

ATTACHMENT III

Side-By-Side Chart of Current and Proposed Additional Pathways to Obtain Texas Superintendent Standard Certification

| <p align="center">Current Process 19 TAC §242.20(a)(1)-(4)</p> | <p align="center">Proposed 19 TAC §242.20(a)(1)-(3) and (5)</p> | <p align="center">Proposed 19 TAC §242.20(b)</p> |
|--|---|---|
| <p align="center">Candidate Initiated</p> | <p align="center">Candidate Initiated</p> | <p align="center">School District Initiated</p> |
| <p>Candidate Must:</p> <ol style="list-style-type: none"> 1. Hold a principal certificate 2. Hold a master's degree 3. Complete a superintendent preparation program and be recommended by that program for certification 4. Pass the superintendent certification examination | <p>Candidate Must:</p> <ol style="list-style-type: none"> 1. Have obtained three years of managerial experience at a public school district to substitute for the principal certificate requirement (approved by TEA) 2. Hold a master's degree 3. Complete a superintendent preparation program and be recommended by that program for certification 4. Pass the superintendent certification examination <p>* This pathway would not replace the current process but would provide an additional pathway.</p> | <p>School Board Must:</p> <ol style="list-style-type: none"> 1. Select candidate to hire under a probationary certificate (good for a maximum of three years) 2. Publicly post the reasons the district requires the skillset of the desired non-traditional candidate <p>Candidate Must:</p> <ol style="list-style-type: none"> 1. Hold a post-baccalaureate degree 2. Complete a superintendent preparation program and be recommended by that program for certification 3. Pass the superintendent certification examination <p>* This pathway would not replace the current process but would provide an additional pathway.</p> |