



Massachusetts Department of Elementary and Secondary Education

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Mitchell D. Chester, Ed.D.
Commissioner

MEMORANDUM

To: Massachusetts Superintendents and Principals
From: Mitchell D. Chester, Ed.D., Commissioner
Date: March 25, 2015
Subject: Participation Requirements and use of Videotaping in the Massachusetts Performance Assessment for Leaders (MA-PAL)

The [Massachusetts Performance Assessment for Leaders \(MA-PAL\)](#) is a performance-based assessment system to evaluate the readiness of school leadership candidates for initial Principal/Assistant Principal licensure in the Commonwealth. This new system will enable principal candidates to demonstrate their leadership knowledge and skills based on actual experiences within their schools as part of a preparation pathway.

The MA-PAL is comprised of [four tasks](#) that must be completed as part of the assessment. This includes one task in which the candidate demonstrates his/her instructional leadership skills by means of an observation cycle with a teacher, which includes a video recording component. We seek your support of candidates as they work within your school and district and as they attain permissions for the video recording.

The video recording is an essential component of the task, because it allows the candidate to provide authentic visual evidence of conducting observations, providing thoughtful feedback, and offering support to a teacher. Each task entry is uploaded to a password-protected site (ShowEvidence) that can only be accessed by authorized users via unique, secure log-in credentials for specific actions and for limited periods of time. Candidate video recordings will not be shown in any public venue nor made available in a non-secure way, and cannot be accessed by Department personnel. Submitted video recordings will not be used for any other purpose other than scoring, and candidates must adhere to all nondisclosure and confidentiality agreements.

We appreciate your support for principal candidates throughout their programs for licensure. If you have any questions or concerns, please contact Jennifer Briggs at: 781-338-3235 or at: jbriggs@doe.mass.edu.