

Administrative Experience in Lieu of Internship

Experience-based Competency Review in Lieu of Internship

Michigan administrator preparation programs must assure all candidates meet the Michigan Standards for the [Preparation of School Principals](#) or [Central Office Administrators](#) prior to recommendation for certification. Programs may use an experience-based competency review to determine candidate mastery of standards and program requirements including the internship.

Meeting Internship Standards

Standards 7.1: Substantial Field and Clinical Internship Experience and 7.2: Sustained Internship Experience in School Principal and Central Office preparation standards require candidates for administrative certification complete authentic school-based field experiences and a six-month internship. An experience-based review may be conducted to determine whether a candidate's current work experience may be considered as satisfying these requirements. In order to use recent experience as a substitute for the required clinical and internship experiences, the program must verify the following minimum requirements are met:

- Documentation of at least six months of recent administrator experience¹
- Documentation of recent formal administrator observation and evaluation data reflecting efficacy in all domains as defined by [MCL 380.1249](#) and [MCL 380.1249b](#).
- Evidence of candidate demonstration of mastery of administrator preparation standards through a practice-based assessment such as a portfolio.

Experience-based competency reviews should include a consistent, documented evaluation process with valid and reliable instruments as defined by [MCL 380.1249b](#).

¹ Programs may reserve the right to require more than six months of recent experience in lieu of a formal internship.