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ANALYSIS FORM FOR: 290-3-3-.56 Instructional Leadership (adopted 6-10-2021)

	IHE Evidence	TEAM ✓	Comments
.56 Instructional Leadership	XXX	XXX	XXX
(2) Unconditional Admission. Advanced certification for an Instructional Leader shall be at the Class AA level and shall ensure the following:	XXX	XXX	XXX
(a) All candidates must undergo a criminal history background check. Additional information is provided in Rule 290-3-3-.03(6)(d).			
(b) All candidates must hold a <u>valid</u> Alabama Class A Professional Leadership Certificate or a <u>valid</u> Alabama Class A Professional Educator Certificate in Instructional Leadership or one of the other Alabama Class A leadership certificate designations [Instructional Leader, Principal, Superintendent, Superintendent-Principal, Educational Administrator, Supervisor (any subject and/or grade level), Administrator of Career and Technical Education].			
(c) Candidates must:	XXX	XXX	XXX
1. Hold a <u>valid</u> Class A Professional Educator Certificate in Instructional Leadership or a <u>valid</u> Class A Professional Leadership Certificate.			
2. Meet one of the following criteria:	XXX	XXX	XXX
(i) Be currently serving as a superintendent, assistant or associate superintendent, assistant to the superintendent, principal, assistant principal, supervisor (any subject and/or grade level), administrator of career and technical education, coordinator, or evaluator.			
(ii) Document three years of employment in an instructional leadership position for which one of the certificates in Rule 290-3-3-.56(2)(b) is proper certification according to the current edition			

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of the <i>Subject and Personnel Codes</i> of the Alabama State Department of Education.			
(iii) Demonstrate each of the abilities in the Class A Instructional Leadership standards prior to admission to the Class AA Instructional Leadership program or prior to completion of the Class AA Instructional Leadership program.			
(d) Applicants who completed a Class A program other than a Class A Instructional Leadership program approved by the State Board of Education on or after September 8, 2005, must submit a portfolio which includes:			
1. Three letters of recommendation.			
2. Most recent performance appraisals.			
3. Evidence of ability to lead student achievement.			
4. Evidence of leadership and management potential.			
5. Reasons for pursuing the Class AA certificate in Instructional Leadership.			
(e) Applicants who completed a Class A program other than one approved by the State Board of Education on or after September 8, 2005, must pass an interview conducted by a program admission committee that includes both P-12 instructional leaders and instructional leadership faculty. (Questions in the interview should reflect a higher level of knowledge and ability than those used as part of the admission process for the Class A Instructional Leader program.)			
(f) Individuals must be unconditionally admitted to the Class AA instructional leadership program or the institution's Class AA teacher leader program before enrolling in any leadership courses in the Class AA instructional leadership program.			

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<p>(3) Program Requirements. To provide a Class AA Instructional Leadership program, an institution must provide a Class A Instructional Leadership program. Each State-approved program must meet the following specifications:</p>			
<p>(a) Curriculum. All Class AA programs in Instructional Leadership must:</p>	XXX	XXX	XXX
<p>1. Include no fewer than 30 semester hours of course work at the education specialist level or above not used for prior-level certification or degree requirements.</p>			
<p>2. Include periodic cohort or group focus sessions for member candidates to share problem-based concerns and successes and to collaborate on issues and solutions.</p>			
<p>3. Include meaningful P-12 school-based field experiences in any instructional leadership course.</p>			
<p>4. Set aside three to nine semester hours for problem-based experiences.</p>			
<p>(b) Collaboration. All programs shall continue the EPP/LEA partnerships created for the Class A Instructional Leadership program that include:</p>	XXX	XXX	XXX
<p>1. Joint selection and admissions process. See Rule 290-3-3-.56(2).</p>			
<p>2. Joint curriculum design</p>			
<p>3. Joint mentoring decisions.</p>			
<p>4. Joint planning for field experiences.</p>			
<p>5. Joint planning for problem-based activities.</p>			

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<p>(c) Content. In addition to meeting Rule 290-2-2-.46(2)(a)-(e), the program content shall ensure the following:</p>	XXX	XXX	XXX
<p>1. The core of the instructional content portion of the Class AA program shall be the Alabama Standards for Instructional Leaders. The content shall be an extension rather than a repetition of instructional approaches used in the Class A Instructional Leadership programs.</p>			
<p>Content shall be related to the practice of sharing leadership at very high levels of expertise rather than focusing on observation and participation.</p>			
<p>2. The core of instructional content shall be anchored in practical experiences.</p>			
<p>3. Practical experiences shall be carefully planned and linked to at least one central instructional problem which will serve to focus the candidate’s research and problem-solving efforts.</p>			
<p>4. Program content shall incorporate experiences that encourage candidates to engage in alternative ways of thinking about educational settings, planning, scheduling, and/or approaches to teaching to accomplish learning goals for student populations with ever-changing needs.</p>			
<p>5. The program shall include a significant content focus on adult learning theory. All candidates should develop a clear understanding of how adults learn and that schools are places where adults and students learn together.</p>			
<p>6. Mentor training shall include, at a minimum:</p>			
<p>(i) Understanding the mentor’s role.</p>			
<p>(ii) Providing high-quality learning experiences, coaching, and feedback to new and experienced professional educators and other staff.</p>			

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(iii) Improving teacher performance using the Alabama Educator Effectiveness Process.			
7. The program shall include significant content and practice in shared leadership. It should include opportunities for each candidate to understand and be able to implement leadership that is shared with all stakeholders in meaningful ways to support improved student learning.			
8. The program shall include a focus on leadership for special education, English language learners, career and technical education, technology, pre-K programs, and adolescent literacy.			
9. The program shall include study of content appropriate to the National Board Core Propositions for Accomplished Educational Leaders from the National Board for Professional Teaching Standards:			
(i) Skills.	XXX	XXX	XXX
(I) Accomplished educational leaders continuously cultivate their understanding of leadership and the change process to meet high levels of performance.			
(II) Accomplished educational leaders have a clear vision and inspire and engage stakeholders in developing and realizing the mission.			
(III) Accomplished educational leaders manage and leverage systems and processes to achieve desired results.			
(ii) Applications.	XXX	XXX	XXX
(I) Accomplished educational leaders act with a sense of urgency to foster a cohesive culture of learning.			
(II) Accomplished educational leaders are committed to student and adult learners and to their development.			
(III) Accomplished educational leaders drive, facilitate and monitor the teaching and learning process.			

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(iii) Dispositions.	XXX	XXX	XXX
(I) Accomplished educational leaders model professional, ethical behavior and expect it from others.			
(II) Accomplished educational leaders ensure equitable learning opportunities and high expectations for all.			
(III) Accomplished educational leaders advocate on behalf of their schools, communities and profession.			
10. The program shall include content and practical experiences in leading change to include an understanding of school cultures and resistance to change.			
(4) Requirements for Certification. Readiness to serve as a Class AA Instructional Leader shall include:	XXX	XXX	XXX
(a) A <u>valid</u> Class A Professional Educator Certificate in instructional leadership or one of the other Class A leadership certificate designations listed in Rule 290-3-3-56(2)(b) or a <u>valid</u> Class A Professional Leadership Certificate.			
(b) An official transcript from a regionally accredited institution documenting an earned education specialist degree.			
(c) A survey of special education course is required unless that course was taken for prior level certification. [See Rule 290-3-3-.01 (51)].			
An individual who completed a survey of special education course prior to meeting requirements for unconditional admission to a Class AA program July 1, 2017, or thereafter, must take a course focused primarily on one of the following categories: methods of accommodating instruction to meet the needs of students with exceptionalities in inclusive settings, multicultural education, teaching English language learners, rural education, or urban education.			

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<p>A diversity course used to meet this requirement for Class A certification may not be used to meet the requirement for Class AA certification.</p>			
<p>(d) An official transcript from a regionally accredited institution documenting a minimum of 30 semester hours of post-master’s degree work at the education specialist level or above not used for prior-level certification or degree requirements.</p>			
<p>(e) Satisfactory completion of a State-approved program with a minimum GPA of 3.25 on all courses in the Alabama State Board of Education approved Class AA Instructional Leadership program.</p>	XXX	XXX	XXX
<p>Effective for candidates unconditionally admitted to a Class AA instructional leadership program July 1, 2017, and thereafter, satisfactory completion of a State-approved program with a minimum of 3.50 on all courses in the Alabama State Board of Education approved instructional leadership program.</p>			
<p>(f) Completion of mentor training.</p>			
<p>(g) Completion of a problem analysis project.</p>			
<p>(5) Testing for Class AA Certification for Instructional Leadership. Applicants for Class AA certification who are meeting requirements for a certificate which covers a grade span different from the grade span covered by the certificate used as the basis for admission to the Class AA Instructional Leadership program must meet the Praxis requirements of the Alabama Educator Certification Assessment Program (AECAP). Some individuals hold an Alabama certificate for principal K-6 or 6-12 rather than P-12. A person holding one of those certificates and completing the Class AA Instructional</p>			

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<p>Leadership P-12 program must meet the Praxis requirements as a precondition for certification. Additional information is provided in Rule 290-3-3-.01(3).</p>			
<p>(6) Faculty.</p>	<p>XXX</p>	<p>XXX</p>	<p>XXX</p>
<p>(a) In order to offer both Class A and Class AA programs in Instructional Leadership, the institution must employ at least three faculty members who are full-time to the institution, hold an earned doctorate in instructional leadership (educational administration) or a related field, and have a minimum of three years of experience as an assistant principal, principal, central office supervisor, assistant superintendent, or superintendent, or administrator of career and technical education, or any three years combination thereof.</p>			
<p>(b) In order to ensure recency of exemplary instructional leadership in a P-12 setting(s), an EPP may request permission from the State Superintendent of Education to meet one of the three required faculty positions by combining the work of no more than two part-time faculty members whose combined workload equals one full-time position. The request to do so must be supported with evidence that each of the two individuals to be employed part-time meets the doctoral degree and experience requirements indicated in Rule 290-3-3-.56(6)(a).</p>			

Comments: