

**Wayland Baptist University
Virtual Campus
School of Education**

WBU Mission Statement:

Wayland Baptist University exists to educate students in an academically challenging and distinctively Christian environment for professional success and service to God and humankind.

Course Section:	EDUC 5353 VC01
Course Name:	Learning to Lead
Term and Year:	Spring 1 (January 12 – March 7, 2026)
Professor:	Dr. Christy Reed
Office Phone:	(806) 742-9515
Email Address:	reedc@wbu.edu
Office Hours:	4:00-6:00 pm Central Standard Time (Mondays and Tuesdays)
Location:	Lubbock, Texas
Class Meeting Time and Location:	Virtual Campus
Course Description:	Examines past and current research theory relative to leadership development. Explore major paradigms and paradoxes of organizational change and reform. Applies principles of organizational behavior in relation to organizational change.
Prerequisite:	None
Required Textbooks and Resources:	Northouse, P.G. (2026), <i>Leadership: Theory and Practice</i> , (10th ed.). Sage Publishing.
Optional Materials:	None

Course Outcome Competencies:

- 1) Develop a clear and well-articulated vision of personal and organizational leadership.
- 2) Compare and contrast the similarities/differences between leaders and managers and how each play a role in the development of organizations.
- 3) Develop the capability to assess situations and determine the probability of success based on various leadership styles.
- 4) Describe the role of ethics in administrative decision-making.
- 5) Differentiate various leadership inventories questionnaires and how to use them to understand and enhance leadership skills.
- 6) Integrate the leader/follower interactions and how to use this information to improve the organization.

Attendance Policy:

As stated in the Wayland Catalog, students enrolled in an online course must **actively** participate in weekly discussions or assignments. All absences must be explained to the instructor, who will then determine whether the omitted work may be made up. When a student reaches that number of absences considered by the instructor to be excessive, the instructor will so advise the student and file an unsatisfactory progress report with the campus executive director. Any student who misses 25 percent (**not participating during 2 or more weeks of an 8-week session**) or more of the regularly scheduled class meetings may receive a grade of F in the course.

Any student who has **not actively participated** in an online class **prior to the census date** for any given term/session is considered a “no-show” and will be administratively withdrawn from the class without record. To be counted as actively participating, it is not sufficient to log in and view the course. The student must be submitting work as described in the course syllabus. Additional attendance and participation policies for each course, as defined by the instructor in the course syllabus, are considered a part of the University’s attendance policy.

Statement on Plagiarism and Academic Honesty:

Wayland Baptist University observes a zero-tolerance policy regarding academic dishonesty. Per university policy as described in the academic catalog, all cases of academic dishonesty will be reported and second offenses will result in suspension from the university. [WBU's Statement on Academic Integrity](#)

No use of any generative A.I. tools permitted. Students are required to create and produce all work themselves or with assigned group members. Any work submitted that has used an A.I. generative tool, like ChatGPT, will be in immediate violation of the academic integrity policies for the course and WBU. All assignments must be fully created, designed, and prepared by the student. **Any work that uses generative A.I. will be treated as plagiarism.**

Disability Statement:

“In compliance with the Americans with Disabilities Act of 1990 (ADA), it is the policy of Wayland Baptist University that no otherwise qualified person with a disability be excluded from participation in, be denied the benefits of, or be subject to discrimination under any educational program or activity in the university. The Disability Services Coordinator and Academic Coach serves as the coordinator of students with a disability and must be contacted concerning accommodation requests at (806) 291-1057. Documentation of a disability must accompany any request for accommodations.”

Course Requirements and Grading Criteria:

Leadership Instruments – Complete each leadership **questionnaire/inventory FIRST**, before reading the chapter or viewing the PowerPoints. This approach will provide you with a better idea of your honest opinion and viewpoints regarding the instrument. After you open the instrument, you can either print it, or you can save it as a Word/PDF document and respond to the statements/questions and then upload it to Blackboard. After completing the leadership instrument, score your results for the interpretation of the instrument. In some cases, the instrument will need to be copied multiple times and given to others to rate your leadership attributes according to the instrument directions. You will discover that the chapter instruments provide you with an honest view of your leadership qualities and insights. After you read the chapter, refer back to the instrument and interpret your results. Contact me if you have questions regarding the completion of the instruments.

Discussion Board Postings – You are required to respond to the Discussion Board questions during each week (except the week of exams). Please review the discussion board requirements for each chapter including the point values each week. Questions for the Discussion Board will be posted each **Monday, 12:01 am (CST)** and will be aligned to the chapter content or the leadership instruments. The expectation is for initial posts to be posted by each **Friday, 11:59 pm (CST)** for the responses to be read and points awarded accordingly. You must respond to at least one other post by **Sunday, 11:59 pm (CST)**.

Exams – There will be three major exams in this course. The exam questions will be multiple choice and essay and randomly selected from the chapters. You be allowed to utilize the any notes, text, Powerpoints or any other materials during the exam. If you have filed a request for accommodations through the Office of Disability Services at the Plainview Campus regarding the use of any materials or extended time for the exams, I must have the request **before** an exam. All accommodation(s) will be considered on a case-by-case basis. Any extenuating circumstances that prevent taking the exam during the week scheduled must be communicated to the instructor and arrangements made.

Leadership Philosophy Statement – One of the requirements of this course is for students to develop a leadership philosophy statement. Usually, in an interview, a question will be raised regarding your philosophy (beliefs and attitudes) about education, leadership, etc. As you move through the various theories, approaches, and viewpoints regarding leadership within the chapters in the text, you will no doubt find yourself

agreeing with some of the content and not agreeing with other content. Your analysis and evaluation of the content will provide you with a framework for developing a philosophy of leadership. Many of my former students have appreciated the requirement of developing a philosophy statement, whether or not it involves education, students, discipline, classroom management, teaching, or leadership. Taking the time to discover what your philosophy is, can be a valuable experience that could be the “difference-maker” or “game-changer” that determines who gets the position and who doesn’t. I am not necessarily interested in the *breadth* of the statement, but rather, the *depth* of the statement. It should be based on foundation principles that have been demonstrated to be effective over time and in various situations. I invite you to view and examine carefully philosophy statements on the Internet to assist you in the formatting, language, and style of your statement. After all, YOUR statement will send a powerful message to those who you intend to influence.

Course Requirements & Grading Criteria:

Introduction to Class	1 @ 30 pts.	30
Weekly Discussion Board Responses	5 @ 22 pts. Each	110
Leadership Philosophy Statement		120
Leadership Instruments	14 @ 10 pts. Each	140
Exams	3 @ 200 pts. Each	600
Total Points:		1,000

University Grading Scale

A	90-100	(900-1,000 pts.)
B	80-89	(800-899 pts.)
C	70-79	(700-799 pts.)
D	60-69	(600-699 pts.)
F	Below 60	

Late Work:

I will only accept late work one day after the due date with a **10% deduction**. Because this class is only 8 weeks and we are covering 16 weeks’ worth of material, it is vital that you do not get behind. ALL ASSIGNMENTS ARE DUE BEFORE MIDNIGHT CENTRAL STANDARD TIME.

Student Appeal Process:

“Students shall have protection through orderly procedures against prejudices or capricious academic evaluation. A student who believes that he or she has not been held to realistic academic standards, just evaluation procedures, or appropriate grading, may appeal the final grade given in the course by using the student grade appeal process described in the Academic Catalog. Appeals may not be made for advanced placement examinations or course bypass examinations. Appeals are limited to the final course grade, which may be upheld, raised, or lowered at any stage of the appeal process. Any recommendation to lower a course grade must be submitted through the Vice President of Academic Affairs to the Faculty Assembly Grade Appeals Committee for review and approval. The Faculty Assembly Grade Appeals Committee may instruct that the course grade be upheld, raised, or lowered to a more proper evaluation.”

**Tentative Schedule
(January 12 – March 7, 2026)**

ALL ASSIGNMENTS ARE DUE BEFORE MIDNIGHT CENTRAL STANDARD TIME

Week:	Chapters to Read:	Assignments:	Points:
1 Jan. 12-18	Chapter 1- Introduction Chapter 2-Trait Approach Chapter 3-Skills Approach	Introduction- due 1/15 DB #1- due 1/16 L.I. #1 & 2 & 3- due 1/18	30 22 30
2 Jan. 19-25	Chapter 4- Behavioral Approach Chapter 5-Situational Approach Chapter 13-Followership	DB #2- due 1/23 L.I. #4, 5, & 13- due 1/25	22 30
3 Jan. 26- Feb. 1	Exam #1- Chapters 1-5 & 13	Exam #1- Due - 2/1	200
4 Feb. 2- 8	Chapter 8- Transformational Leadership Chapter 9-Authentic Leadership Chapter 10- Servant Leadership	DB #3- due 2/6 L.I. #8, 9, & 10- due 2/8	22 30
5 Feb. 9-15	Chapter 11-Adaptive Leadership Chapter 12-Team Leadership	DB #4- due 2/13 L.I. #11 & 12- due 2/15	22 20
6 Feb. 16-22	Exam # 2- Chapters 8-12	Exam #2- Due 2/22	200
7 Feb. 23- March 1	Chapter 14-Social Identity Leadership Chapter 15-Inclusive Leadership Chapter 16-Leadership Ethics	DB #5- due 2/27 L.I. #14, 15, & 16- due 3/1	22 30
8 March 2-7	Exam #3- Chapters 14-16	Exam #3-Due 3/7 Leadership Philosophy Statement-Due 3/6	200 120