



StateNotes

Leadership

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Superintendent Preparation Programs

By John Hancock
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Introduction

While numerous education preparation programs across the country prepare teachers and principals for certification, far fewer train candidates specifically to be superintendents. The following 50-state scan is compiled from the 2004 National Association of State Directors of Teacher Education and Certification (NASDTEC) *Manual on the Preparation and Certification of Educational Personnel*. The information contained within the manual is compiled from data submitted by each state, but has not since been verified by the states.

“Approved” programs in this scan include programs that have met at least one or all of the following:

- State standards
- Regional accrediting standards
- National Council for Accreditation of Teacher Education standards (NCATE) or
- NASDTEC Standards.

Most superintendent preparation programs take place within accredited university programs, although some states, such as Texas and California, also offer superintendent preparation programs through academy and district programs. Other states may have accredited programs outside of universities that are not cataloged in the NASDTEC manual. Please feel free to contact John Hancock by e-mail at jhancock@ecs.org regarding any of the following information.

State	Does the state have approved programs that specifically prepare superintendents?	How many approved programs does the state have specifically for superintendent preparation?	What are the requirements for completion of the state-sponsored superintendent preparation programs?
Alabama	None found.	None	
Alaska	Yes. Administrative Certificate, Type B	2 of 5 university education programs	<p>Valid for five years.</p> <p>Requirements: Master's or higher degree and completion of an approved school administrator program from a regionally accredited institution; three years of satisfactory teaching experience on a Regular certificate (as defined under Type A); and six semester hours of regency credits. Endorsements include such areas as principal, superintendent, administrator of special education and administrator of vocational education.</p> <p>Endorsement as superintendent requires five years experience; at least three years as a regular classroom teacher; and at least one year as an administrator under an administrative certificate. Endorsement as director of special education requires three years satisfactory employment as a teacher of school psychologist under a teaching or special services certificate.</p>
Arizona	Yes. Superintendent Certificate (PreK-12)	5 of 13 university education programs	<p>Valid for six years, renewable.</p> <p>The superintendent certificate is required for superintendents, assistant or associate superintendents, district chief executive officers regardless of title and others with similar district-level administrative duties in school districts with a student population of more than 600.</p> <p>Requirements: A master's or more advanced degree, including at least 60 graduate semester hours; completion of a program in educational administration for superintendents, including at least 36 graduate semester hours of educational administrative courses; three years of verified teaching experience in grades PreK-12; a practicum as a superintendent or two years of verified experience as a superintendent assistant, superintendent or associate superintendent in grades PreK-12; a passing score on the Arizona Administrator Proficiency Assessment; a valid fingerprint clearance card.</p> <p><i>Note:</i> A valid superintendent certificate from another state may be substituted for the program in educational administration, teaching experience and practicum.</p>
Arkansas	Yes. Administrator's Certificate (K-12)	5 of 19 university education programs	<p>Valid for five years.</p> <p>Requirements: Hold, or be qualified to hold, the five-year high school or elementary teaching license; completion of graduate degree with emphasis in School Administration from an accredited authorized institution. (Authorization is NCATE accreditation). This</p>

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			work shall include preparation in School Administration (or the equivalent).
California	Yes. Professional Clear Credential	51 of 89 university and non-university education programs approved for all levels of administration, including superintendent preparation	<p>Valid for five years.</p> <p>Requirements: The preliminary Administrative Services credential; two years of successful full-time experience in a position while holding the preliminary credential; and a commission-approved program of advanced study and field experience. Renewable with 150 clock hours of professional growth activities and one-half year of appropriate experience.</p> <p>To earn the professional clear credential, candidates prepared outside of California may either complete a Level II program through a California college with a commission-accredited administrative services program or complete two years as a California administrator, including an individual program of professional development. Candidates prepared outside of California may earn a professional clear credential without first holding a preliminary credential by verifying completion of bachelor's degree from a regionally accredited institution of higher education; California Basic Educational Skills Test (CBEST); completion of a teacher preparation program and the equivalent elementary, secondary or special education credential based on that program; three years of elementary, secondary or special education teaching experience; and completion of an administrative preparation program and issued, or qualified for, an administrative service credential based upon that program; three years of out-of-state public school administrative experience; and submission of two rigorous performance evaluations. Out-of-state-prepared administrators with a pupil personnel, health or clinical rehabilitative services program will continue to need to obtain a prerequisite credential. The one-year nonrenewable credential is available to out-of-state prepared administrators if all requirements except CBEST are complete.</p>
Colorado	Yes. Provisional Principal and Administrator License	4 of 16 university education programs	<p>Valid for three years.</p> <p>Not endorsed. Principal License valid for all administrative or supervisory positions except chief officer of school district. Administrator license valid for all administrative or supervisory positions except building principal.</p> <p>Requirements: Principal – bachelor's or higher degree from a regionally accredited, accepted institution; institutional recommendation verifying satisfactory completion of the approved graduate program of preparation for the school principalship, including a practicum; three or more years as a licensed educator in an elementary or secondary school; evidence of passing Program for Licensing Assessments for Colorado Educators (PLACE) in content knowledge. Out-of-state applicants must also provide evidence of</p>

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			valid certificate or license held in another state. Renewable. Administrator – bachelor's or higher degree from a regionally accredited, accepted institution; institutional recommendation verifying satisfactory completion of the approved graduate program of preparation for school administrators, including a practicum; evidence of passing PLACE in content knowledge. Out-of-state applicants also must provide evidence of a valid certificate or license held in another state. Renewable.
Connecticut	Yes. Superintendents of Schools	3 of 14 university education programs	Requirements: Master's degree; 30 graduate hours of credit beyond the master's degree; 80 school months of successful teaching experience or service, including 30 school months of full-time administrative or supervisory experience. A one-year internship in school administration may count toward fulfillment of 10 months of this requirement. Graduate course work in each of the following areas: psychological and pedagogical foundations of learning, curriculum development and program monitoring, school administration, personnel evaluation and supervision, and contemporary educational problems and solutions.
Delaware	Yes. School Leader II	2 of 4 university education programs	Requirements: A doctoral degree in educational leadership from a regionally accredited college; or a master's degree or doctoral degree in any field from a regionally accredited college and successful completion of a Delaware-approved alternative-routes-to-certification program for school leaders/superintendents. Until approval and implementation of an alternative-routes-to-certification program occurs, candidates completing the standard certificate must provide evidence of graduate coursework in the following areas, either as part of the master's or doctoral program or in addition to it. <ul style="list-style-type: none"> ▪ Personnel Administration ▪ Supervision/Evaluation of Staff ▪ Curriculum Development and Instruction ▪ School Business Management ▪ School Law/Legal Issues in Education ▪ Human Resource Management ▪ Organizational Management ▪ Child or Adolescent Development, if not taken at the undergraduate level. A minimum of five years of experience consisting of full-time classroom teaching and/or full-time school leadership at the building or district level.
District of Columbia	None found	None	
Florida	None found	None	
Georgia	Yes. Educational Leadership	11 of 35 university education programs approved for some type of administrator	An individual with a certificate in Educational Leadership is in-field to serve as a building- or system-level education leader in roles/jobs such as superintendent, associate/assistant superintendent, curriculum director, principal, assistant principal, system-level supervisor, or in other types of administrative or supervisory positions in a school system. An

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		certification (NASDTEC specifies these programs as "other," so the type of administrator certification is not clear)	experience requirement accompanies this field.
Hawaii	None found	None	
Idaho	Yes. Superintendent	2 of 6 university education programs	Valid for five years, renewable. Requirements: A doctorate or an Education Specialist degree or a comparable postmaster's sixth year program; four years full-time certificated experience working with students in a K-12 school setting while under contract; an administrative internship or one year of experience as an administrator in grades K-12; verification of completion of an approved program of at least 30 semester hours of postmaster's graduate study for the preparation of school superintendents; and an institutional recommendation.
Illinois	Yes. Superintendent Endorsement.	13 of 57 university education programs	Requirements: 30 semester hours beyond the master's degree to include instructional leadership, educational planning, and public school governance and management; two years school supervisory or administrative experience; and possession of a General Supervisory or General Administrative certificate, or comparable out of state certificate
Indiana	Yes. Standard License	5 of 38 university education programs	Valid for five years. Requirements: Hold a Standard or Professional teaching license or have a specified equivalency (School Social Worker requires specific course work and licensing outside education); two years of appropriate full-time teaching experience for school counselor license; or one year of school counseling experience in an accredited school and a valid out-of-state counseling license; or a one-year internship in counseling in a school setting under the direction of an accredited college/university approved to offer counselor education; either a bachelor's degree (for nurse a BSN, and attendance worker), a master's degree, 60 semester hours of graduate course work, or a doctorate in the appropriate area, depending on the type of school service program completed; completion of an approved Indiana college or university program in the school service area applied for; and recommendation of an Indiana college or university.
Iowa	Yes. Superintendent	4 of 29 university education programs	Requirements: Hold a specialist's degree or its equivalent; a master's degree plus at least 30 semester hours of planned graduate study in administration beyond the master's degree; completion of a sequence of courses and experiences which may have been part of, or in addition to, the degree requirements. This sequence is to be at least 45 semester hours; three years experience as a building principal or other PK-12 districtwide or area

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			<p>education agency administrative experience. Graduates from institutions in other states who are seeking initial Iowa licensure and the superintendent's endorsement must meet the requirements for the standard license in addition to the experience requirements.</p> <p>Verified successful completion of six years of full-time teaching and administrative experience in other states, on a valid license, shall be considered equivalent experience provided that three years were as a building principal or other PK-12 administrative experience and three years of experience were as a teacher.</p>
Kansas	Yes. Conditional School Leadership License	6 of 22 university education programs	<p>Available for district leadership, building leadership or program leadership.</p> <p>Requirements: Completion of: a graduate degree; the appropriate state-approved district, building or program school leadership program as verified by the institution where the program was completed; a 3.25 cumulative GPA in graduate-level course work; recency; three years of accredited experience under a valid professional license/certificate; completion of the appropriate ETS school leadership assessment for district, building or program leadership.</p>
Kentucky	Yes. Professional Certificate for School Superintendent	7 of 27 university education programs	<p>Upon completion of an approved program of preparation and successful completion of the Praxis II for each teaching field and Principles of Learning and Teaching (PLT) for the grade level, applicants are issued a Statement of Eligibility valid for five years.</p> <p>Upon confirmation of employment, a one-year certificate is issued for the first year of employment, which is utilized as a beginning teacher internship. Upon successful completion of the beginning teacher internship, a professional certificate is issued for four years. The renewal requirements for the first, second and successive renewals are stated below. The testing and internship may be waived for out-of-state applicants who have completed two or more years of successful teaching experience in a position directly corresponding to certificate for which application is made.</p> <p>A Recency of Preparation prerequisite is required of all applicants – completion of the preparation program or six semester hours of additional graduate credit within the last five years and two years of teaching within the last 10 years. Persons who have not completed the recency of preparation prerequisite shall be issued a certificate valid for one year with the condition that the six semester hours of graduate credit be completed within the year to qualify for extension of the certificate.</p> <p>Certification in Kentucky is performance based. The qualifications for the issuance of certificates are no longer a specific number of semester hours.</p> <p>Requirements: Bachelor's degree; completion of an approved program to include nine</p>

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			teacher performance standards and a continuous assessment system to evaluate the candidate's progress and level of attainment of the performance standards; a 2.5 cumulative GPA or a 3.0 on the last 60 semester hours; and passing Praxis II scores and PLT for the grade level.
Louisiana	None found.	None	
Maine	Yes. Superintendent	1 of 12 university education programs	Requirements: Master's degree; evidence of three years of public or private school teaching experience, or three years of equivalent teaching experience in an instructional setting; evidence of three years of previous administrative experience in schools or equivalent experience in an institutional setting; evidence of a basic knowledge appropriate to this certificate demonstrated by course work in 13 specified categories; satisfactory completion of an approved internship or practicum relating to the duties of a superintendent.
Maryland	Yes. Superintendent	1 of 23 university education programs	Requirements: Master's degree; three years teaching experience; two years administrative experience; 60 semester hours of graduate course work.
Massachusetts	Yes. Superintendent (I and II).	7 of 60 university education programs	Option I Possession of professional license in another education role and three years employment in the role of the license; master's or other advanced degree in an appropriate field from an accredited college or university; demonstration of successful application of the professional standards for administrators; passing score on the communication and literacy skills test. Option II Completion of five years of employment in an executive management/leadership role in a non-educational setting; master's degree or other advanced degree in an appropriate field from an accredited college or university; demonstration of successful application of the professional standards for administrators; passing score on the communication and literacy skills test.
Michigan	None found	No programs approved specifically for preparing administrators	
Minnesota	Yes. K-12 Superintendent	6 of 27 university education programs	Entrance license is valid for two years. Requirements: Doctoral or specialist degree or a program consisting of a master's degree plus 30 semester hours in educational administration; three years of teaching experience while having a valid teaching license for that teaching assignment.
Mississippi	Yes. Administrator (A, B)	6 of 15 university education programs	A. Non-Practicing Administrator, Class AA, AAA or AAAA Based upon validity period of standard license currently held; issued to an educator not currently employed in an administrative position; completion of an approved master's,

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			<p>specialist or doctoral degree in educational administration/leadership from a state-approved or regionally/nationally accredited institution of higher learning and successful completion of School Leader's Licensure Assessment.</p> <p>B. Entry Level Administrator, Class AA, AAA, or AAAA Valid for five years; issued to an educator employed as a beginning administrator; completion of an approved master's, specialist or doctoral degree in educational administration/leadership from a state-approved or regionally/nationally accredited institution of higher learning and successful completion of School Leader's Licensure Assessment.</p>
Missouri	Yes. Superintendent	10 of 37 university education programs	<p>Valid for 10 years.</p> <p>Requirements: Possess or be eligible for a Missouri Teaching Certificate; four years of experience; completion of two-year approved graduate program in the superintendency culminating in an ED.S., Ed.D. or Ph.D. degree; and successful completion of the School Superintendent's Assessment (SSA).</p>
Montana	Yes. Superintendent	2 of 8 university education programs	<p>Requirements: An education specialist degree or doctoral degree in education leadership from an accredited professional educator preparation program or a master's degree in educational leadership from an accredited professional educator preparation program and one year of administrative experience; eligibility for the Class 1 or Class 2 teaching certificate.</p>
Nebraska	Yes. Professional Administrative	5 of 17 university education programs	<p>Valid for 10 years from date of issue.</p> <p>Requirements: Include those of basic skills competency testing, human relations training and special education competencies; and (1) a specialist's (sixth year) certificate or doctorate in educational administration from a standard institution of higher education with a state approved program for training educational administrators; (2) qualify for one or more administrative and supervisory endorsements (superintendent, principal, supervisor); (3) have received six semester hours of graduate work in educational administration within five years of the date of application, or have been serving as a school administrator at least half time for two or more years within five years of the date of application, and hold a continuing valid certificate in that same state.</p>
Nevada	Yes. School Administrator Endorsement	4 of 9 university education programs	<p>Holder of endorsements as an administrator of a school may be employed by a school district as: superintendent of schools, assistant superintendent of schools, associate superintendent of schools, principal, vice principal, supervisor, administrative assistant, and a supervisor or coordinator.</p> <p>Requirements: Master's degree; hold a valid license to teach elementary, secondary or K-12 special, excluding a business and industry endorsement, have and submit evidence to</p>

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			<p>the Department of three years of successful teaching experience in kindergarten or grades 1-12 in schools approved by the state and a master's degree in educational administration or have master's degree or higher and complete 36 graduate semester hours in the administration of a school to include course work in the areas listed below.</p> <ol style="list-style-type: none"> 1. Administration and organization of a school 2. Supervision of instruction 3. Evaluation and development of personnel 4. School finance 5. School law 6. Curriculum development 7. Educational research 8. Internship or field experience in school administration 9. Other courses considered to be part of an administrative program for educators.
New Hampshire	Yes. Superintendent Endorsement	1 of 14 university education programs	<p>Valid for three years and renewable.</p> <p>1. Beginning Educator Certificate Approved Education Administration Program at the doctorate level Certificate of Advanced Graduate Study (CAGS) level Transcript analysis also available.</p> <p>2. Experienced Educator Certificate Requirements: The same as for the teaching certificates.</p>
New Jersey	Yes. Provisional Administrator	9 of 22 university education programs	<p>Provisional certificate valid for one year. Regular certificate valid for life.</p> <p>Requirements: Master's degree in education administration, business or public administration, or leadership, including five areas of study; National Teacher Examination test in administration.</p>
New Mexico	Yes. New Mexico Administration Program Level 3B, Administrator License, K-12	Not found	<p>Valid for nine years.</p> <p>A valid New Mexico teaching license.</p> <p>Complete a master's degree, including an apprenticeship, completed: at a college or university with a state-approved educational administration program and consisting of a minimum of 180 clock hours; or under the supervision of a local school superintendent or a private school official at the school and consisting of a minimum of 180 clock hours (the superintendent will verify that the apprenticeship has met the State Board of Education's adopted competencies for educational administration).</p>

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New York	Yes. School District Administrator	28 of 108 university education programs	Valid for central office, districtwide professional administrator/supervisor. Permanent certificate – valid for life unless annulled for cause. Requirements: Bachelor's degree from a higher education institution approved by the commissioner; 60 semester hours of graduate study, including: master's degree; 24 semester hours of study in elementary and/or secondary school administration and supervision; a college supervised internship in school administration and supervision; and three years of elementary, middle and/or secondary school experience.
North Carolina	Yes. Continuing License	8 of 48 university education programs	Valid for five years. Issued on the basis of completion of approved education program and minimum Praxis scores. The School Leaders Licensure Assessment administered by Educational Testing Service is required for principal licensure. Renewable upon the completion of 15 units. One semester hour equates to 1.5 renewal units, and one year of teaching/administrative experience equals one renewal unit.
North Dakota	Yes. Superintendent	2 of 11 university education programs	Requirements: Valid teaching certificate; master's degree with a minimum of 20 semester hours of administration course work. (The program must include course work in educational administration, supervision, curriculum, educational law and school finance). The specific academic deficiencies are listed on the credential. (Course work in supervision and curriculum at the opposite level of the teaching certificate also is required); and four years of teaching experience. This must include at least two years in administration consisting of a minimum of half-time experience in either elementary or secondary principalship in an accredited school, or administrator of a non-accredited school with a 12-year program.
Ohio	Yes. The Superintendent License	16 of 51 university education programs	Added to a valid professional teacher license of an individual who holds a principal or administrative specialist license shall be valid for teaching in the areas designated on the license; for supervising programs for ages 3-21 and pre-kindergarten through grade 12; or for administrative duties in a school system. The following requirements shall be met prior to issuance of the superintendent license: (a) Three years of successful experience in a position requiring a principal or administrative specialist license (b) Completion of an approved preparation program for superintendents.
Oklahoma	Yes. Superintendent of Schools	9 of 22 university education programs	The requirements for a certificate for superintendent of schools and principal shall include not less than completion of a standard master's degree, completion of a program in education administration approved by the Oklahoma Commission for Teacher Preparation with an emphasis on curriculum and instruction, such other professional education and requirements as may be fixed by the State Board of Education, a passing score on the subject area competency examination and a minimum of two years

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			successful teaching, supervisory or administrative experience in public schools. The standards for alternative certification for superintendents of schools and principals shall include the completion of a standard master's degree, two years of relevant experience, a passing score on the subject-area competency examination and a demonstrable understanding of the fundamentals of school administration, including the following associated competencies: leadership and school district culture; policy and governance; communications and community relations; organizational management; curriculum planning and development; instructional management; human resource management; ethics of leadership; and school law and finance.
Oregon	Yes. Initial Administrator License	5 of 17 university education programs	Valid for three years for building-level administrators and superintendents. Requirements: A master's or higher degree from a regionally accredited institution; three academic years of experience as a full-time licensed educator on a license appropriate for the assignment; completion of a school administration program; completion of practicum for early childhood or elementary students, and for middle school or high school students; a passing score on the Praxis exam for school administrators, or five years of experience administering full time in a public or regionally accredited private school; passing scores on the California Basic Skills Test or the Praxis I: Pre-Professional Skills Tests or Computer- Based Academic Skills Assessments or hold a regionally accredited doctor's degree; verification of knowledge of Oregon school law and finance; and verification of recent educational experience.
Pennsylvania	Yes. Letters of Eligibility	13 of 90 university education programs	Letters of Eligibility are issued for superintendent, assistant superintendent, executive director, and assistant intermediate unit executive director as evidence of the holder's legal qualification for election to a non-tenured chief school administrator and assistant chief administrator of a public school entity. Letters of Eligibility are endorsed for the positions indicated below. Upon local election, the incumbent is sworn into office and serves on a state commission as a state/local official: district superintendent, intermediate unit executive director, assistant district superintendent or assistant intermediate unit executive director. Letters of Eligibility are valid for the life of the holder. Continuing professional development is required for commissioned officers and is the responsibility of the commissioned officers. Requirements: Six years of certificated professional experience in the basic schools. (At least three of the six years must have been in administration or supervision); completion of an approved program of graduate study approximating 70 semester hours of graduate study in school administration and supervision preparing the candidate for the role of

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			chief school administrator of a local educational agency; and recommendation of preparing institution.
Rhode Island	Yes. Superintendent of Schools	2 of 8 university education programs	Valid for three years. Requirements: Eligibility for a Rhode Island teaching certificate; eight years of educational experience (to include both teaching and administration); doctorate, CAGS, or master's degree; 36 semester hours of graduate-level course work in educational administration, supervision and curriculum. Nonrenewable for holder who serves three years as a superintendent in Rhode Island.
South Carolina	Yes. School Superintendent Professional Credential	4 of 30 university education programs	Valid for five years. Requirements: Valid South Carolina teacher's or principal's professional credential; minimum qualifying score on the Administration and Supervision area of the Praxis II; seven years' experience as a teacher or administrator, including at least two years of administration; completion of a doctoral or two-year post-baccalaureate program in public school administration from an institution that meets regional accreditation and state approval; recommendation of preparing institution and acceptable criminal history review via FBI fingerprint check. - or - Hold a valid out-of-state administrator, principal or other educational leadership certificate. Submit a qualifying score on a nationally recognized approved area administrator examination. Submit evidence of five years of experience as a director or assistant superintendent in a school district.
South Dakota	Yes. Superintendent	2 of 12 university education programs	Valid for five years. Requirements: A master's degree from a college or university approved for teacher education; an elementary or secondary certificate; four years of experience at the elementary or secondary school level, or both, on a valid certificate, two years of which were classroom teaching; the completion of an approved program for superintendents at a college or university; must be replaced by the Advanced Superintendent endorsement within 10 years.
Tennessee	Yes. Superintendent Endorsement (K-12)	16 of 39 university education programs	Requirements: Hold a full Tennessee License with endorsement as Principal or Superintendent of Instruction License; specified course work unless graduate is in education administration; and five years of teaching/administrative experience.

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Texas	Yes. Superintendent	35 of 112 approved university and non-university education programs	Requirements: Mid-management administrator or principal certificate; and complete required program and assessments [as described by the Temporary Superintendent Certificate].
Utah	Yes. Administrative/ Supervisory	3 of 9 university education programs approved for administrator preparation (all administration levels covered under a single approved program and credential)	Valid for seven years. Eligibility to hold a Level II license and one of the following in the educator's field of practice: 1. Doctor's degree 2. National Board for Professional Teaching Standards Certification.
Vermont	Yes. Superintendent	2 of 14 university education programs (superintendent certification determined on individual basis only)	Valid for three years. Requirements: Master's degree or the equivalent with a concentration in educational administration; combination of five years of experience with two or more being administrative/supervisory experience and meet the General Competencies for Administrators. In all cases an individual transcript analysis is conducted. A resume, copies of out-of-state certificate(s), transcripts.
Virginia	Yes. Division Superintendent License	15 of 37 university education programs approved for some type of administrator certification (NASDTEC specifies these programs as "other," so the type of administrator certification is not clear)	An individual may be a candidate for the Eligibility List of Division Superintendents and the renewable division superintendent license through the completion of the requirements in one of the following four options: 1. Option One (a) Hold an earned doctorate degree in educational administration or educational leadership from an accredited institution; (b) Completion of five years of educational experience in a public and/or accredited nonpublic school, two of which must be teaching experience at the PreK-12 level and two of which must be in administration/supervision at the PreK-12 level. 2. Option Two (a) Hold an earned master's degree from an accredited institution plus completed 30 graduate hours beyond the master's degree; (b) Completion of requirements for administration and supervision PreK-12 endorsement, which includes the demonstration of competencies described in the licensure regulations; (c) Completion of five years of educational experience in a public and/or accredited nonpublic school, two of which must be teaching experience at the PreK-12 level and two of which must be in administration/supervision. 3. Option Three

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			<p>(a) Hold an earned master's degree from an accredited institution; (b) Hold a current, valid out-of-state license with an endorsement as a division superintendent; (c) Completion of five years of educational experience in a public and/or accredited nonpublic school, two of which must be teaching experience at the PreK-12 level and two of which must be in administration/supervision.</p> <p>4. Option Four</p> <p>(a) Hold a master's degree, or its equivalent, from an accredited institution; (b) Have held a senior leadership position such as Chief Executive Officer or senior military officer; and (c) Be recommended by a school board interested in employing the individual as superintendent.</p>
Washington	Yes. Superintendent Initial Certificate	4 of 21 university education programs	<p>Valid for seven years.</p> <p>Requirements: Must hold a teaching, educational staff associate, program administrator, or principal certificate; approved master's degree; state-approved program of preparation for the superintendency; and have completed at least 45 quarter hours of graduate work in education. If an individual does not meet the continuing certification requirements during the life of the initial certificate, another initial certificate may be obtained by meeting requirements in effect at the time of application.</p> <p>Validity: Contingent upon completion of 150 clock hours of continuing education (or academic equivalent) every five years.</p>
West Virginia	Yes. Provisional Professional Certificate. Superintendent (K-12)	4 of 19 university education programs	<p>Valid for five years.</p> <p>Requirements: Master's degree; three years of management level experience; completion of an approved program leading to administrative certification (effective 07-01-94, education and training in evaluation skills).</p>
Wisconsin	Yes. School District Superintendent License	4 of 33 university education programs	<p>Valid for five years.</p> <p>Requirements: Eligibility for the school administrator license; approved school district administrator program at the educational specialist degree level or its equivalent.</p>
Wyoming	Yes. Superintendent (K-12)	1 of 3 university education programs	<p>Qualify for and hold a teaching certificate; be eligible for a principal endorsement; completion of a state program meeting the knowledge, skills and competencies as required by Wyoming standards. Must include three years' teaching experience and successful administrative experience in a K-12 setting. Must include an internship or three years of experience in the last six years.</p>

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