Supplemental Table S1.
Requirements for initial endorsement to be a school leader in Virginia by pathway.

Requirements	Path 1	Path 2	Path 3	Path 4
Earned a Master's degree from a regionally accredited college or university.	✔	✔	✔	✔
Completed three years of successful, full-time experience in a public school or accredited nonpublic school in an instructional personnel position that requires licensure in Virginia.	✔	NA	NA	NA
Completed three years of successful, full-time experience in a public school or accredited nonpublic school in an instructional personnel position that requires licensure in Virginia.	NA	✔	✔	NA
Completed three years of successful, full-time experience in a public school or accredited nonpublic school in an instructional personnel position.	NA	NA	NA	✔
Completed an approved program in administration and supervision from a regionally accredited college or university.	✔	NA	NA	NA
Completed graduate coursework in school law, evaluation of instruction, and other areas of study as required by an employing Virginia school superintendent. The graduate coursework shall be taken from a regionally accredited college or university that has a state-approved administration and supervision program.	NA	✔	NA	NA
Completed graduate coursework in school law, evaluation of instructional personnel, special education, school finance, educational leadership, and other areas of study as required by an employing Virginia school superintendent, and the graduate coursework shall be taken from a regionally	NA	NA	✔	NA

accredited college or university that has a state-approved administration and supervision program, or the candidate shall have completed school law, school finance, and a research-based program approved by the Virginia Department of Education that includes organizational leadership, instructional leadership, instructional practices in content areas, data utilization, evaluation and instructional coaching, and creating positive school cultures.				
Completed a deliberately structured and supervised internship focused on student academic progress for all students. Includes a minimum of 320 clock hours, of which 120 clock hours are embedded as experiential field-based opportunities experienced during coursework.	✔	NA	NA	NA
Satisfied the requirements for the school leaders licensure assessment prescribed by the Virginia Board of Education.	✔	✔	✔	✔
Been recommended by the superintendent in the employing Virginia school division.	NA	✔	✔	NA
Holds a current, valid out-of-state license, (with full credential), with an endorsement in administration and supervision or completed an approved program in administration and supervision from a regionally accredited college or university leading to an endorsement as a building-level administrator.	NA	NA	NA	✔