

FEB 26 2010

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# SENATE CONCURRENT RESOLUTION

REQUESTING THE IMPLEMENTATION OF TWELVE-MONTH PRINCIPAL  
PERFORMANCE CONTRACTS BY THE 2011-2012 SCHOOL YEAR.

1           WHEREAS, principals' contracts were extended from ten-month  
2 to twelve-month terms to provide time to work towards improving  
3 students' performance; and  
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5           WHEREAS, in January 2005, the Board of Education voted  
6 unanimously to accept the report "Implementing Principal  
7 Performance Contracts in Hawaii Public Schools" with the  
8 recommendation that principals should work under a contract type  
9 known as performance contracting, with a system of rewards and  
10 sanctions based on performance standards that need to be  
11 specific and include measurable objectives such as student  
12 assessments, attendance, and discipline rates; and  
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14           WHEREAS, the principal performance contract system was  
15 piloted in selected central district schools, and a Department  
16 of Education report on the outcomes of this pilot states that  
17 using evaluation information is critical to improving student  
18 learning outcomes and system performance; and  
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20           WHEREAS, through accrediting agencies and federal  
21 legislation such as the Race to the Top program, educators at  
22 all levels are being required to assume responsibility for  
23 student performance and progress, with the emphasis shifting  
24 toward student learning and assessment; and  
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26           WHEREAS, to ensure that reform efforts continue,  
27 accountability is critical and principals and teachers need to  
28 take responsibility for improving learning in schools and  
29 classrooms by reviewing data and applying professional skills to  
30 adjust priorities, processes, and methodologies to ensure  
31 student progress; now, therefore,  
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1 BE IT RESOLVED by the Senate of the Twenty-fifth  
 2 Legislature of the State of Hawaii, Regular Session of 2010, the  
 3 House of Representatives concurring, that the Department of  
 4 Education and the Hawaii Government Employees Association are  
 5 requested to complete negotiations on incentives and sanctions  
 6 and begin implementation of twelve-month principal performance  
 7 contracts by the 2011-2012 school year; and

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 9 BE IT FURTHER RESOLVED that the Department of Education is  
 10 requested to submit a report to the Legislature no later than  
 11 twenty days prior to the convening of the 2011 Regular Session  
 12 on the status of implementation of twelve-month principal  
 13 performance contracts, including but not limited to the names  
 14 and numbers of schools at each level that have implemented the  
 15 program, the outcomes of the program with respect to  
 16 improvements in student performance, the types of incentives  
 17 awarded, the types of sanctions imposed on principals, and an  
 18 overall evaluation of the effectiveness of the program; and

19  
 20 BE IT FURTHER RESOLVED that certified copies of this  
 21 Concurrent Resolution be transmitted to the Superintendent of  
 22 Education and the Hawaii Government Employees Association.  
 23  
 24  
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OFFERED BY: Norman Sabornie

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