

# Revise Licensure Requirements for School Administrators (Part II)

## February 2022 SBE Meeting

**Andrew Sioberg**  
**Director Educator Preparation**





# **PUBLIC SCHOOLS OF NORTH CAROLINA**

State Board of Education | Department of Public Instruction

# Current Legislation

115C-284

# Reviewing § 115C-284

- A review of the law regarding the method of selection and requirements of Principals revealed a need for adjustments to policy to comply with law and standardize expectations of principal preparation programs

# § 115C-284 (b1)

- To qualify for certification as a school administrator, an individual must meet all of the following requirements
  - (5) Pass the exam adopted by the State Board
- Principal exam was removed in August 2011

# § 115C-284 (c2)

- The State Board of Education shall adopt new standards by July 1, 2008, for school administrator preparation programs. The new standards shall:
  - (7) Require all candidates to complete a year-long internship
- NCDPI would have to formally define what a year-long internship entails



# § 115C-284 (d1)

- ...prerequisites to candidacy for principal, a classroom teacher must have attained at least the **second level of differentiation, have at least four years of classroom teaching experience, and possess, at least, a Masters Degree in Education Administration.**



# SL 2021-170 (SB 695)

- Solved for issues identified in 115C-284 that have occurred over the past decade
- Also solved for any candidates in the pipeline who may not be in compliance
  - Candidate must have completed at least one course as part of a master's degree program prior to Aug 31, 2022



# SL 2021-170 (SB 695)

- Does not account for anyone entering the pipeline after Aug 31, 2022
  - Anyone beginning a program after that time would be subject to all the requirements in 115C-284
  - Based on current pipeline data, no changes to 115C-284 would have impact on about one-third of principal candidates

# Stakeholder Recommendations

- Teacher Recruitment and Retention Task Force
- Principal Advisory Group
- North Carolina Association of Colleges for Teacher Education (NCACTE)

# Questions to Gather Feedback

- Licensure Exam (test selection)
  - Does the SBE believe that a licensure exam is essential in licensing principals?
  - If not, what other measure might ensure that candidates for principal licensure have been adequately prepared for the role?
- Yearlong Internship (definition)
  - Current legislation requires a 10-month internship for principal licensure candidates.
  - Should policy allow for an equivalent internship as defined by hours?
  - Should the internship period (either monthly or hourly) be the same for part-time MSA program completers?

# Questions to Gather Feedback

- Teaching Experience
  - Should the requirements for principal licensure include a minimum number of years of teaching experience?
  - Should instructional support personnel without classroom teaching experience be eligible to hold a principal license?
- Masters of School Administration (MSA)
  - Is an MSA a requirement for principal licensure to the exclusion of all other masters degrees?
  - Many EPPs in North Carolina offer a licensure only path that does not result in an MSA. Should revised statute create the opportunity for these programs to continue?

# Teacher Recruitment & Retention Task Force

- Task Force representing K-12 personnel; including superintendents, human resources, and licensure; provided these recommendations
- Yearlong Internship
  - Unanimously agreed to yearlong internship
  - Part-time Program Candidates:
    - Provide additional option to hold a provisional license and serve as an Assistant Principal for a year (convert after a successful year as an AP)
  - Full-time Program Candidates:
    - Paid full-time internship post-coursework
  - Out-of-State Principals: Have at least one year of experience as principal or assistant principal or completed an internship in another state
- Licensure Exam
  - Unanimously agreed to NO licensure exam
  - Preferred performance-based instead of paper-pencil exam (e.g., performance-based like internship)

# Teacher Recruitment & Retention Task Force

- Teaching Experience
  - Complete four years of experience in a school + hold a Continuing Professional License (CPL), if applicable
  - Out-of-state teachers who hold a (4 year) license to work in a school from another state + completed four years of experience in a school may be eligible for a principal license
- Masters in School Administration/Complete Licensure Program (with full coverage of standards) – Unanimously agreed

# Principal Advisory Group (PAG)

- PAG includes state and regional principals of the year who are led by Mr. Tabari Wallace, Special Advisor – Principal Engagement, NCDPI
- Yearlong Internship
  - Keep 10-month internship, but consider making 10-month enriched experience where it is continuous (not necessarily beginning to end of a school year)
  - Suggested hour equivalency for yearlong internship is 1,000 hours (6 hours a day for 185 days)
  - Part-time MSA interns would need to complete hour equivalent (cannot complete hours in same of amount of time)
  - Internship Pay: Include full monthly salary for all interns
  - Principal Mentor Requirement: principal mentor being deemed effective at a school site as placement and match/fit are incredibly important (suggested that superintendents are directly involved with student-mentor placements)
  - Consider an option for multi-grade level experience during the internship

# Principal Advisory Group

- Licensure Exam
  - Does not support requiring licensure exam as it is not relevant to performance as an administrator in a school
  - Utilize portfolios to replace the licensure exam requirement
    - Portfolios are currently required and proficient in the standards
      - Align portfolio with rubric to standardized
      - Require across the board to represent being highly prepared for a first-time principalship



# Principal Advisory Group

- Teaching Experience
  - Completed 3 years of teaching experience
  - Any certified personnel holding a Continuing Professional License (CPL), if applicable, should be eligible to hold a principal license
- Masters of School Administration (MSA)
  - A masters would be required, but not exclusively an MSA
  - Could complete a licensure only program if a Masters degree has been earned

# NCACTE

- Survey results from 20 out of 23 EPPs with approved principal preparation programs (87% response rate)
- Licensure Exam
  - No licensure exam requirement
- Yearlong Internship
  - Minimum of two semesters OR
  - Complete 300-500 hours
- Teaching Experience
  - Including teachers and support service personnel (e.g., counselors, social workers) to pursue a principal's license
- Masters of School Administration
  - Hold a Master's degree as a minimum requirement
  - Including post-Master's "add-on" programs that lead to principal licensure

# Next Steps – PEPSC

- Principal Licensure Subcommittee (PLS) will be convened to discuss the following areas to determine a formal PEPSC recommendation:
  - Licensure Exam
  - Yearlong Internship
  - Teaching Experience
  - Masters of School Administration
- PLS will present this recommendation to full PEPSC membership on February 10, 2022, for discussion and action.
- Recommendation presented to the SBE in March 2022

# Questions

