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**SUBJECT: AUTHORIZE THE SUPERINTENDENT TO IMPLEMENT
 THE PRINCIPAL DIFFERENTIATED COMPENSATION
 MODEL (PDCM)**

COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY

**LINK TO STRATEGIC
FRAMEWORK: SCHOOL/DISTRICT LEADERSHIP**

Research shows that the principal is one of the most essential success factors in a school environment. Successful school leaders influence student achievement by supporting and developing teachers and by implementing effective curricular changes. Additionally, it is essential for the District to be able to attract and retain high performing principals in the hardest to staff schools.

To be in compliance with Florida State Statute F.S. 1012.22, each district school board shall adopt a salary schedule with differentiated pay for school-based administrators. The salary schedule is subject to meet and confer as provided in chapter 447 and must allow differentiated pay based on district determined factors, including but not limited to, membership, economically disadvantaged status, reading levels, school configuration, exceptional student education, and persistently low achieving schools.

Miami-Dade County Public Schools (M-DCPS) is currently using a compensation model for principals that is differentiated by school type. In order to comply with State Statute as well as to build upon the M-DCPS' commitment to School/District Leadership, a committee of principals and district personnel was convened to review differentiated compensation criteria and to develop a compensation model for principals in a cost neutral environment (this is not a salary increase for any principal).

The committee reviewed past M-DCPS principal compensation proposals as well as compensation models used by other large urban school districts across the country. From this research, the committee developed a compensation model for principals which incorporates a number of indicators to differentiate principals' compensation based on each school's complexity.

The compensation model is as follows:

1. All principals will receive a standard Principal Differentiated Compensation Model (PDCM) base salary.

2. Supplements will be assigned to each school site based on the following factors, as applicable:
 - a. Full-Time Equivalent (FTE)
 - b. Percent of Economically Disadvantaged Students Receiving Free and Reduced Lunch
 - c. Percent of Students Reading at Levels 1 and 2
 - d. School Configuration
 - e. Percent of Students Participating in Exceptional Student Education Programs
 - f. Persistently low achieving schools as identified by the District and/or State
3. Supplement amounts designated for each school will be recalculated every two years with the exception of the persistently low achieving schools supplement which will be adjusted annually.
4. Schools with FTE of 200 or less are ineligible for any supplement adjustments.

The proposed PDCM will take effect upon Board approval and according to the Superintendent's implementation timeline. Additionally, the model will be reviewed annually. As proposed, the implementation of the PDCM is cost neutral. Any future raises for principals will be applied to the standard PDCM base salary.

Additional information regarding salary schedule, as well as indicators and amounts for supplement adjustments, will be provided to the Board under separate cover.

There is no cost to the District for this item.

RECOMMENDED: That the School Board of Miami-Dade County, Florida, authorize the Superintendent to implement the Principal Differentiated Compensation Model (PDCM).