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## Performance Assessments

### Initial Teacher Licenses: The Candidate Assessment of Performance

Teacher candidates are required to complete a performance assessment, the Massachusetts Candidate Assessment of Performance (CAP), successfully prior to endorsement for initial licensure. The Candidate Assessment of Performance is designed to assess the overall readiness of teacher candidates. By demonstrating readiness through CAP, Massachusetts will be able to ensure that teacher candidates enter classrooms prepared to be impactful with students on day one. CAP is the culminating assessment required for program completion in the Commonwealth and in this way creates an intentional bridge from training to practice by aligning expectations with the [Massachusetts Educator Evaluation Framework](#). Through CAP, Sponsoring Organizations are able to ensure that teacher candidates have the skills and knowledge necessary to be effective teachers in Massachusetts.

CAP has been built to mirror the experience of educators engaged in the MA Educator Evaluation Framework. Components of the evaluation experience have been modified so that they are appropriate for the context of preparation and focused on essential elements of practice for novice teachers.

For more information about CAP, see the [Guidelines for the Candidate Assessment of Performance](#).

### Specialist Teacher Licenses

CAP does not apply to the following specialist licenses: Academically Advanced, Reading, and Speech, Language, and Hearing Disorders teachers. SO's are expected to assess candidates during their practicum/practicum equivalent experience, and are expected to develop and implement a performance assessment appropriate for the license.

### Initial Principal/Asst. Principal Licenses: The Performance Assessment for Leaders

The Massachusetts Performance Assessment for Leaders (PAL) is designed to evaluate the readiness of school leadership candidates for initial Principal/Assistant Principal licensure in the Commonwealth.

The PAL enables principal/assistant principal candidates to demonstrate their leadership knowledge and skills based on actual experiences within their schools and to meet licensure requirements. This assessment comprises four performance-based tasks that measure a candidate's practice as it aligns to the [Professional Standards for Administrative Leadership](#).

For more information on the PAL, see the [PAL information page](#).

### Other Administrator Licenses

PAL does not apply to the following administrator licenses: Superintendent/Assistant Superintendent, Supervisor/Director, Special Education Administrator and School Business Administrator. SO's are expected to assess candidates during their practicum/practicum equivalent experience, and are expected to develop and implement a performance assessment appropriate for the license.