

September 23, 2019
LQS & SLQS Certification – Q & A's

Beginning September 1, 2019, all principals in all Alberta schools except those under the authority of First Nations Education Authorities are required to hold Leadership Certification (LQS), and all Superintendents in Alberta public, separate, Francophone and Charter School Authorities are required to hold Leadership Certification (LQS) and Superintendent Leadership Certification (SLQS).

First Nations Education Authorities may decide that principals hold LQS Certification and Directors of Education / Superintendents hold LQS and/or SLQS Certification, however this is something that each First Nation has the authority to decide.

With the introduction of Leadership Certification in Alberta, it is understandable that there will be questions about specific circumstances. On an ongoing basis, these questions will be answered in this and future Weekly Updates. This message and past Q & A documents are archived on the CASS Website at <https://cassalberta.ca/conferences-workshops/in-service-certification/>.

1. **Q** – How does a school authority address a circumstance where a principal or superintendent is suddenly no longer able to continue and there is not a suitable candidate with LQS or SLQS Certification available to move into the position.

A – The Ministry has been very clear that school authorities will continue to have the authority and autonomy to determine the best candidate to become an Acting or Permanent principal or superintendent and whether the person holds the level of Certification required would not prevent a school authority from appointing that person to the position.

Anyone appointed as a principal or superintendent, whether in an Acting role or a Permanent role, will have three years from the time of appointment to complete the required Certification. If the person does not complete the required level of Certification in the three-year window, that person will lose the leadership designation and would not be eligible to be appointed to a subsequent position until Certification is completed.

It is important to understand that if a person is appointed as an Acting Principal or Acting Superintendent, the three-year clock begins ticking. If after a period of time (i.e. two months) the person is no longer serving in the Acting role, the clock

continues to tick and that person would have the three year window to complete Certification even if never appointed to another Acting or Permanent leadership position again in that three-year window.

The person could be appointed to a subsequent Acting or Permanent leadership role within that three-year window, however the time that the person must complete Certification is three years from the initial appointment.

2. **Q** – If a current principal had been grandfathered for LQS, can they take the SLQS training now?

A1 – Any person who has achieved LQS Certification can take an SLQS Certification course offered by any University moving forward. It would not matter if the person was grandparented with LQS or completed an LQS In-Service this past year.

Moving forward any person with an Alberta Teaching Certificate will be able to take the LQS courses and then the SLQS course(s) at universities, regardless if they hold a school or system leadership position or not.

A2 – If the person was grandparented with LQS because s/he was a principal in in 2018/19 and was appointed to a system leadership position beginning in July or August 2019, that person could register for and complete the final SLQS In-Service session offered in early November.

If the person was grandparented with LQS and then was appointed to a system leadership position, but not until September 2019 or later, that person can complete the SLQS course but only through an offering by a University.