**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/goalCivic engagement planDistrict publications/newslettersPublic relations planPersonal and professional balance discussedEntry plan shared | CEO InterviewChange Initiative |
| EDL 285-Ethics and Social Justice | Civil rights complaintsSegregation planUnderserved population dataFAPE | Student interviewsReflection paperEducation Equity Data ProjectClass discussions |
| EDL 286-Systems Thinking  | Continuous improvement processData collectionData review processProgram review | PDSA ProcessMiddleton Case StudyDistrict 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 strategiesConflict management techniquesReview board policiesModel leadership | CEO InterviewChange Initiative |
| EDL 289-Organization Management | Pre-service planningBoard packet developmentBoard policy overview/reviewBoard member communicationPolitical advocacy |   |
| EDL 290-School Resource Management | Spending authoritySchool district audit reportActivity budgetInternal controls | School finance presentationLine item budgetClass activities |
| EDL 291-Policy, Influence and Legal Issues | FERPAGrievance proceduresDistrict field tripsOpen meeting lawsGift lawsHiring practices | School law testEducation SimulationsMock School Board MeetingQstream |
| **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 demographicsReview student participationConsider staffing ratiosMental health supportsMTSS processSchool improvement plan/goals | CEO InterviewChange Initiative |
| EDL 284-Data Analytics in Education Research | Research strategiesResearch methodsData analysisEffective communication strategiesIowa School Report Card | Research StudyFindings PresentationClass Reflections |
| EDL 285-Ethics and Social Justice | Measuring school cultureIowa Youth SurveyReview demographics of student-athletes and clubsReview student participation | Student interviewsReflection paperEducation Equity Data ProjectClass discussions |
| EDL 287-Curriculum and Evaluation | School Improvement Advisory Committee (SIAC)Site visit process & preparationStandardized testingTextbook renewal cycleTechnologyState reporting (CSIP, BEDS, Etc.) | Book Summary PaperProject DesignAction Research ProjectArticle Jigsaw |
| EDL 288-Human Resource Dynamics | Consider staffing ratiosRecruiting diverse candidatesHiring processesBoard policiesDistrict goal setting | Staff Handbook AuditCase study presentationsBoard policy reviewBook Chapter Summary |
| EDL 290-School Resource Management | Certified annual budgetSpecial education budgetActivity budgetGrants & donations | School finance presentationLine item budgetClass 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/goalLead learnerProfessional networkingCoaching administrators | CEO InterviewChange Initiative |
| EDL 284-Data Analytics in Education Research | Research strategiesResearch methodsData analysisEffective communication strategiesIowa School Report Card | Research StudyFindings PresentationClass Reflections |
| EDL 285-Ethics and Social Justice | MTSS processDiscipline dataStaff engagement dataStudent engagement data | Student interviewsReflection paperEducation Equity Data ProjectClass discussions |
| EDL 286-Systems Thinking | School ImprovementPDSA ModelSchool improvement models/frameworksContinuous improvement process | PDSA ProcessMiddleton Case StudyDistrict Self-Assessment Using Baldridge Model |
| EDL 287-Curriculum and Evaluation | Curriculum Review CycleAccreditationTeacher evaluation processTextbook review cycleTechnology integration planTLC coachingStandardized testing | Book Summary PaperProject DesignAction Research ProjectArticle 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 planDistrict publications/newslettersPublic relations planEntry plan | CEO InterviewChange Initiative |
| EDL 285-Ethics and Social Justice | Civic engagementSIAC committee diversityDiversity planReview policy for inclusivity | Student interviewsReflection paperEducation Equity PresentationClass discussions |
| EDL 289-Organization Management | School publicationsSchool board reportsSchool board minutesDistrict website reviewPolitical advocacyCalendar developmentBoard member communication | Board Policy ReviewNew Board Member OrientationSupport Management Resource Guide |
| EDL 290-School Resource Management | Structure resources around goal areasConsider more resources on equity gaps | School finance presentationLine item budgetClass 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 cycleData-informed decision-makingHiring practices  | PDSA ProcessMiddleton Case StudyDistrict Self-Assessment Using Baldridge Model |
| EDL 288-Human Resource Dynamics | Staff handbookNew board member orientationNew staff orientationMaster contract negotiationsSuperintendent evaluationPrincipal evaluationsEmployment law | Staff Handbook AuditCase study presentationsBoard policy reviewBook Chapter Summary |
| EDL 289-Organization Management | School safety plansFood serviceState reporting (CSIP, BEDS, Etc.)TransportationCalendar developmentFacilities use agreementsPolicy review process | Board Policy ReviewNew Board Member OrientationSupport Management Resource Guide |
| EDL 290-School Resource Management | Financial auditBudget forecastingNegotiations processFacilities managementCertified annual budgetSpecial education budgetGrants & donations  | School finance presentationLine item budgetClass 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 agendasDistrict publications/newslettersPublic relations planEntry planCommunity events & traditions | CEO InterviewChange Initiative |
| EDL 285-Ethics and Social Justice | Equity audit of new district addressedStudent achievement dataDisciplinary data by race, gender, ethnicityReview of policies | Student interviewsReflection paperEducation Equity Data ProjectEducation Equity Data Project PresentationClass discussions |
| EDL 288-Human Resources | Protocols for hiring and dismissalCollective bargaining timeline and processPersonnel filesMaster contract reviewProtocols for employeeinvestigationsBullying investigationDealing with the media/socialSuccession Planning for key positions  | Staff Handbook AuditCase study presentationsBoard policy reviewBook Chapter SummarySuccession Planning program development |
| EDL 289-Organization Management | Review job descriptionsPerformance goalsEntry plan developmentInterview process for applicantsGrievance proceduresFacilities use agreementsDistrict field trips  | Board Policy ReviewNew Board Member OrientationSupport Management Resource Guide |
| EDL 291-Policy, Influence and Legal Issues | Critical Filing DatesDE state reportingMaster contract reviewStaff incentives, promotionStaff handbookStudent handbook | School law testEducation SimulationsMock School Board MeetingQstream |