
By: **Delegate Hixson**

Introduced and read first time: February 11, 2005

Assigned to: Ways and Means

A BILL ENTITLED

1 AN ACT concerning

2 **Education - Principals - Fellowship and Leadership Development Program**

3 FOR the purpose of establishing the statewide Principal Fellowship and Leadership
4 Development Program in the State Department of Education; requiring the
5 Department to develop certain criteria for the selection of certain fellows and
6 certain schools; authorizing the State Superintendent of Schools, subject to
7 certain approval, to require certain school systems to participate in a certain
8 program; authorizing a certain county superintendent to nominate a certain
9 principal; providing for the satisfaction of a certain requirement; stipulating a
10 certain compensation of a certain fellow; including a certain compensation in a
11 certain calculation; requiring the Department to issue a certain grant to certain
12 schools; requiring certain schools to make certain reimbursements to certain
13 school systems; requiring the Governor to include certain funding in the
14 operating budget; requiring the State Superintendent to select certain fellows
15 and place them in certain schools; requiring certain fellows to make certain
16 commitments; authorizing certain fellows to make certain selections, subject to
17 certain approval; requiring certain fellows to make certain selections, subject to
18 certain approval; providing for a certain succession; requiring the Department
19 to act as a certain agent; defining certain terms; and generally relating to the
20 Principal Fellowship and Leadership Development Program.

21 BY adding to
22 Article - Education
23 Section 6-116
24 Annotated Code of Maryland
25 (2004 Replacement Volume and 2004 Supplement)

26 Preamble

27 WHEREAS, The State Department of Education and the State Superintendent
28 of Schools launched the Maryland Distinguished Principal Fellowship Program to
29 bring outstanding principals who had demonstrated success in improving student
30 performance to the most challenging schools in Baltimore City; and

1 WHEREAS, In 3 years the positive results of the Fellowship Program are
2 notable including increased student attendance, higher teacher retention, and
3 significant improvement in student achievement in the Fellowship schools; and

4 WHEREAS, The General Assembly recognizes that developing instructional
5 leaders is vital to improving school and student achievement throughout Maryland;
6 and

7 WHEREAS, The General Assembly desires to expand the Fellowship Program
8 statewide to focus on school instructional leadership, school improvement, and school
9 leadership succession identified for restructuring; now, therefore,

10 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF
11 MARYLAND, That the Laws of Maryland read as follows:

12 **Article - Education**

13 6-116.

14 (A) (1) IN THIS SECTION THE FOLLOWING WORDS HAVE THE MEANINGS
15 INDICATED.

16 (2) "ELIGIBLE SCHOOL" MEANS A PUBLIC SCHOOL IDENTIFIED FOR
17 RESTRUCTURING UNDER THE ACCOUNTABILITY REGULATIONS OF THE STATE
18 BOARD.

19 (3) "EMPLOYER SCHOOL SYSTEM" MEANS THE LOCAL SCHOOL SYSTEM
20 WHERE AN APPLICANT TO THE PROGRAM IS EMPLOYED AT THE TIME OF SELECTION
21 AS A FELLOW.

22 (4) "FELLOW" MEANS AN INDIVIDUAL SELECTED TO PARTICIPATE IN
23 THE PROGRAM.

24 (5) "PROGRAM" MEANS THE PRINCIPAL FELLOWSHIP AND LEADERSHIP
25 DEVELOPMENT PROGRAM.

26 (6) "RECEIVING SCHOOL" MEANS A PUBLIC SCHOOL WHERE A FELLOW
27 IS PLACED.

28 (7) "RECEIVING SCHOOL SYSTEM" MEANS THE LOCAL SCHOOL SYSTEM
29 IN WHICH THE PUBLIC SCHOOL WHERE A FELLOW IS PLACED IS LOCATED.

30 (B) THERE IS A STATEWIDE ELEMENTARY AND SECONDARY EDUCATION
31 PRINCIPAL FELLOWSHIP AND LEADERSHIP DEVELOPMENT PROGRAM IN THE
32 DEPARTMENT.

33 (C) (1) THE DEPARTMENT SHALL DEVELOP CRITERIA FOR THE SELECTION
34 OF:

35 (I) FELLOWS; AND

1 (II) RECEIVING SCHOOLS.

2 (2) SUBJECT TO THE APPROVAL OF THE STATE BOARD, THE STATE
3 SUPERINTENDENT MAY REQUIRE A SCHOOL SYSTEM IN CORRECTIVE ACTION TO
4 PARTICIPATE IN THE PROGRAM.

5 (3) A COUNTY SUPERINTENDENT MAY NOMINATE A PRINCIPAL OR
6 ASSISTANT PRINCIPAL FROM WITHIN THE LOCAL SCHOOL SYSTEM TO PARTICIPATE
7 IN THE PROGRAM IN AN ELIGIBLE SCHOOL WITHIN THE LOCAL SCHOOL SYSTEM.

8 (4) THE PLACEMENT OF A FELLOW IN AN ELIGIBLE SCHOOL SATISFIES
9 THE ALTERNATIVE GOVERNANCE REQUIREMENT OF THE ACCOUNTABILITY
10 REGULATIONS OF THE STATE BOARD.

11 (D) (1) A FELLOW SHALL RECEIVE AN ANNUAL COMPENSATION THAT
12 CONSISTS OF:

13 (I) A SALARY AT THE LEVEL AND STEP THE FELLOW WOULD HAVE
14 RECEIVED ACCORDING TO THE SALARY SCALE OF THE EMPLOYER SCHOOL SYSTEM;
15 AND

16 (II) A \$30,000 ANNUAL STIPEND.

17 (2) THE COMPENSATION DESCRIBED UNDER PARAGRAPH (1) OF THIS
18 SUBSECTION SHALL BE INCLUDED IN THE STATE CALCULATION FOR RETIREMENT
19 PURPOSES UNDER TITLES 22 AND 23 OF THE STATE PERSONNEL AND PENSIONS
20 ARTICLE.

21 (3) FOR EACH YEAR OF THE FELLOW'S PLACEMENT IN A RECEIVING
22 SCHOOL, THE DEPARTMENT SHALL ISSUE A GRANT TO THE RECEIVING SCHOOL
23 SYSTEM IN AN AMOUNT THAT COVERS:

24 (I) THE ANNUAL STIPEND; AND

25 (II) IF THE FELLOW'S SALARY AT THE LEVEL AND STEP ON THE
26 SALARY SCALE OF THE RECEIVING SCHOOL SYSTEM AS OF JULY 1 IS LESS THAN
27 THAT OF THE LEVEL AND STEP ON THE SALARY SCALE OF THE EMPLOYER SCHOOL
28 SYSTEM, THE AMOUNT OF THE DIFFERENCE.

29 (4) THE RECEIVING SCHOOL SYSTEM SHALL REIMBURSE THE
30 EMPLOYER SCHOOL SYSTEM FOR:

31 (I) THE SALARY OF THE FELLOW IN AN AMOUNT EQUAL TO THE
32 AMOUNT AT THE LEVEL AND STEP ON THE SALARY SCALE WHERE THE FELLOW
33 WOULD BE AS OF JULY 1 ON THE SALARY SCALE OF THE RECEIVING SCHOOL
34 SYSTEM;

35 (II) THE ANNUAL STIPEND;

1 (III) IF THE FELLOW'S SALARY AT THE LEVEL AND STEP ON THE
2 SALARY SCALE OF THE RECEIVING SCHOOL SYSTEM AS OF JULY 1 IS LESS THAN
3 THAT OF THE LEVEL AND STEP ON THE SALARY SCALE OF THE EMPLOYER SCHOOL
4 SYSTEM, THE AMOUNT OF THE DIFFERENCE; AND

5 (IV) THE INCREASE, IF ANY, IN FRINGE BENEFIT COSTS
6 ASSOCIATED WITH THE FELLOW'S ANNUAL SALARY.

7 (E) FOR FISCAL YEAR 2007 AND EACH SUBSEQUENT FISCAL YEAR, THE
8 GOVERNOR SHALL INCLUDE IN THE OPERATING BUDGET FUNDING AS PROVIDED IN
9 SUBSECTION (D) OF THIS SECTION FOR:

10 (1) THE ANNUAL STIPEND; AND

11 (2) THE STATE'S SHARE OF THE SALARY, IF ANY, OF EACH FELLOW
12 PARTICIPATING IN THE PROGRAM.

13 (F) (1) EACH YEAR THE STATE SUPERINTENDENT SHALL SELECT FROM A
14 LIST OF QUALIFIED APPLICANTS A MAXIMUM OF 10 FELLOWS AND PLACE THEM IN
15 PUBLIC SCHOOLS IDENTIFIED FOR RESTRUCTURING IN ACCORDANCE WITH THE
16 SELECTION CRITERIA.

17 (2) EACH FELLOW SHALL MAKE A COMMITMENT TO SERVE FOR 3 YEARS
18 IF SELECTED.

19 (G) (1) SUBJECT TO THE APPROVAL OF BOTH THE STATE SUPERINTENDENT
20 AND THE COUNTY SUPERINTENDENT, THE FELLOW MAY SELECT, FROM AMONG
21 QUALIFIED EMPLOYEES OF THE RECEIVING SCHOOL SYSTEM, THE ASSISTANT
22 PRINCIPALS IN THE RECEIVING SCHOOL WHERE THE FELLOW IS PLACED.

23 (2) IN ORDER TO ADDRESS ORDERLY SUCCESSION IN SCHOOL
24 LEADERSHIP, THE FELLOW SHALL, SUBJECT TO THE APPROVAL OF BOTH THE STATE
25 SUPERINTENDENT AND THE COUNTY SUPERINTENDENT OF THE RECEIVING SCHOOL
26 SYSTEM, SELECT A QUALIFIED EMPLOYEE OF THE RECEIVING SCHOOL SYSTEM, ON
27 OR BEFORE THE START OF THE THIRD YEAR OF THE FELLOW'S PLACEMENT, TO
28 SERVE AS THE ASSISTANT PRINCIPAL IN THE RECEIVING SCHOOL WHO WILL
29 ASSUME LEADERSHIP OF THE SCHOOL AFTER THE FELLOW'S DEPARTURE.

30 (3) PROVIDED THAT THE ASSISTANT PRINCIPAL SELECTED UNDER
31 PARAGRAPH (2) OF THIS SUBSECTION HAS DEMONSTRATED SATISFACTORY
32 PERFORMANCE, THE ASSISTANT PRINCIPAL SHALL BECOME THE PRINCIPAL OF THE
33 SCHOOL AFTER THE DEPARTURE OF THE FELLOW.

34 (H) THE DEPARTMENT SHALL ACT AS A FISCAL AGENT FOR STATE FUNDS
35 APPROPRIATED UNDER THIS SECTION.

36 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
37 July 1, 2005.