
By: ~~Delegate Hixson~~ Delegates Hixson, Bartlett, Boschert, Bozman, Cardin, Crvor, C. Davis, Elmore, Gilleland, Goodwin, Gordon, Healey, Heller, Howard, Kaiser, King, Marriott, McKee, Myers, Patterson, Ramirez, and Ross

Introduced and read first time: February 11, 2005

Assigned to: Ways and Means

Committee Report: Favorable with amendments

House action: Adopted

Read second time: March 15, 2005

CHAPTER _____

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; repealing a certain provision of law establishing a
 20 principal development initiative in the Baltimore City Public School System;
 21 defining certain terms; and generally relating to the Principal Fellowship and
 22 Leadership Development Program.

23 BY adding to

24 Article - Education

1 Section 6-116
2 Annotated Code of Maryland
3 (2004 Replacement Volume and 2004 Supplement)

4 BY repealing

5 Article - Education
6 Section 4-309.1
7 Annotated Code of Maryland
8 (2004 Replacement Volume and 2004 Supplement)

9 Preamble

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

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

17 WHEREAS, The General Assembly recognizes that developing instructional
18 leaders is vital to improving school and student achievement throughout Maryland;
19 and

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

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

25 **Article - Education**

26 6-116.

27 (A) (1) IN THIS SECTION THE FOLLOWING WORDS HAVE THE MEANINGS
28 INDICATED.

29 (2) "ELIGIBLE SCHOOL" MEANS A PUBLIC SCHOOL IDENTIFIED FOR
30 RESTRUCTURING UNDER THE ACCOUNTABILITY REGULATIONS OF THE STATE
31 BOARD.

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

35 (4) "FELLOW" MEANS AN INDIVIDUAL SELECTED TO PARTICIPATE IN
36 THE PROGRAM.

1 (5) "PROGRAM" MEANS THE PRINCIPAL FELLOWSHIP AND LEADERSHIP
2 DEVELOPMENT PROGRAM.

3 (6) "RECEIVING SCHOOL" MEANS A PUBLIC SCHOOL WHERE A FELLOW
4 IS PLACED.

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

7 (B) THERE IS A STATEWIDE ELEMENTARY AND SECONDARY EDUCATION
8 PRINCIPAL FELLOWSHIP AND LEADERSHIP DEVELOPMENT PROGRAM IN THE
9 DEPARTMENT.

10 (C) (1) THE DEPARTMENT SHALL DEVELOP CRITERIA FOR THE SELECTION
11 OF:

12 (I) FELLOWS; AND

13 (II) RECEIVING SCHOOLS.

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

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

20 (4) THE PLACEMENT OF A FELLOW IN AN ELIGIBLE SCHOOL SATISFIES
21 THE ALTERNATIVE GOVERNANCE REQUIREMENT OF THE ACCOUNTABILITY
22 REGULATIONS OF THE STATE BOARD.

23 (D) (1) A FELLOW SHALL RECEIVE AN ANNUAL COMPENSATION THAT
24 CONSISTS OF:

25 (I) A SALARY AT THE LEVEL AND STEP THE FELLOW WOULD HAVE
26 RECEIVED ACCORDING TO THE SALARY SCALE OF THE EMPLOYER SCHOOL SYSTEM;
27 AND

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

29 (2) THE COMPENSATION DESCRIBED UNDER PARAGRAPH (1) OF THIS
30 SUBSECTION SHALL BE INCLUDED IN THE STATE CALCULATION FOR RETIREMENT
31 PURPOSES UNDER TITLES 22 AND 23 OF THE STATE PERSONNEL AND PENSIONS
32 ARTICLE.

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

36 (I) THE ANNUAL STIPEND; AND

1 (II) 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.

5 (4) THE RECEIVING SCHOOL SYSTEM SHALL REIMBURSE THE
 6 EMPLOYER SCHOOL SYSTEM FOR:

7 (I) THE SALARY OF THE FELLOW ~~IN AN AMOUNT EQUAL TO THE~~
 8 ~~AMOUNT AT THE LEVEL AND STEP ON THE SALARY SCALE WHERE THE FELLOW~~
 9 ~~WOULD BE AS OF JULY 1 ON THE SALARY SCALE OF THE RECEIVING SCHOOL~~
 10 ~~SYSTEM;~~

11 (II) THE ANNUAL STIPEND; AND

12 (III) ~~IF THE FELLOW'S SALARY AT THE LEVEL AND STEP ON THE~~
 13 ~~SALARY SCALE OF THE RECEIVING SCHOOL SYSTEM AS OF JULY 1 IS LESS THAN~~
 14 ~~THAT OF THE LEVEL AND STEP ON THE SALARY SCALE OF THE EMPLOYER SCHOOL~~
 15 ~~SYSTEM, THE AMOUNT OF THE DIFFERENCE; AND~~

16 (IV) (III) THE INCREASE, IF ANY, IN FRINGE BENEFIT COSTS
 17 ASSOCIATED WITH THE FELLOW'S ANNUAL SALARY INCLUDING THE STIPEND.

18 ~~(E) FOR FISCAL YEAR 2007 AND EACH SUBSEQUENT FISCAL YEAR, THE~~
 19 ~~GOVERNOR SHALL INCLUDE IN THE OPERATING BUDGET FUNDING AS PROVIDED IN~~
 20 ~~SUBSECTION (D) OF THIS SECTION FOR:~~

21 ~~(1) THE ANNUAL STIPEND; AND~~

22 ~~(2) THE STATE'S SHARE OF THE SALARY, IF ANY, OF EACH FELLOW~~
 23 ~~PARTICIPATING IN THE PROGRAM.~~

24 ~~(F)~~ (E) (1) EACH YEAR THE STATE SUPERINTENDENT SHALL SELECT
 25 FROM A LIST OF QUALIFIED APPLICANTS A MAXIMUM OF 10 FELLOWS AND PLACE
 26 THEM IN PUBLIC SCHOOLS IDENTIFIED FOR RESTRUCTURING IN ACCORDANCE WITH
 27 THE SELECTION CRITERIA.

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

30 ~~(G)~~ (F) (1) SUBJECT TO THE APPROVAL OF BOTH THE STATE
 31 SUPERINTENDENT AND THE COUNTY SUPERINTENDENT, THE FELLOW MAY SELECT,
 32 FROM AMONG QUALIFIED EMPLOYEES OF THE RECEIVING SCHOOL SYSTEM, THE
 33 ASSISTANT PRINCIPALS IN THE RECEIVING SCHOOL WHERE THE FELLOW IS PLACED.

34 (2) IN ORDER TO ADDRESS ORDERLY SUCCESSION IN SCHOOL
 35 LEADERSHIP, THE FELLOW SHALL, SUBJECT TO THE APPROVAL OF BOTH THE STATE
 36 SUPERINTENDENT AND THE COUNTY SUPERINTENDENT OF THE RECEIVING SCHOOL
 37 SYSTEM, SELECT A QUALIFIED EMPLOYEE OF THE RECEIVING SCHOOL SYSTEM, ON
 38 OR BEFORE THE START OF THE THIRD YEAR OF THE FELLOW'S PLACEMENT, TO

1 SERVE AS THE ASSISTANT PRINCIPAL IN THE RECEIVING SCHOOL WHO WILL
2 ASSUME LEADERSHIP OF THE SCHOOL AFTER THE FELLOW'S DEPARTURE.

3 (3) PROVIDED THAT THE ASSISTANT PRINCIPAL SELECTED UNDER
4 PARAGRAPH (2) OF THIS SUBSECTION HAS DEMONSTRATED SATISFACTORY
5 PERFORMANCE, THE ASSISTANT PRINCIPAL SHALL BECOME THE PRINCIPAL OF THE
6 SCHOOL AFTER THE DEPARTURE OF THE FELLOW.

7 ~~(H)~~ (G) THE DEPARTMENT SHALL ACT AS A FISCAL AGENT FOR STATE
8 FUNDS APPROPRIATED UNDER THIS SECTION.

9 SECTION 2. AND BE IT FURTHER ENACTED, That the Laws of Maryland
10 read as follows:

11 **Article - Education**

12 [4-309.1.

13 The Department, in consultation with the Baltimore City Public School System,
14 shall design a principal development initiative that will match distinguished
15 principals from outside the system and action support teams with principals in
16 training in the Baltimore City Public School System.]

17 SECTION 2. 3. AND BE IT FURTHER ENACTED, That Section 2 of this Act
18 shall take effect July 1, 2005 2006.

19 SECTION 4. AND BE IT FURTHER ENACTED, That, except as provided in
20 Section 3 of this Act, this Act shall take effect July 1, 2005.