

# The Framework for Principal Provisional Administrative Certification Program Guidelines

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**COMMONWEALTH OF PENNSYLVANIA**

**DEPARTMENT OF EDUCATION**

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## Table of Contents

Introduction to the Provisional Administrative Certification Guidelines .....	1
Program Design .....	2
Candidate Competencies .....	3
Core Standards .....	3
Corollary Standards.....	3
Level II Certification Program Requirements.....	4

# INTRODUCTION

## Purpose

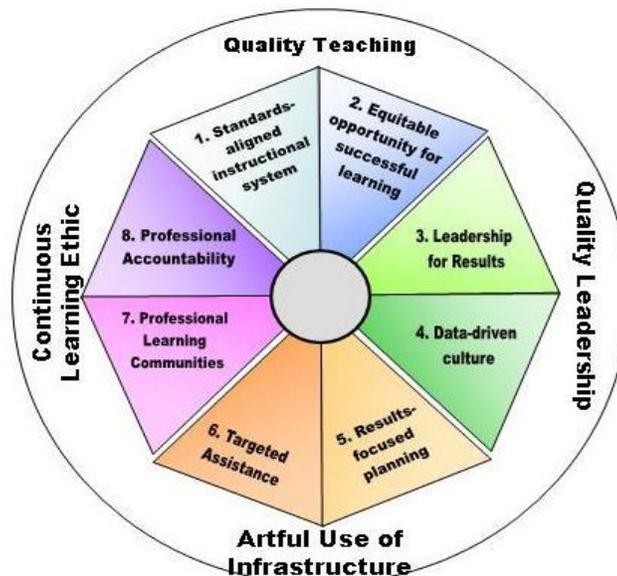
This Framework and Guidelines are for the Introductory Pennsylvania Inspired Leadership (PIL) program, designed to meet the education requirement for an introductory PIL program approved by PDE. Holders of the Provisional Administrative Certification must complete the PIL program within two years.

## Program Standards

The Principal Provisional Administrative Certificate holder is expected to complete a PDE Introductory Pennsylvania Inspired Leadership program within two years of obtaining the certificate. The program must align with the:

- [Framework and Guidelines for Principal Preparation Programs](#);
- Special Education Competencies for School Leaders; and
- [PA Field Experiences Competencies](#).

As demonstrated in the graphic below, the context for the preparation of school and system leaders is an aligned education system for improved student achievement. The PA Leadership Standards focus preparation and continuing professional education on the key elements of that system. Approved Provisional Administration Certification Programs must be designed to help leaders develop the knowledge and understanding required to create and continuously improve standards-aligned instructional systems, equitable learning opportunities, leadership for results, data-driven cultures, results-focused planning, targeted assistance, professional learning communities and professional accountability.



Pennsylvania's Provisional Administrative Level I Certification is a professional certificate that entitles the holder to serve as a Principal, while completing an alternative route to certification, to be administered by an approved Pennsylvania program provider. **The Provisional Certificate is valid for five years and cannot be renewed.**

### **PROGRAM DESIGN**

Provisional Administrative Level I Certification programs must provide flexible and accelerated pedagogical training to the provisional certificate holder who has demonstrated competency as evidenced by:

1. Completing an Introductory PIL Program that aligns with the:
  - Framework and Guidelines for Principal Preparation Programs;
  - Special Education Competencies for School Leaders; and
  - PA Field Experience Competencies.

OR

2. Completing a PDE-approved college or university principal preparation program including knowledge and understanding of school law and satisfactory achievement of the PRAXIS/School Leaders Licensure Assessment (SLLA) test.

The Provisional Administrative Level I Certification Program includes a supervised Introductory PIL program, composed of a Practicum and seminars administered under the supervision of program personnel and cooperating mentors who are well trained with a demonstrated competence in school leadership. The program must also provide evidence that the criteria and competencies for exiting from the Provisional Administrative Level I Certification Program are assessed through field experiences, the Practicum and seminars that require full participation by the candidates.

Programmatic philosophy and standards must permeate the candidates' field experiences and the supervised Practicum experiences. The program design must describe clearly how the relevant set of knowledge, skills, and competencies inform the program design, and must also indicate how the program provider will assess whether candidates have acquired the required knowledge, skills, and competencies. All courses should be grounded in educational leadership with the goal of enabling candidates to gain the knowledge and experience needed to work successfully with colleagues and the broader community.

## **CANDIDATE COMPETENCIES**

The introductory PIL program must include the following:

### **PA Leadership Standards:**

- Core Standards
  1. Knowledge and skills to think and plan strategically creating an organizational vision around personalized student success;
  2. An understanding of standard-based systems, theory and design and the ability to transfer that knowledge to the leader's job as an architect of standards based reform in the school; and
  3. The ability to access and use appropriate data to inform decision-making at all levels of the system.
- Corollary Standards
  1. Creating a culture of teaching and learning with an emphasis on learning;
  2. Managing resources for effective results;
  3. Collaborating, communicating, engaging and empowering others inside and outside organization to pursue excellence in learning;
  4. Operating in a fair and equitable manner with personal and professional integrity;
  5. Advocating for children and public education in the larger political, social, economics, legal and cultural context; and
  6. Supporting professional growth of self and others through practice and inquiry.

### **Field based hours and competencies:**

The PA Practicum and Internship Competencies total a minimum of 360 hours that are a combination of field experiences, seminars and a practicum required to include:

- A minimum of 180 field-based hours supervised by a PDE-approved program provider and aligned to the PA Practicum and Internship Competencies as documented in an activity log or journal. Activities should include but are not limited to:
  - School-based projects related to PIL Standards;
  - The design and interpretation of data and evidence based assessments;

- The Pennsylvania Standards Aligned System (SAS);
- Budget and Finance;
- Stakeholder outreach; and
- Case studies.
- A minimum of 180 hours of seminars, Professional Learning Community Networking and/or workshop training aligned with the PIL Standards and designed to enhance the candidate’s knowledge, skills and dispositions of the following:
  - Curriculum, Instruction and Assessment (45 hours);
  - Supervision (45 hours)
  - School Law (45 hours)
  - Principal as a School Leader (45 hours)
- A demonstration of knowledge and understanding of school law presented by evidence of satisfactory achievement on the PRAXIS/SLLA test.

**ADMINISTRATIVE PRINCIPAL PROVISIONAL ADMINISTRATIVE LEVEL II  
CERTIFICATION PROGRAM REQUIREMENTS**

PDE will issue an Administrative II certificate to either Administrative I or Provisional Administrative I certificate holders within five years of initial employment in the position as principal, vice principal or assistant principal who:

- Complete the PIL Induction Program required for principals, vice principals and assistant principals, pursuant to section 24 P.Ps 11-1109; and
- Provide evidence of the completion of three years of satisfactory service.