

Overview of the Arkansas Master Principal Program Arkansas Leadership Academy

- Creation:** The Master Principal program was established by the Arkansas 84th General Assembly in the Second Extraordinary Session of 2003 and signed into law as Act 44 by the governor.
- Program:** The program is a voluntary, three-phase (approximately three years) program that will provide bonuses to practicing principals achieving *Master Principal* designation.
- Administration:** The program is administered by the Arkansas Leadership Academy. The Arkansas Department of Education (ADE) and the Arkansas Leadership Academy jointly determine the criteria for selection of candidates, review and modify, if appropriate, the areas of performance, and develop rigorous assessments.
- Bonuses:** The Arkansas Department of Education will promulgate rules and regulations to pay the following bonuses: The ADE will pay \$9,000 annually for five years to *Master Principals* serving as full-time principals in Arkansas public schools. The ADE will pay \$25,000 annually for five years to *Master Principals* who are selected and agree to serve in a "high need" school as defined by the ADE. There is a longevity hold-back of \$5,000 per year to be paid in lump sums at the end of the third and fifth years.
- Requirements for applying:** Applicants must be full-time, practicing principals with one year of experience, hold a state principal certificate / standard building level administrator license, and submit a completed application.
- Superintendent Role:** For an applicant to be considered for participation, the superintendent must sign the statement of support on the application and agree to attend an orientation session about the Master Principal program.
- Selection Criteria:** **Phase I (formerly known as Principal Institute):** Selection of participants will be based on responses to questions on the application and on achieving a state-wide balance using demographic information.
- Phase II:** After successful completion of Phase I, the principal may choose to submit an application for Phase II, present evidence of successful school results from Phase I, successfully complete required Phase I assessments, and provide letters of recommendation.
- Current Arkansas Leadership Academy Principal Institute graduates may submit evidence of school results from the Principal Institute and apply for Phase II.
- Alternative Entrance to Phase II: 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 areas, and complete the required Phase I assessments to apply for Phase II.
- Phase III:** After successful completion of the Phase II, the principal may apply for Phase III by successfully completing required Phase II assessments, submitting evidence of results, and providing letters of recommendation.
- Master Principal:** *Master Principal* designation will be made after successfully completing Phase III, passing extensive reviews of school results, and passing rigorous assessments.
- Expenses:** Expenses, except for travel, will be paid by the Arkansas Leadership Academy with funding from the Arkansas legislature through the Arkansas Department of Education.