

PROFESSIONAL STAFF CONTRACTS AND COMPENSATION PLANS  
(Administrators)

The Board may request that the Ohio Department of Education (ODE) issue an alternative administrative license valid for employing a principal, superintendent or other administrative specialist as specified by the Board.

ODE may issue a one-year alternative principal license, valid for serving as principal or assistant principal, or a two-year alternative superintendent or administrative specialist license at the request of the District. The individual must:

1. be of good moral character;
2. submit to a BCI background check;
3. have a bachelor's degree (for principals and administrative specialists) **with a grade-point average of at least 3.0** or a master's degree (for superintendents) ~~and~~ **with a graduate grade-point average of at least 3.0** and
4. have two or more years of teaching experience or five years of documented successful work experience in education, management or administration (for principals) or five or more years of documented successful experience in teaching, education, management or administration (for administrative specialists and superintendents).

The District provides a mentoring program for alternatively licensed administrators compliant with State law.

**ODE may issue a professional administrative license to an individual with an alternative principal license or alternative superintendent or alternative administrative specialist license in accordance with State law.**

For non-educators issued an alternative principal license, the District develops and implements a planned program for obtaining classroom-teaching experience. For non-educators issued an alternative administrative specialist or superintendent license, the District develops and implements a plan that outlines observation or classroom instruction across grade levels and subject areas.

(Approval date:)

*NOTE: The State Board of Education (SBOE) adopted requirements for alternative licensure to ensure that qualified individuals have increasing opportunities to become school administrators through alternative routes. The law ensures that alternative routes are standards-based and high quality. Alternative administrative licenses eliminate temporary licenses.*

*Alternative administrator licenses are available to individuals for whom their employing district has a board resolution supporting their position. There are currently two pilot programs assisting alternatively licensed administrators gain licensure. They are operated through the Ohio Hamilton County Educational Service Center and Bowling Green State University.*

*House Bill 64 (15) created the Bright New Leaders for Ohio Schools Program, which is meant to provide an alternative path for individuals to receive training and development in administration of primary and secondary education and leadership, enable those individuals to earn degrees and obtain licenses in public school administration, and promote placement of those individuals in public schools that have a poverty percentage greater than 50%.*

*ODE is required to issue alternative principal or administrator licenses to individuals who successfully complete the program and satisfy the requirements of the SBOE adopted rules. Those rules must be developed by the SBOE, in consultation with the board of directors of the program. The rules adopted under Ohio Revised Code Section 3319.27 must be used as a guide in the SBOE development of rules for this program.*