**Mapping and Aligning Program Curriculum**

**Drake University**

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| **NELP #1: Mission, Vision, and Improvement**  1.1 – Collaboratively design, communicate, and evaluate a district mission and vision designed to reflect a core set of values and priorities that include data use, technology, equity, diversity, digital citizenship, and community.  1.2 – Lead district strategic planning and continuous improvement processes that engage diverse stakeholders in data collection, diagnosis, design, implementation, and evaluation. | | |
| **Related Courses** | **Potential Related Clinical Experiences** | **Candidate/Program Assessments** |
| EDL 283-Leading Complex Organizations | District strategic action plans/goal  Civic engagement plan  District publications/newsletters  Public relations plan  Personal and professional balance discussed  Entry plan shared | CEO Interview  Change Initiative |
| EDL 285-Ethics and Social Justice | Civil rights complaints  Segregation plan  Underserved population data  FAPE | Student interviews  Reflection paper  Education Equity Data Project  Class discussions |
| EDL 286-Systems Thinking | Continuous improvement process  Data collection  Data review process  Program review | PDSA Process  Middleton Case Study  District Self-Assessment Using Baldridge Model |
| **NELP #2: Ethics and Professional Norms**  2.1 – Reflect on, communicate about, and cultivate professional dispositions and norms (i.e., equity, fairness, integrity, transparency, trust, collaboration, perseverance, reflection, lifelong learning, digital citizenship) and professional district and school culture.  2.2 – Evaluate and advocate for ethical and legal decisions.  2.3 – Model ethical behavior in their personal conduct and relationships and to cultivate ethical behavior in others. | | |
| **Related Courses** | **Potential Related Clinical Experiences** | **Candidate/Program Assessments** |
| EDL 283-Leading Complex Organizations | Change strategies  Conflict management techniques  Review board policies  Model leadership | CEO Interview  Change Initiative |
| EDL 289-Organization Management | Pre-service planning  Board packet development  Board policy overview/review  Board member communication  Political advocacy |  |
| EDL 290-School Resource Management | Spending authority  School district audit report  Activity budget  Internal controls | School finance presentation  Line item budget  Class activities |
| EDL 291-Policy, Influence and Legal Issues | FERPA  Grievance procedures  District field trips  Open meeting laws  Gift laws  Hiring practices | School law test  Education Simulations  Mock School Board Meeting  Qstream |
| **NELP #3: Equity, Inclusiveness, and Cultural Responsiveness**  3.1 – Evaluate, cultivate, and advocate for a supportive and inclusive district culture.  3.2 – Evaluate, cultivate, and advocate for equitable access to safe and nurturing schools and the opportunities and resources, including instructional materials, technologies, classrooms, teachers, interventions, and adult relationships, necessary to support the success and well-being of each student.  3.3 – Evaluate, advocate, and cultivate equitable, inclusive, and culturally responsive instructional and behavior support practices among teachers and staff. | | |
| **Related Courses** | **Potential Related Clinical Experiences** | **Candidate/Program Assessments** |
| EDL 283-Leading Complex Organizations | Review demographics  Review student participation  Consider staffing ratios  Mental health supports  MTSS process  School improvement plan/goals | CEO Interview  Change Initiative |
| EDL 284-Data Analytics in Education Research | Research strategies  Research methods  Data analysis  Effective communication strategies  Iowa School Report Card | Research Study  Findings Presentation  Class Reflections |
| EDL 285-Ethics and Social Justice | Measuring school culture  Iowa Youth Survey  Review demographics of student-athletes and clubs  Review student participation | Student interviews  Reflection paper  Education Equity Data Project  Class discussions |
| EDL 287-Curriculum and Evaluation | School Improvement Advisory Committee (SIAC)  Site visit process & preparation  Standardized testing  Textbook renewal cycle  Technology  State reporting (CSIP, BEDS, Etc.) | Book Summary Paper  Project Design  Action Research Project  Article Jigsaw |
| EDL 288-Human Resource Dynamics | Consider staffing ratios  Recruiting diverse candidates  Hiring processes  Board policies  District goal setting | Staff Handbook Audit  Case study presentations  Board policy review  Book Chapter Summary |
| EDL 290-School Resource Management | Certified annual budget  Special education budget  Activity budget  Grants & donations | School finance presentation  Line item budget  Class activities |
| **NELP #4: Learning and Instruction**  4.1 – Evaluate, design, and implement high-quality curricula, the use of technology, and other services and supports for academic and non-academic student programs.  4.2 – Collaboratively evaluate, design, and cultivate coherent systems of support, coaching, and professional development for educators, educational professionals, and school and district leaders, including themselves, that promote reflection, digital literacy, distributed leadership, data literacy, equity, improvement, and student success.  4.3 – Design, implement, and evaluate a developmentally appropriate, accessible, and culturally responsive system of assessments and data collection, management, and analysis that support instructional improvement, equity, student learning and well-being, and instructional leadership.  4.4 – Design, implement, and evaluate district-wide use of coherent systems of curriculum, instruction, assessment, student services, technology, and instructional resources that support the needs of each student in the district. | | |
| **Related Courses** | **Potential Related Clinical Experiences** | **Candidate/Program Assessments** |
| EDL 283-Leading Complex Organizations | District strategic action plans/goal  Lead learner  Professional networking  Coaching administrators | CEO Interview  Change Initiative |
| EDL 284-Data Analytics in Education Research | Research strategies  Research methods  Data analysis  Effective communication strategies  Iowa School Report Card | Research Study  Findings Presentation  Class Reflections |
| EDL 285-Ethics and Social Justice | MTSS process  Discipline data  Staff engagement data  Student engagement data | Student interviews  Reflection paper  Education Equity Data Project  Class discussions |
| EDL 286-Systems Thinking | School Improvement  PDSA Model  School improvement models/frameworks  Continuous improvement process | PDSA Process  Middleton Case Study  District Self-Assessment Using Baldridge Model |
| EDL 287-Curriculum and Evaluation | Curriculum Review Cycle  Accreditation  Teacher evaluation process  Textbook review cycle  Technology integration plan  TLC coaching  Standardized testing | Book Summary Paper  Project Design  Action Research Project  Article Jigsaw |
| **NELP #5: Community and External Leadership**  5.1 – Represent and support district schools in engaging diverse families in strengthening student learning in and out of school.  5.2 – Understand, engage, and effectively collaborative and communicate with, through oral, written, and digital means, diverse families, community members, partners, and other constituencies to benefit learners, schools, and the district as a whole.  5.3 – Communicate through oral, written, and digital means within the larger organizational, community, and political contexts and cultivate relationships with members of the business, civic, and policy community in support of their advocacy for district, school, student, and community needs. | | |
| **Related Courses** | **Potential Related Clinical Experiences** | **Candidate/Program Assessments** |
| EDL 283-Leading Complex Organizations | Civic engagement plan  District publications/newsletters  Public relations plan  Entry plan | CEO Interview  Change Initiative |
| EDL 285-Ethics and Social Justice | Civic engagement  SIAC committee diversity  Diversity plan  Review policy for inclusivity | Student interviews  Reflection paper  Education Equity Presentation  Class discussions |
| EDL 289-Organization Management | School publications  School board reports  School board minutes  District website review  Political advocacy  Calendar development  Board member communication | Board Policy Review  New Board Member Orientation  Support Management Resource Guide |
| EDL 290-School Resource Management | Structure resources around goal areas  Consider more resources on equity gaps | School finance presentation  Line item budget  Class activities |
| **NELP #6: Operations and Management**  6.1 – Develop, communicate, implement, and evaluate data-informed and equitable management, communication, technology, governance, and operation systems at the district level to support schools in realizing the district’s mission and vision.  6.2 – Develop, communicate, implement, and evaluate a data-based district resourcing plan and support schools in developing their school-level resourcing plans.  6.3 – Develop, implement, and evaluate coordinated, data-informed systems for hiring, retaining, supervising, and developing school and district staff in order to support the district’s collective instructional and leadership capacity. | | |
| **Related Courses** | **Potential Related Clinical Experiences** | **Candidate/Program Assessments** |
| EDL 286-Systems Thinking | Continuous improvement cycle  Data-informed decision-making  Hiring practices | PDSA Process  Middleton Case Study  District Self-Assessment Using Baldridge Model |
| EDL 288-Human Resource Dynamics | Staff handbook  New board member orientation  New staff orientation  Master contract negotiations  Superintendent evaluation  Principal evaluations  Employment law | Staff Handbook Audit  Case study presentations  Board policy review  Book Chapter Summary |
| EDL 289-Organization Management | School safety plans  Food service  State reporting (CSIP, BEDS, Etc.)  Transportation  Calendar development  Facilities use agreements  Policy review process | Board Policy Review  New Board Member Orientation  Support Management Resource Guide |
| EDL 290-School Resource Management | Financial audit  Budget forecasting  Negotiations process  Facilities management  Certified annual budget  Special education budget  Grants & donations | School finance presentation  Line item budget  Class activities |
| **NELP #7: Building Professional Capacity**  7.1 – Represent the district, advocate for district needs, and cultivate a respectful and responsive relationship with the district’s board of education focused on achieving the district’s shared mission and vision.  7.2 – Design, implement, cultivate, and evaluate effective and collaborative systems for district governance that engage multiple and diverse stakeholder groups, including school and district personnel, families, community stakeholders, and board members.  7.3 – Evaluate, engage in decision making around, implement, and appropriately communicate about district, state, and national policy, laws, rules, and regulations.  7.4 – Evaluate and represent district needs and priorities within larger policy conversations and advocate for district needs and priorities at the local, state, and national level. | | |
| **Related Courses** | **Potential Related Clinical Experiences** | **Candidate/Program Assessments** |
| EDL 283-Leading Complex Organizations | Set board agendas  District publications/newsletters  Public relations plan  Entry plan  Community events & traditions | CEO Interview  Change Initiative |
| EDL 285-Ethics and Social Justice | Equity audit of new district addressed  Student achievement data  Disciplinary data by race, gender, ethnicity  Review of policies | Student interviews  Reflection paper  Education Equity Data Project  Education Equity Data Project Presentation  Class discussions |
| EDL 288-Human Resources | Protocols for hiring and dismissal  Collective bargaining timeline and process  Personnel files  Master contract review  Protocols for employee  investigations  Bullying investigation  Dealing with the media/social  Succession Planning for key positions | Staff Handbook Audit  Case study presentations  Board policy review  Book Chapter Summary  Succession Planning program development |
| EDL 289-Organization Management | Review job descriptions  Performance goals  Entry plan development  Interview process for applicants  Grievance procedures  Facilities use agreements  District field trips | Board Policy Review  New Board Member Orientation  Support Management Resource Guide |
| EDL 291-Policy, Influence and Legal Issues | Critical Filing Dates  DE state reporting  Master contract review  Staff incentives, promotion  Staff handbook  Student handbook | School law test  Education Simulations  Mock School Board Meeting  Qstream |