

Problem Statement	Language from S. 304 as passed by the Senate	Rationale/Comment
It is not clear in T. 16 § 243 that that the superintendent is the supervisor of the principal, or that the superintendent needs to evaluate the principal regularly	(a) (2) "The superintendent will supervise each principal within the supervisory union in the performance of duties and the implementation of school-based initiatives. The superintendent shall evaluate a principal during the year in which the principal's contract shall expire and may evaluate the principal at other times during the contract term. Together with the evaluation provided to the principal in the year in which the contract shall expire, the superintendent shall indicate in writing whether he or she intends to recommend to the school board that the contract be renewed or nonrenewal. If the superintendent intends to recommend nonrenewal, then the written notification shall also indicate on which of the three categories set forth in subdivision © (2) of this section the recommendation is based.	This section is intended to provide clarity around who is the supervisor of the principal, that principals need to get evaluated (many now report being evaluated very seldom), and that if a superintendent intends to nonrenew a principal, s/he must indicate why. Current T. 16 § 243 now says if a principal is to be nonrenewed, the notice of nonrenewal shall be accompanied by an evaluation. A system where the principal is evaluated regularly will result in more dialogue about performance with the supervisor and may result solving issues when they are small rather than when they are major issues.
When principals get nonrenewal notices, they are often not sure what led to the nonrenewal notice	(b) " Based upon the superintendent's most recent written evaluation of the principal, a superintendent shall recommend to the school board whether or not to renew the initial and any subsequent contract of the principal."	Says: principal can expect a written evaluation and that the superintendent will make a recommendation to the school board about nonrenewal (T 16 is silent on this now)
Principals are often the last ones to receive employment contracts. (Translation to principal- leadership not valued)	A principal has the right to have contract renewed or to receive a notice of nonrenewal (A) On or before Feb 1, if a principal has been continuously employed for more than two years, in the same position	April 1 is far too late for both school district to find a leader and for the principal to be told to find another job. The principal would have had <i>two full years</i> to prove effectiveness. Even a newly-hired superintendent would still have <i>7 months or almost 60% of the year</i> to decide on whether to keep a principal.
There is a need to clarify the reasons why a principal could be nonrenewed	"Nonrenewal may be based upon elimination of the position, unresolved performance deficiencies, or other reasons affecting the educational mission of the district."	Nonrenewal notices are sometimes career enders. The principalship is at the nexus of all change. The current <i>language "or other reasons"</i> has contributed VT's high principal turnover and has discouraged potential leaders from seeking the principalship.