

Dear [Supervising Practitioner],

This letter introduces you to a pilot that is being conducted with Massachusetts' principal candidates and the work that your own leadership preparation candidate will undertake as part of this pilot.

The Massachusetts Department of Elementary and Secondary Education (DESE) requires candidates to complete the Performance Assessment for Leaders (PAL), which it developed, when seeking initial principal licensure. This performance assessment is a key component of MA DESE's strategy to support educator development and is aligned with other key department initiatives, including educator evaluation and leadership preparation program redesign. (For more information on the assessment system and its development, please see www.ma-pal.nesinc.com.)

DESE launched the implementation of the PAL leadership assessment tasks beginning October 1, 2015. To be eligible for licensure, principal preparation candidates must complete four tasks and submit work products for scoring. The PAL is being updated to incorporate anti-racist leadership competencies that were added to the [Guidelines for the Preparation of Administrative Leaders](#) in 2021.

The identity of the school, district, and candidate will be maintained confidentially and the results of the candidate's work will only be used to improve the performance assessment tasks and system for future licensure purposes.

Detailed information on how you can support a candidate in completing the tasks is attached.

Thank you for your support of this work and the development of your candidate who is preparing for principal licensure. Your contribution is an essential and highly valued part of the assessment development process. If you have any questions, please refer to the PAL program website Contact Us page, www.ma-pal.nesinc.com/Contacts.aspx.

Sincerely,

Principal Candidate