

3512.0800 ALTERNATIVE PATHWAY LICENSURE FOR SCHOOL SUPERINTENDENTS.

Subpart 1. **Intent of alternative pathway to license.** An applicant for licensure through an alternative pathway must demonstrate skills and competencies needed to perform the functions of a superintendent. This alternative pathway is for applicants who do not meet the requirements for superintendent licensure in part 3512.0200.

Subp. 2. **Procedures for licensure.** An applicant for licensure through an alternative pathway must demonstrate the applicant has substantive experience and education in areas including but not limited to administration, supervision, management, and executive leadership in education, health care, business or industry, labor, or government. An applicant for an alternative license must:

- A. complete a written application;
- B. provide a written description of the applicant's organizational leadership experience that includes examples of creating culture, managing budgets, empowering employees, implementing change, administering federal, state, and local regulation, resolving conflict, creating policy, communicating with stakeholders, and balancing political interests. Examples may include activities effectively performed in and outside the field of education;
- C. provide an official college transcript;
- D. document competence in reference to part 3512.0510, subparts 1 and 2, and other educational and leadership experience;
- E. provide a professional resume; and
- F. include letters of recommendation and portfolio examples.

Subp. 3. **Credential review committee.** An applicant must appear before a credential review committee and present evidence of the applicant's proposed effectiveness as a superintendent. The applicant may present data and information about the applicant's leadership effectiveness through testimony from teachers, parents, students, site council members, community members, and other interested persons. The review committee must consist of a licensed administrator appropriate to the field, a college or university administration preparer, and a member of a local school board or person of similar background. The credential review committee must recommend to the licensing committee whether to approve or disapprove the applicant's initial application. The licensing committee may accept or reject the credential committee's recommendation. The licensing committee shall make its recommendation to the board for final determination.

Subp. 4. **Leadership experience.** The applicant must demonstrate a level of responsibility comparable to the position for which the applicant seeks a license and must present a record of successful and effective administrative behavior. The applicant must include in the record any administrative, managerial, or supervisory positions the applicant held.

Subp. 5. **Education.** The candidate must have an undergraduate degree from a regionally accredited institution and broad formal preparation at the post-baccalaureate level including a

master's degree or equivalent in areas such as those listed in subpart 2. The educational requirements under part 3512.0200, subpart 3, item A, do not apply to applicants under this part.

Subp. 6. **Issuance of license.** The board must issue initial licenses and renew licenses according to this subpart.

A. The board must either accept or reject the licensing committee's licensure recommendation. If the board accepts the licensing committee's recommendation to approve licensure, the board must issue the applicant a two-year initial license. The board may also identify activities the individual must implement during the initial license period to strengthen the individual's skills and improve the individual's results as a superintendent. These activities may include a mentoring experience or improving specific skills or competencies.

B. The board must issue a five-year continuing license to an individual holding an initial license under this part after verifying the individual completed one year of successful administrative experience. The board must consider any subsequent renewals of the individual's continuing license based upon continuing education requirements in part 3512.1200.

Subp. 7. **Appeal.** The applicant may appeal the licensing committee's recommendation to the Office of Administrative Hearings pursuant to the process in part 3512.1600.

Subp. 8. **Fee.** In addition to the license fee under part 3512.2000, subpart 1, the board may charge a fee for the review process to recover costs.

Statutory Authority: *MS s 122A.14; 125.05; L 1993 c 224 art 12 s 34; L 1996 c 412 art 9 s 14; L 2006 c 263 art 2 s 20*

History: *21 SR 804; L 1998 c 397 art 11 s 3; L 1998 c 398 art 5 s 55; L 2003 c 130 s 12; 33 SR 658; 44 SR 1385*

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