



**EPIC**  
**Teacher and School**  
**Leader (TSL) Grant**  
US Department of Education

## **Principals and Assistant Principals**

EPIC principals and assistant principals who meet the eligibility requirements and who are allotted by the school system will be considered for the bonus if their school meets or exceeds growth. Interim principals or assistant principals who meet the other eligibility requirements are eligible.

If the school meets or exceeds growth, principals and assistant principals in our EPIC schools will be eligible to receive PBC based on a combination of 1) NCEES Standards from the school year; 2) the ESSA Accountability School Performance Grade from the school year; and 3) the school-wide growth EVAAS score from the school year.

NCEES evaluations will be reviewed to determine an overall score for principals and assistant principals based on the seven standards and their rankings of "Developing," "Proficient," "Accomplished," and "Distinguished." Principals and assistant principals will be assigned a score of 0, 1, 2, or 3 for each of the seven standards. To be eligible for compensation, a principal or assistant principal must not have "Not Demonstrated" on NCEES. The principal and assistant principal can then earn points based on their ESSA Accountability School Performance Grade. Additional points are earned for school accountability growth.

### **Testing Waivers and EPIC Performance Based Compensation**

Principal and Assistant Principal Awards are determined using School Performance Grades and EVAAS data. If State and/or Federal assessment waivers result in no new School Performance Grades or EVAAS data, the award model below will be modified to reflect that change.

| Principal and Assistant Principal PBC points |  |   |  |  |   |   |
|--|--|---|--|--|---|---|
| School Meets or Exceeds Growth               | Score of 1 or higher on all 7 NCEES Standards? | NCEES Score<br>(sum of assigned points for each standard)<br>Divided by Two   | ESSA Accountability School Performance Grade Score | School Accountability Growth Score                     | Add NCEES, ESSA Accountability School Performance Grade, and Accountability Growth Scores to determine PBC Points | Refer to Principal and Assistant Principal Compensation Table Below |
|  |  | <i>Not Demonstrated or Developing = 0</i><br><i>Proficient = 1</i><br><i>Accomplished = 2</i><br><i>Distinguished = 3</i> | <i>A=4 B=3</i><br><i>C=2 D=1 F=0</i>               | <i>Exceeds=2</i><br><i>Meets=1</i><br><i>Not Met=0</i> |   |   |
| ✓  | ✓  | N   | G  | A  | $(N/2) + G + A =$<br>PBC Points   |   |

A calculation of points earned through NCEES standards, the ESSA Accountability School Performance Grade, and total School Accountability Growth results in PBC through EPIC:

| Principal and Assistant Principal Compensation Amounts |                     |                     |
|--|---------------------|---------------------|
|  | Principal           | Assistant Principal |
| PBC Points   | Compensation Amount |                     |
| 2.0-7.5  | \$4,000             | \$3,000             |
| 8-11.5   | \$6,000             | \$5,000             |
| 12-16.5  | \$8,000             | \$7,000             |

If a school does not meet or exceed growth, the principal and assistant principal are not eligible for the compensation listed above. However, if the school does not meet or exceed growth but increases by one ESSA Accountability School Performance Grade Score from the previous school year, the principal will be eligible for a \$1,500 award and the assistant principal(s) a \$750 award.