

STATEMENT OF PURPOSE

RS32428C1 / H0295

The Administrator Leadership Apprenticeship Program is being introduced to help Idaho school districts that are struggling to find qualified administrators, particularly in rural areas. Many districts face increasing difficulty in recruiting school principals and superintendents, leaving critical leadership gaps that impact student success.

This legislation expands the pipeline of eligible candidates by allowing experienced professionals from other industries—including military officers, private sector executives, nonprofit leaders, and government officials—to transition into school leadership roles. To ensure quality and accountability, applicants must be sponsored by a public school district or local education agency and must complete a leadership training program at a regionally accredited Idaho-based higher education institution before becoming eligible for certification.

By leveraging Idaho's existing leadership talent and providing structured training, this program offers districts a practical solution to their hiring challenges while maintaining rigorous preparation standards for new administrators.

FISCAL NOTE

The Administrator Leadership Apprenticeship Program is expected to have a nominal fiscal impact on the state. The program does not require new state funding beyond existing resources for administrator certification and training programs.

For local school districts, this legislation could result in significant cost savings by reducing the need for ongoing recruitment efforts to fill hard-to-staff administrator positions. Many districts, particularly in rural areas, face high costs associated with repeated searches, interim appointments, and reliance on external hiring services. By broadening the pool of qualified applicants and providing a structured pathway for leadership development, this program reduces turnover and mitigates hiring challenges, leading to long-term financial efficiencies for Idaho school districts.

Contact:

Representative Dale R. Hawkins
(208) 332-1000
Senator Cindy J. Carlson
(208) 332-1000

DISCLAIMER: This statement of purpose and fiscal note are a mere attachment to this bill and prepared by a proponent of the bill. It is neither intended as an expression of legislative intent nor intended for any use outside of the legislative process, including judicial review (Joint Rule 18).