and complete the required Phase I assessments to apply for Phase II.

4.02.2.2 Phase II participants are those who have successfully demonstrated a thorough understanding and implementation of Arkansas Leadership Standards addressed in Phase I as evidenced by Phase I assessments, which may include portfolios, student achievement data, site visits, self-assessments, and other forms of evidence. Principals completing Building-Level Administrator Licensure requirements, under the current performance-based licensure system, will have the opportunity to present evidence of success

~~in Phase I performance area and complete the required Phase I assessments to apply for Phase II.~~

4.02.3 Phase III: Selection of participants for Phase III will be based on a participant's successful completion of Phase II assessments, evidence of school results, and letters of recommendation.

4.02.3.1 Phase III shall require the principal to publicly demonstrate the ability and skills that lead to sustained academic improvement in a school and a school district.

4.02.3.2 Phase III participants are those who have successfully demonstrated a thorough understanding and implementation of Arkansas Leadership Standards addressed in Phase II as evidenced by Phase II assessments, which may include portfolios, student achievement data, site visits, self-assessments, and other forms of evidence.

4.02.4 Master Principal Designation: The Arkansas Leadership Academy will make a Master Principal Designation after a participant successfully completes Phase III, passes extensive reviews of school results, and passes rigorous assessments based on the performance areas of the assessment.

4.02.5 Participants in the Master Principal Program will have up to two (2) years to complete the assessments for each phase for a maximum time of six (6) years to complete the ~~process~~ program and earn designation, unless ~~waived~~ extended at the discretion of ~~by the~~ Arkansas Leadership Academy due to ~~for~~ extenuating circumstances.

Source: Ark. Code Ann. § 6-17-1602

## 5.00 Payment of Fees and Bonuses

### 5.01 Incentive Bonus

5.01.1 ~~The Department of Education~~Division of Elementary and Secondary Education shall pay a \$9,000 annual incentive bonus to a school district that employs a Master Principal Designee as a full-time building-level principal for payment to the Master Principal Designee as a bonus in the first school year after designation and a yearly bonus for each of the next four (4) consecutive years of eligibility.

5.01.2 The lifetime maximum for an incentive bonus is \$45,000.

5.01.3 A qualified applicant will establish eligibility for receipt of the incentive bonus by submitting to ~~the Department~~the Division, on

an annual basis, proof of:

- 5.01.3.1 Receiving the official Master Principal Designation from the Arkansas Leadership Academy;
- 5.01.3.2 At the time of receiving the bonus, being employed full-time as a building-level principal in an Arkansas public school district, verified by the school district;
- 5.01.3.3 Not having received the \$9,000 annual incentive bonus for more than four (4) years.

Source: Ark. Code Ann. § 6-17-1603

## 5.02 High-need School Salary Bonus

5.02.1 The ~~Division~~Department shall pay a high-need salary bonus of twenty-five thousand dollars (\$25,000) for every school year for no more than five (5) years to any building-level principal who:

- 5.02.1.1 Receives Master Principal Designation from the Leadership Academy; and
- 5.02.1.2 Is employed full time as a building-level principal at the time of receiving the bonus in a high-need public school.

5.02.2 The high-need school salary bonus shall be paid as follows:

5.02.2.1 Twenty thousand dollars (\$20,000) for each school year that a Master Principal is employed in a high-need public school; and

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

5.02.2.2.1 An initial hold-back longevity bonus of fifteen thousand dollars (\$15,000) at the end of three (3) consecutive school years as a Master Principal in the same school; and

5.02.2.2.2 A final hold-back longevity bonus of ten thousand dollars (\$10,000) at the

end of five (5) consecutive school years as a Master Principal in the same school.

5.02.3 The high-need school salary bonus with the hold-back longevity bonus payable under this section shall be paid in addition to the five-year incentive bonus allowed in 5.01 if the Master Principal is within the timeframe for eligibility for the five-year incentive bonus.

5.02.4 ~~Regardless of a person's past participation in the Master Principal Program, a person shall not receive a yearly incentive bonus, a salary bonus, or a longevity bonus if the person leaves the full-time employment as a principal of an Arkansas public school district; becomes employed as a district level, central office administrator; is employed by an Arkansas institution of higher education; or is employed by an education service cooperative and does not serve in a school with students.~~

5.02.5 No increase in the starting or yearly bonus is retroactive.

~~5.02.6 A Master Principal eligible for and receiving a high need salary bonus as of May 1, 2013, for serving as a principal of a public school in school improvement shall remain eligible for a high need school salary bonus and hold back longevity bonus while serving as principal of that same public school.~~

Source: Ark. Code Ann. § 6-17-1604

## 6.00 Repayment of Yearly Incentive Bonus

6.01 Repayment of state funds for the Arkansas Leadership Academy Master Principal is required if a recipient does not complete the school-year in which the bonus was received as a full-time building-level principal. The repayment amount shall be prorated for the time not served.

6.02 The State Board may revoke a building-level administrator license for failure to repay state funds under these rules.

## 7.00 Monitoring

7.01 The local public school district that employs a Master Principal must verify to the ~~Department~~ Division annually the employment status of that principal for each year of the five-year annual incentive bonus eligibility.

## 8.00 Funding

- 8.01 The payment for any bonus under these rules is subject to the appropriation and availability of funds.
- 8.02. To the extent funds as provided for by Ark. Code Ann§ 6-17-1601 et seq. are available, such funds may be used to fund the incentive bonus, high- need salary bonus, and hold-back longevity bonus.

MARKUP



**QUESTIONNAIRE**  
**FOR FILING PROPOSED RULES WITH THE**  
**ARKANSAS LEGISLATIVE COUNCIL**

**DEPARTMENT/AGENCY** Arkansas Department of Education Division of Elementary and Secondary Education

**DIVISION** Division of Educator Effectiveness and Licensure

**DIVISION DIRECTOR** Karli Saracini

**CONTACT PERSON** Amy Douglas

**ADDRESS** 4 Capitol Mall

**PHONE NO.** 501-682-0166

**FAX NO.**

**E-MAIL** amy.douglas@ade.arkansas.gov

**NAME OF PRESENTER AT COMMITTEE MEETING** Amy Douglas

**PRESENTER E-MAIL** amy.douglas@ade.arkansas.gov

**INSTRUCTIONS**

- A. Please make copies of this form for future use.
- B. Please answer each question completely using layman terms. You may use additional sheets if necessary.
- C. If you have a method of indexing your rules, please give the proposed citation after "Short Title of this
- D. Rule" below.
- E. Submit two (2) copies of the Questionnaire and Financial Impact Statement attached to the front of two (2) copies of the proposed rule and required documents. Mail or deliver to:

Jessica C. Sutton  
Administrative Rules Review Section  
Arkansas Legislative Council  
Bureau of Legislative Research  
One Capitol Mall, 5th Floor  
Little Rock, AR 72201

\*\*\*\*\*

1. What is the short title of this rule? Master Principal

2. What is the subject of the proposed rule? The purpose of the rules is to provide avenues to receive the bonus incentives through the Master Principal Program.

3. Is this rule required to comply with a federal statute, rule, or regulation? Yes ☐ No ☒

If yes, please provide the federal rule, regulation, and/or statute citation.

4. Was this rule filed under the emergency provisions of the Administrative Procedure Act?

Yes ☐ No ☒

If yes, what is the effective date of the emergency rule? \_\_\_\_\_

When does the emergency rule expire? \_\_\_\_\_

Will this emergency rule be promulgated under the permanent provisions of the Administrative Procedure Act? Yes ☐ No ☐

5. Is this a new rule? Yes ☐ No ☒ If yes, please provide a brief summary explaining the rule.

Does this repeal an existing rule? Yes ☐ No ☒ If yes, a copy of the repealed rule is to be included with your completed questionnaire. If it is being replaced with a new rule, please provide a summary of the rule giving an explanation of what the rule does.

Is this an amendment to an existing rule? Yes ☒ No ☐ If yes, please attach a mark-up showing the changes in the existing rule and a summary of the substantive changes. Note: The summary should explain what the amendment does, and the mark-up copy should be clearly labeled "mark-up."

To update the process, criteria and selection of applicants for the Master Principal program to align with the RFP in place.

See attached mark-ups.

6. Cite the state law that grants the authority for this proposed rule? If codified, please give the Arkansas Code citation.

6-17-1603 and 6-17-1604

7. What is the purpose of this proposed rule? Why is it necessary?

With the newest RFP, the requirements of how a candidate progresses through the process were significantly changed. Therefore, the Master Principal rule changes update the process, criteria and selection of the Master Principal candidates and applicants.

8. Please provide the address where this rule is publicly accessible in electronic form via the Internet as required by Arkansas Code § 25-19-108(b).

<http://dese.ade.arkansas.gov/division/legal/rules/pending>

9. Will a public hearing be held on this proposed rule? Yes ☒ No ☐ If yes, please complete the following:

Date: December 7, 2021

Time: 1:30pm

Place: ADE Auditorium, Four Capitol Mall, Little Rock, AR 72201

10. When does the public comment period expire for permanent promulgation? (Must provide a date.)  
12/16/21

11. What is the proposed effective date of this proposed rule? (Must provide a date.)

01/01/22

12. Please provide a copy of the notice required under Ark. Code Ann. § 25-15-204(a), and proof of the publication of said notice. Please see attached.

13. Please provide proof of filing the rule with the Secretary of State as required pursuant to Ark. Code Ann. § 25-15-204(e). Please see attached.

14. Please give the names of persons, groups, or organizations that you expect to comment on these rules? Please provide their position (for or against) if known.

Unknown

## FINANCIAL IMPACT STATEMENT

**PLEASE ANSWER ALL QUESTIONS COMPLETELY**

**DEPARTMENT** Arkansas Department of Education Division of Elementary and Secondary Education

**DIVISION** Division of Educator Effectiveness and Licensure

**PERSON COMPLETING THIS STATEMENT** Amy Douglas

**TELEPHONE NO.** \_\_\_\_\_ **FAX NO.** \_\_\_\_\_ **EMAIL:** amy.douglas@ade.arkansas.gov

To comply with Ark. Code Ann. § 25-15-204(e), please complete the following Financial Impact Statement and file two (2) copies with the Questionnaire and proposed rules.

**SHORT TITLE OF THIS RULE** Master Principal

1. Does this proposed, amended, or repealed rule have a financial impact? Yes ☐ No ☒
  
2. Is the rule based on the best reasonably obtainable scientific, technical, economic, or other evidence and information available concerning the need for, consequences of, and alternatives to the rule?  
Yes ☒ No ☐
  
3. In consideration of the alternatives to this rule, was this rule determined by the agency to be the least costly rule considered? Yes ☒ No ☐

If an agency is proposing a more costly rule, please state the following:

- a) How the additional benefits of the more costly rule justify its additional cost;

- b) The reason for adoption of the more costly rule;

- c) Whether the more costly rule is based on the interests of public health, safety, or welfare, and if so, please explain; and

- d) Whether the reason is within the scope of the agency's statutory authority, and if so, please explain.

4. If the purpose of this rule is to implement a federal rule or regulation, please state the following:

a) What is the cost to implement the federal rule or regulation?

Current Fiscal Year

Next Fiscal Year

General Revenue \_\_\_\_\_  
Federal Funds \_\_\_\_\_  
Cash Funds \_\_\_\_\_  
Special Revenue \_\_\_\_\_  
Other (Identify) \_\_\_\_\_

General Revenue \_\_\_\_\_  
Federal Funds \_\_\_\_\_  
Cash Funds \_\_\_\_\_  
Special Revenue \_\_\_\_\_  
Other (Identify) \_\_\_\_\_

Total \$ 0.00

Total \$ 0.00

b) What is the additional cost of the state rule?

Current Fiscal Year

Next Fiscal Year

General Revenue \_\_\_\_\_  
Federal Funds \_\_\_\_\_  
Cash Funds \_\_\_\_\_  
Special Revenue \_\_\_\_\_  
Other (Identify) \_\_\_\_\_

General Revenue \_\_\_\_\_  
Federal Funds \_\_\_\_\_  
Cash Funds \_\_\_\_\_  
Special Revenue \_\_\_\_\_  
Other (Identify) \_\_\_\_\_

Total \$ 0.00

Total \$ 0.00

5. What is the total estimated cost by fiscal year to any private individual, entity and business subject to the proposed, amended, or repealed rule? Identify the entity(ies) subject to the proposed rule and explain how they are affected.

Current Fiscal Year

Next Fiscal Year

\$ \_\_\_\_\_

\$ \_\_\_\_\_

--

6. What is the total estimated cost by fiscal year to state, county, and municipal government to implement this rule? Is this the cost of the program or grant? Please explain how the government is affected.

Current Fiscal Year

Next Fiscal Year

\$ \_\_\_\_\_

\$ \_\_\_\_\_

--

7. With respect to the agency's answers to Questions #5 and #6 above, is there a new or increased cost or obligation of at least one hundred thousand dollars (\$100,000) per year to a private individual, private entity, private business, state government, county government, municipal government, or to two (2) or more of those entities combined?  
Yes ☐ No ☐

If YES, the agency is required by Ark. Code Ann. § 25-15-204(e)(4) to file written findings at the time of filing the financial impact statement. The written findings shall be filed simultaneously with the financial impact statement and shall include, without limitation, the following:

- (1) a statement of the rule's basis and purpose;
- (2) the problem the agency seeks to address with the proposed rule, including a statement of whether a rule is required by statute;
- (3) a description of the factual evidence that:
  - (a) justifies the agency's need for the proposed rule; and
  - (b) describes how the benefits of the rule meet the relevant statutory objectives and justify the rule's costs;
- (4) a list of less costly alternatives to the proposed rule and the reasons why the alternatives do not adequately address the problem to be solved by the proposed rule;
- (5) a list of alternatives to the proposed rule that were suggested as a result of public comment and the reasons why the alternatives do not adequately address the problem to be solved by the proposed rule;
- (6) a statement of whether existing rules have created or contributed to the problem the agency seeks to address with the proposed rule and, if existing rules have created or contributed to the problem, an explanation of why amendment or repeal of the rule creating or contributing to the problem is not a sufficient response; and
- (7) an agency plan for review of the rule no less than every ten (10) years to determine whether, based upon the evidence, there remains a need for the rule including, without limitation, whether:
  - (a) the rule is achieving the statutory objectives;
  - (b) the benefits of the rule continue to justify its costs; and
  - (c) the rule can be amended or repealed to reduce costs while continuing to achieve the statutory objectives.



## **REQUEST FOR GOVERNOR'S APPROVAL OF PROPOSED RULES**

Please submit this form and all required documents in the checklist as a single pdf document. Failure to comply will result in the rule being denied.

Rules identified as mandatory promulgations in Form 2021A must be submitted to the Governor's Office for approval no later than December 31, 2021.

**Cabinet Department:** Arkansas Department of Education

**Division/Commission/Board/Agency:** Division of Elementary and Secondary Education

**Rule Number:** 272 **Short Title of Rule:** Master Principal

**New Rule:** ☐ Yes ☒ No **Rule Amendment:** ☒ Yes ☐ No **Rule Repeal:** ☐ Yes ☒ No

**Proposed Effective Date:** \_\_\_\_\_ **Date Rule Submitted:** \_\_\_\_\_

**Emergency Rule:** ☐ Yes ☒ No **Expedited Request:** ☐ Yes ☒ No **Reason:** \_\_\_\_\_

**Drafted in Code of Rules Format** ☐ Yes ☒ No **If not, explain:** \_\_\_\_\_

**Please explain the need for an Emergency/Expedited Rule:** \_\_\_\_\_

---

### **AUTHORITY TO PROMULGATE**

**State Mandate:** ☒ Yes ☐ No **Federal Mandate:** ☐ Yes ☒ No **Act No.:** \_\_\_\_\_

**Statutory Authority to Promulgate the Rule:** 6-17-1603 and 6-17-1604

**Department/Agency Legislation from Legislative Session:** ☐ Yes ☒ No **Act No.:** \_\_\_\_\_

**House Sponsor:** \_\_\_\_\_ **Senate Sponsor:** \_\_\_\_\_

**Cabinet Review:** ☒ Yes ☐ No **Secretary's Signature:** John Key **Date:** 9/20/2021

---

### **RULE SUMMARY**

**Purpose of Rule:** \_\_\_\_\_

The purpose of the rules is to provide avenues to receive the bonus incentives through the Master Principal Program.

**Reason for Creating or Amending the Rule:** To update the process, criteria and selection of applicants for the Master Principal program to align with the RFP in place.

**How does the Rule deviate from the Act:** \_\_\_\_\_

**Rule Based on a Rule From Different Jurisdictions:** ☐ Yes ☒ No **Jurisdictions:** \_\_\_\_\_

**Short Summary of New Rule or Rule Changes:** (explain in greater detail in your executive summary)

With the newest RFP, the requirements of how a candidate progresses through the process were significantly changed. Therefore, the Master Principal rule changes update the process, criteria and selection of the Master Principal candidates and applicants.

**Applicable Federal Regulations:** ☐ Yes ☒ No **C.F.R. No:** \_\_\_\_\_

**Proposed Rule the Least Restrictive Alternative:** ☒ Yes ☐ No **If not, why?** \_\_\_\_\_

**Does it Mirror Federal Regulations or Impose Additional Requirements:** ☐ Yes ☐ No

**Explain:** \_\_\_\_\_

**Note: In addition to these explanations, the Department/Agency seeking to promulgate this rule shall submit the attached executive summary. Failure to include the summary will result in the rule being denied.**

### **CONTROVERSY**

**Rule Controversial:** ☐ Yes ☒ No **Act Controversial in Legislative Session:** ☐ Yes ☒ No

**Known Interested Parties:** Arkansas Leadership Academy, Arkansas Public School Resource Center, Arkansas State University- Jonesboro, Local Education Agency principals

**Comments Made at Legislative Session:** \_\_\_\_\_

**Public Hearing:** ☒ Yes ☐ No **Expect public comment from:** Arkansas Leadership Academy, Arkansas Public School Resource Center, Arkansas State University- Jonesboro, Local Education Agency principals, Arkansas Association of Educational Administrators



**FINANCIAL IMPACT**

**Financial Impact:** ☐ Yes ☒ No    **Total Impact:** FY2020: \_\_\_\_\_ FY2021: \_\_\_\_\_

**Impact Mitigated by Federal Funding:** ☐ Yes ☐ No    FY2020: \_\_\_\_\_ FY2021: \_\_\_\_\_

**Reasons for Financial Impact:** \_\_\_\_\_

\_\_\_\_\_

**FINAL CHECKLIST**

**Please note that the Governor's office will not begin the approval process of the foregoing rule if any of the following applicable documents are not enclosed in the order listed in a single PDF file.**

- ☐ Rule Request Form
- ☐ Executive Summary
- ☐ Mark-Up Version of the Proposed Rule
- ☐ Clean Version of the Proposed Rule
- ☐ BLR Questionnaire
- ☐ BLR Financial Impact Statement
- ☐ Copy of Act or Regulation



# Division of Elementary and Secondary Education

*Transforming Arkansas to lead the nation in student-focused education*

**Johnny Key**  
Secretary

September 9, 2021

**Dr. Ivy Pfeffer**  
Deputy  
Commissioner

## PURPOSE

The Arkansas Department of Education Division of Elementary and Secondary Education is seeking Governor Hutchinson's review of proposed amendments to the Rules Governing Eligibility and Financial Incentives for Arkansas Leadership Academy Master Principal Program.

**Stacy Smith**  
Deputy  
Commissioner

## BACKGROUND

Pursuant to Ark. Code Ann §§ 6-11-105, 6-17-1601 et seq., and 24-15-201 et seq., the State Board of Education has been given general supervision of the public schools of the state and to perform all other functions that may now or hereafter be delegated to the state board by law. The Rules Governing Eligibility and Financial Incentives for Arkansas Leadership Academy Master Principal Program were last promulgated in 2014 to improve student learning by strengthening principal leadership, encourage principals to participate in the Master Principal Program by authorizing financial incentives and the establishment of eligibility requirements.

**State Board of  
Education**

**Ouida Newton**  
*Poyen*  
Chair

## KEY POINTS

- Chapter 3 updated the definitions of building level principal as well as high need school salary bonus requirements.
- Chapter 4 updated applicant and selection criteria and process to include a broader range of administrators.
- Chapter 5 outdated language was removed.

**Dr. Sarah Moore**  
*Stuttgart*  
Vice Chair

**Charisse Dean**  
*Little Rock*

**Dr. Fitz Hill**  
*Little Rock*

## DISCUSSION

Prior to rule change, a high-need public school was not specifically stated. A principal in a high-need public school qualifies for a higher bonus. The new definition allows for growth opportunity for principals and schools falling within the selected categories.

**Kathy McFetridge**  
*Springdale*

**Steve Sutton**  
*Marion*

The Master Principal applicant criteria was updated to allow the Master Principal program to be accessible to a larger group of administrators.

**Adrienne Woods**  
*Rogers*

The program consists of three phases. The updates to the phase requirements provide more flexibility for participants. It allows participants to work at various paces in applying strategies and to collect evidence of improvement in student learning and school processes.

**Dr. Beth Anne Rankin**  
*Magnolia*

## RECOMMENDATION

We recommend the proposed amendments to the Rules Governing Eligibility and Financial Incentives for Arkansas Leadership Academy Master Principal Program be approved as proposed by the Arkansas Department of Education Division of Elementary and Secondary Education State Board of Education.

**Randy Henderson**  
*Blytheville*