

**WAYLAND BAPTIST UNIVERSITY**

**LUBBOCK CAMPUS**

**SCHOOL OF EDUCATION**

**University Mission:**

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

**Course Number and Title:**

## **EDAD 5337 – Application of Administrative Concepts**

**Term and Dates:**

Spring Term, February 25, 2019– May 18, 2019

Online Course: **Material presented at noon on Saturdays**

Opening Material presented on the first day that classes are offered.

**Note: Please check your Wayland email account DAILY, as this will be the means that I officially notify you of any changes in the syllabus or assignments.**

**Instructor:**

Instructor: Dr. Tim Powers, Associate Professor of Education

Office: 801 North Quaker Ave., Lubbock, Texas 79416

Work Phone: (806) 742-9516

Cell Phone: (940) 631-1045

Email: tim.powers@wbu.edu

Office Hours: By Appointment

**Office Hours:**

You may email at any time using the email address listed above.

You may call my cell phone any time after 9:00 a.m. and before 9:00 p.m. If I do not answer, please leave a brief message and a return phone number if different than the one on which you are calling

**Class Meeting Time and Location:**

This is a virtual class. The expectation is that you are to check the Blackboard daily for information regarding assignments. Also, it is important that you check your email daily for announcements and/or requests from the professor.

**Catalog Course Description:**

The use of administrative concepts in the solution of problems in a simulated school; assessment of student ability to apply knowledge min the solution of practical problems; time management techniques for administrators; conflict management strategies; and school a d principal effectiveness. This is the capstone course and is taken immediately prior to the internship course.

**Prerequisite Knowledge and Skills:**

Prerequisite: admission to professional education program and **24 hours of course work**.

**Required Resource Materials: 2 Books**

**Book:** TExES 068 Principal Toolkit and Study Guide

**Author:** Cortez-Rucker, Vance; Cortez-Rucker, Sandy

**Edition:** 2nd

**Copyright:** 2017

**Publisher:** CR Educational Services, LLC; PO Box 547, Kountze, TX 77625

**Book Type:** Paperback

**ISBN:** 9781329865181

**Book:** Passing the Principal TExES Exam

**Author:** Wilmore, Elaine

**Edition:** 2nd

**Copyright:** 2013

**Publisher:** Corwin

**Book Type:** Paperback

**ISBN:** 9781452286013

Other books/periodical resources as identified by the class professor during class.

Access to WBU Learning Resources

**Optional Materials:**

Additional course assignments and material will be available on the Blackboard site for this course. Students should have access to and the ability to use this material for each class session. Course announcements, if needed, will be posted on the Blackboard site for this course.

**COURSE OUTLINE:**

Student Preparation to Pass the Principal TExES exam.

Content and Knowledge Base of the Exam

Theoretical Framework of the Exam

Practical Application of Concepts

**Course Competencies:**

**Competency 001: The entry-level principal knows how to establish and implement a shared vision and culture of high expectations for all stakeholders (students, staff, parents, and community).**

1. Creates a positive, collaborative, and collegial campus culture that sets high expectations and facilitates the implementation and achievement of campus initiatives and goals
2. Uses emerging issues, recent research, knowledge of systems (e.g., school improvement process, strategic planning, etc.), and various types of data (e.g., demographic, perceptive, student learning, and processes) to collaboratively develop a shared campus vision and a plan for implementing the vision
3. Facilitates the collaborative development of a plan that clearly articulates objectives and strategies for implementing a campus vision
4. Aligns financial, human, and material resources to support implementation of a campus vision and mission
5. Establishes procedures to assess and modify implementation plans to promote achievement of the campus vision
6. Models and promotes the continuous and appropriate development of all stakeholders in the school community, to shape the campus culture
7. Establishes and communicates consistent expectations for all stakeholders, providing supportive feedback to promote a positive campus environment
8. Implements effective strategies to systematically gather input from all campus stakeholders, supporting innovative thinking and an inclusive culture
9. Creates an atmosphere of safety that encourages the social, emotional, and physical well-being of staff and students
10. Facilitates the implementation of research-based theories and techniques to promote a campus environment and culture that is conducive to effective teaching and learning and supports organizational health and morale

**Competency 002: The entry-level principal knows how to work with stakeholders as key partners to support student learning.**

1. Acknowledges, recognizes, and celebrates the contributions of all stakeholders toward the realization of the campus vision
2. Implements strategies to ensure the development of collegial relationships and effective collaboration
3. Uses consensus-building, conflict-management, communication, and information-gathering strategies to involve various stakeholders in planning processes that enable the collaborative development of a shared campus vision and mission focused on teaching and learning
4. Ensures that parents and other members of the community are an integral part of the campus culture

## **DOMAIN II—LEADING LEARNING (Instructional Leadership/Teaching and Learning)**

**Competency 003: The entry-level principal knows how to collaboratively develop and implement high-quality instruction.**

1. Prioritizes instruction and student achievement by understanding, sharing, and promoting a clear definition of high-quality instruction based on best practices from recent research
2. Facilitates the use of sound, research-based practice in the development, implementation, coordination, and evaluation of campus curricular, cocurricular, and extracurricular programs to fulfill academic, development, social, and cultural needs
3. Facilitates campus participation in collaborative district planning, implementation, monitoring, and revision of the curriculum to ensure appropriate scope, sequence, content, and alignment
4. Implements a rigorous curriculum that is aligned with state standards, including college and career-readiness standards
5. Facilitates the use and integration of technology, telecommunications, and information systems to enhance learning

**Competency 004: The entry-level principal knows how to monitor and assess classroom instruction to promote teacher effectiveness and student achievement.**

1. Monitors instruction routinely by visiting classrooms, observing instruction, and attending grade-level, department, or team meetings to provide evidence-based feedback to improve instruction
2. Analyzes the curriculum collaboratively to guide teachers in aligning content across grades and ensures that curricular scopes and sequences meet the particular needs of their diverse student populations (considering sociological, linguistic, cultural, and other factors)
3. Monitors and ensures staff use of multiple forms of student data to inform instruction and intervention decisions that maximizes instructional effectiveness and student achievement
4. Promotes instruction that supports the growth of individual students and student groups, supports equity, and works to reduce the achievement gap
5. Supports staff in developing the capacity and time to collaboratively and individually use classroom formative and summative assessment data to inform effective instructional practices and interventions

## **DOMAIN III—HUMAN CAPITAL (Human Resource Management)**

**Competency 005: The entry-level principal knows how to provide feedback, coaching, and professional development to staff through evaluation and supervision, knows how to reflect on his/her own practice, and strives to grow professionally.**

1. Communicates expectations to staff and uses multiple data points (e.g., regular observations, walk-throughs, teacher and student data, and other sources) to complete evidence-based evaluations of all staff
2. Coaches and develops teachers by facilitating teacher self-assessment and goal setting, conducting conferences, giving individualized feedback, and supporting individualized professional growth opportunities
3. Collaborates to develop, implement, and revise a comprehensive and ongoing plan for the professional development of campus staff that addresses staff needs based on staff appraisal trends, goals, and student information/data
4. Facilitates a continuum of effective professional development activities that includes appropriate content, process, context, allocation of time, funding, and other needed resources
5. Engages in ongoing and meaningful professional growth activities, reflects on his or her practice, seeks and acts on feedback, and strives to continually improve, learn, and grow
6. Seeks assistance (e.g., mentor, central office) to ensure effective and reflective decision making and works collaboratively with campus and district leadership

**Competency 006: The entry-level principal knows how to promote high-quality teaching by using selection, placement, and retention practices to promote teacher excellence and growth.**

1. Invests and manages time to prioritize the development, support, and supervision of the staff to maximize student outcomes
2. Facilitates collaborative structures that support professional learning communities in reviewing data, processes, and policies in order to improve teaching and learning in the school
3. Creates leadership opportunities, defines roles, and delegates responsibilities to effective staff and administrators to support campus goal attainment
4. Implements effective, appropriate, and legal strategies for the recruitment, screening, hiring, assignment, induction, development, evaluation, promotion, retention, discipline, and dismissal of campus staff

## **DOMAIN IV—EXECUTIVE LEADERSHIP (Communication and Organizational Management)**

**Competency 007: The entry-level principal knows how to develop relationships with internal and external stakeholders, including selecting appropriate communication strategies for particular audiences.**

1. Understands how to effectively communicate a message in different ways to meet the needs of various audiences
2. Develops and implements strategies for systematically communicating internally and externally
3. Develops and implements a comprehensive program of community relations that uses strategies that effectively involve and inform multiple constituencies
4. Establishes partnerships with parents, businesses, and other groups in the community to strengthen programs and support campus goals

**Competency 008: The entry-level principal knows how to focus on improving student outcomes through organizational collaboration, resiliency, and change management.**

1. Demonstrates awareness of social and economic issues that exist within the school and community that affect campus operations and student learning
2. Gathers and organizes information from a variety of sources to facilitate creative thinking, critical thinking, and problem solving to guide effective campus decision making
3. Frames, analyzes, and creatively resolves campus problems using effective problem-solving techniques to make timely, high-quality decisions
4. Develops, implements, and evaluates systems and processes for organizational effectiveness to keep staff inspired and focused on the campus vision
5. Uses effective planning, time management, and organization of work to support attainment of school district and campus goals

## **DOMAIN V—STRATEGIC OPERATIONS (Alignment and Resource Allocation)**

**Competency 009: The entry-level principal knows how to collaboratively determine goals and implement strategies aligned with the school vision that support teacher effectiveness and positive student outcomes.**

1. Assesses the current needs of the campus, analyzing a wide set of evidence to determine campus objectives, and sets measurable school goals, targets, and strategies that form the school’s strategic plans **(Not taught in this course)**
2. Establishes structures that outline and track the progress using multiple data points and makes adjustments as needed to improve teacher effectiveness and student outcomes **(Not taught in this course)**
3. Allocates resources effectively (e.g., staff time, master schedule, dollars, and tools), aligning them with school objectives and goals, and works to access additional resources as needed to support learning **(Not taught in this course)**
4. Implements appropriate management techniques and group processes to define roles, assign functions, delegate authority, and determine accountability for campus goal attainment

**Competency 010: The entry-level principal knows how to provide administrative leadership through resource management, policy implementation, and coordination of school operations and programs to ensure a safe learning environment.**

1. Implements strategies that enable the physical plant, equipment, and support systems to operate safely, efficiently, and effectively to maintain a conducive learning environment **(Not taught in this course)**
2. Applies strategies for ensuring the safety of students and personnel and for addressing emergencies and security concerns, including developing and implementing a crisis plan **(Not taught in this course)**
3. Applies local, state, and federal laws and policies to support sound decisions while considering implications related to all school operations and programs (e.g., student services, food services, health services, and transportation) **(Not taught in this course)**
4. Collaboratively plans and effectively manages the campus budget within state law and district policies to promote sound financial management in relation to accounts, bidding, purchasing, and grants
5. Uses technology to enhance school management (e.g., attendance systems, teacher grade books, shared drives, and messaging systems)
6. Facilitates the effective coordination of campus curricular, cocurricular, and extracurricular programs in relation to other school district programs to fulfill the academic, developmental, social, and cultural needs of students **(Not taught in this course)**
7. Collaborates with district staff to ensure the understanding and implementation of district policies and advocates for the needs of students and staff **(Not taught in this course)**
8. Implements strategies for student discipline and attendance in a manner that ensures student safety, consistency, and equity and that legal requirements are met (e.g., due process, SPED requirements) **(Not taught in this course)**

## **DOMAIN VI—ETHICS, EQUITY, AND DIVERSITY**

**Competency 011: The entry-level principal knows how to provide ethical leadership by advocating for children and ensuring student access to effective educators, programs, and services.**

1. Implements policies and procedures that require all campus personnel to comply with the Educators' Code of Ethics (TAC Chapter 247) **(Not taught in this course)**
2. Models and promotes the highest standard of conduct, ethical principles, and integrity in decision making, actions, and behaviors **(Not taught in this course)**
3. Advocates for all children by promoting the continuous and appropriate development of all learners in the campus community **(Not taught in this course)**
4. Implements strategies to ensure that all students have access to effective educators and continuous opportunities to learn **(Not taught in this course)**
5. Promotes awareness and appreciation of diversity throughout the campus community (e.g., learning differences, multicultural awareness, gender sensitivity, and ethnic appreciation) **(Not taught in this course)**
6. Facilitates and supports special campus programs that provide all students with quality, flexible instructional programs and services (e.g., health, guidance, and counseling programs) to meet individual student needs **(Not taught in this course)**
7. Applies legal guidelines (e.g., in relation to students with disabilities, bilingual education, confidentiality, and discrimination) to protect the rights of students and staff and to improve learning opportunities **(Not taught in this course)**

H. Articulates the importance of education in a free, democratic society **(Not taught in this course)**

**Means for Assessing Student Achievement of the Outcome Competencies:**

**Student Information Sheet:** You will find this form under “Course Content” in Blackboard™. Please compete and return this to me via an email attachment by noon on the first Saturday.

**Decision Set Quizzes (DSQ):** Students will be assigned a set of practice test questions to complete and to turn in by the due date listed on the syllabus.

**Constructed Response Assignments:** Constructed Response questions are a new part of the 268 TExES Principal Exam. For this course, you will be assigned three Constructed Response questions from the 268 Principal Preparation Manual.

**Principal Toolkit Study Guide Assignments**: Students will read the pages assigned in the syllabus listed below and complete the questions related to each week’s assigned reading. Assignments are due by noon each Saturday according to the schedule listed below.

**Final Exam**: Students will complete a final examination of the course material. The exam will be spiraled and comprehensive, based on the material that has been administered throughout the course. The final exam will be available to you online on any computer that has an internet connection, at an online website that will be open to you on Blackboard on the date listed in the schedule below. The cost for the 268 TExES Principal Practice Exam is $10.00. You will pay by credit card once you enroll to take the practice exam.

The purpose of the final exam is for the student to demonstrate proficiency of the competencies and learning objectives outlined in this syllabus. The final exam will count as the **practice test** administered by Wayland prior to being given permission to take the official TExES 268 Principal exam. If you pass (80% or above) your final exam for this course (Principal TExES Online Practice Exam) on the first attempt, you move up one letter grade if you are below 90. If you FAIL (79% or below) your final exam on the first attempt, you drop one letter grade. **Once you take the practice exam online within the dates listed below, be sure to submit a copy of the screen shot of the results at the designated place on Blackboard to verify your score for the exam and class.** If you fail to send a copy of the screen shot of your results within the dates listed below, then you automatically drop one letter grade, regardless of the score you make. If you fail to turn in your scores by the end of the term, you will receive an incomplete for the course until the score is reported as described above.

**NOTE:** Students must *pass* the online practice exam (80% or above) and *attempt the state exam* at least once **prior to enrolling in EDAD 6349 – Principal Intern.** It is important that students study in this course with the intention of passing the practice exam AND the state exam.

If you do not make an 80% or above on the online practice exam, you will be sent a Study Log and required to complete six additional hours of study prior to retaking the online practice exam for which you will have to pay an additional $10.00. One you have sent in the Study Log with six hours of study, you will be given permission to retake the online practice exam.

**Required Webinar**: I have scheduled a Webinar with CR Educational services for the purpose of helping to prepare you for TExES 068 Principal Exam. The webinar is **NOT** optional and there will be NO COST for the webinar if you have purchased the TExES 068 Principal Toolkit and Study Guide. The date is **Saturday, April 27th**. It is a day-long webinar and you will also earn **six CPE hours** for participating in the webinar. When we get closer to the webinar date, you will be sent information on how to register for it. **Be sure to block this day on your calendar and make sure you are in attendance.** You will not need a video or microphone for the webinar. The webinar will exercise the use of chatrooms for participation. Anyone who does not attend will be given assignments for the week of May 4-11th.

**Collaborate Session**: I have pre-recorded a collaborate session to go over the course requirements and expectations in detail and to give you an opportunity to ask questions using an open forum discussion on the discussion board, to answer any questions I did not cover in the collaborate session. A link has been added to the Blackboard “CONTENT” tab for you to watch and listen to at your convenience.

**Attendance Policy:**

The university expects students to make class attendance a priority in the graduate program. Faculty members must provide a copy of attendance requirements within one week of the beginning of the academic term. Any student in a program for which an outside agency (such as the Veteran’s Administration) has stricter requirements, will be subject to those requirements. The registrar’s office or the external campus executive director/dean will provide each student affected a list of these regulations. Instructors will determine if an absence can be excused.

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 registrar or the external campus executive director/dean. Any student who misses 25% or more of the regularly scheduled class meetings may receive a grade of “F” in the course. Additional attendance policies for each course, as defined by the instructor in the course syllabus, are considered a part of the University’s attendance policy. Student appeals should be addressed, in writing to the external campus executive director/dean or to the executive vice president/provost.

**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 Coordinator of Counseling Services serves as the coordinator of students with a disability and should be contacted concerning accommodation requests at 806-291-3765. Documentation of a disability must accompany any request for accommodations. Students should inform the instructor of existing disabilities the first class meeting.

**Course Requirements:**

Evidence of the ability to express your knowledge of educational concepts and theories within the conventions of academic discourse will be assessed through both oral presentations and written assignments. Written work in this course must be word processed and prepared according to APA style.

The student will attend class well prepared, having read all assigned materials, participate in class discussions and activities and will act in a professional manner.

**Grading Criteria:**

Grades for courses shall be recorded by the symbols below:

| A 90-100 | Cr for Credit |
| --- | --- |
| B 80-89 | NCR No Credit |
| C 70-79 | I Incomplete\* |
| D 60-69 | W for withdrawal |
| F 59 & below | WP Withdrawal Passing |
| WF Withdrawal Failing | X No grade given |
| IP In Progress |  |

A grade of “CR” indicates that credit in semester hours was granted but no grade or grade points were recorded.

\*A grade of incomplete is changed if the work required is completed prior to the date indicated in the official University calendar of the next long term, unless the instructor designates an earlier date for completion. If the work is not completed by the appropriate date, the “I” is converted to the grade of “F.” An incomplete notation cannot remain on the student’s permanent record and must be replaced by the qualitative grade (A-F) by the date specified in the official University calendar of the next regular term.

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 Executive Vice President/Provost 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: Start here for revisions**

*The course professor reserves the right to amend this tentative calendar at any time.*

**TE** = TExES Exam: Keys to Certification and School Leadership by Elaine L. Wilmore

**PT** = Principal Toolkit and Study Guide

**CRA** = Constructed Responses Assignment

**DSQ** = Decision Set Quizzes

|  |  |  |
| --- | --- | --- |
| **Check Blackboard** | **Assignment Due** | **Assignments** |
| February 25th  | March 2nd  | TE – Chapters 1-2Assignment 1: PT – pages xiii-xxiiStudent Information Sheet |
| March 2nd  | March 9th  | TE – Chapter 3Assignment 2: PT – pages 1-23DSQ 1 |
| March 8th | March 16th | **Spring Break – No Assignment** |
| March 16th | March 23th | TE Chapters 4-5Assignment 3: PT – pages 24-45DSQ 2 |
| March 23th | March 30th  | TE Chapter 6Assignment 4: PT – pages 46-69CRA 1 due |
| March 30th  | April 6th | TE Chapter 7Assignment 5: PT – pages 70-81DSQ 3 |
| April 6th | April 13th | TE Chapter 8Assignment 6: PT – pages 82-104CRA 2 due |
| April 13th | April 20th  | TE Chapter 9-10Assignment 7: PT – pages 105-146DSQ 4 |
| April 20th  | April 27th  | TE Chapter 11-12Assignment 8: PT – pages 147-175CRA 3 due**CRS Webinar, April 27th** |
| April 27th  | May 4th  | TE Chapter 13-14Assignment 9: PT – pages 177-192DSQ 5 |
| May 4th | May 11th | *Requirements filled by* *CRS Webinar Above* |
| **May 4th**  | May 16th (Thursday) | **Final Exam to be Completed\*** |
| **\***The 268 TExES Principal practice exam (your final exam) will be administered online at the website listed on Blackboard. **Test information will be available Saturday, May 4th. Make sure you follow the instructions for the online practice exam. The exam needs to be completed and results must be submitted on Blackboard by Thursday, May 16th, at noon.**  |

**Academic Honesty:**

University students are expected to conduct themselves according to the highest standards of academic honesty. Academic misconduct for which a student is subject to penalty includes all forms of cheating, such as illicit possession of examinations or examination materials, forgery, or plagiarism. (Plagiarism is the presentation of the work of another as one’s own work).

Disciplinary action for academic misconduct is the responsibility of the faculty members assigned to the course. The faculty member is charged with assessing the gravity of any case of academic dishonesty, and with giving sanctions to any student involved. Penalties may be applied to individual cases of academic dishonesty see catalog for more information about academic dishonesty.

**Methods of Instruction:**

The delivery system for this course will consist of virtual class sessions through email and the course Blackboard site as needed. In an effort to accommodate the specific needs of students, instructional methods may include, but will not be limited to, the following: lectures, small group interactions, discussion groups, cooperative learning, peer reviews, presentations, demonstrations, and practice. Independent study and reading are essential elements of this course.

**Assignments:**

|  |  |
| --- | --- |
| **Student Task** | **Points/Percent** |
| Student Information Sheet | 1 |
| Class Quizzes/Skillset Tests (6 points for each assignment) | 30 |
| Constructed Response Assignments | 12 |
| Weekly Assignments | 27 |
| Final Exam (Online Practice Exam) | 30 |
| TOTAL PERCENTAGE POINTS | 100 |

**May God bless each of you!**