

Superintendent Certification  
Assessment Plan Summary

Superintendent Certification

Active Mentorship Experience

Goal Description:

The Superintendent Certificate program will provide it students with mentorship experiences throughout the course of their program.

RELATED ITEMS/ELEMENTS -----

RELATED ITEM LEVEL 1

Meaningful Mentorship

Learning Objective Description:

Students will receive meaningful mentorship experiences

Knowledge And Skills Mastery Associated With The Texas State Board Of Educator Certification (SBEC) Standards

Goal Description:

Specific competencies specified by the Texas Education Agency and are requisite for becoming an effective public school superintendent. The competencies will be covered throughout the coursework for the superintendent certification.

Professional Knowledge and Skills

Goal Description:

Superintendent candidates will demonstrate professional knowledge and skills related to school leadership

RELATED ITEMS/ELEMENTS -----

RELATED ITEM LEVEL 1

ELCC Standards

Learning Objective Description:

Superintendent candidates will demonstrate mastery of the ELCC standards

RELATED ITEM LEVEL 2

Candidates Will Demonstrate Mastery Of The ELCC Standards At A Minimum Of 100%

Indicator Description:

Students will demonstrate a minimum of 100% mastery of the ELCC standards by successfully completing the TExES 195 exam.

Criterion Description:

While the State of Texas requires a passage rate of at least 82%, the Superintendent Certification program locally expects that 100% percent of the candidates will receive a passing score on the TExES 195 exam.

Findings Description:

During the Fall 2016 semester the activities chosen for the portfolio will be determined from all coursework in the certification program for initial implementation for the Spring of 2017. The portfolio will be completed during the practicum course of the superintendent certification courses. Most activities included in the portfolio will come from other courses in the superintendent certification courses. The Spring 2017 will be considered the baseline year for this new requirement.

RELATED ITEM LEVEL 2

Leadership Profile

Indicator Description:

The Leadership Profile commercially developed 100 question instrument that was selected by the program advisory committee for use. The instrument is completed by both the mentor and the candidate and it measures both the candidates perception of their abilities as well as the mentors observations of the candidates knowledge and skills.

Criterion Description:

Both the candidate and the mentor will rate the candidate at 90% or higher on the Leadership Profile, with the two scores being within 5% points of each other. The score of 80% was recommended by the Leadership Profile as a minimum acceptable level. Data gathered from this cycle will be used as a base line for future comparison.

Findings Description:

Because of leadership changes within the program, this instrument was not administered.

RELATED ITEM LEVEL 3

Leadership Profile

**Action Description:**

The program will seek the input of the advisory committee as to how to best assess students' leadership skills.

**Update to Previous Cycle's Plan for Continuous Improvement****Previous Cycle's Plan For Continuous Improvement (Do Not Modify):**

No plan has been added to this level.

**Update of Progress to the Previous Cycle's PCI:**

A Plan for Continuous Improvement was not created in the last academic year. A new coordinator has been hired to create a more sound leadership structure for this program.

**Plan for Continuous Improvement****Closing Summary:****Leadership Profile for Superintendent Certification Program**

Superintendent Certification students will be given the Leadership Profile from Strengths Based Leadership from Gallup for the first time in summer 2017 during the course titled Executive Leadership for Superintendents – EDAD 6380.

The results will be evaluated and discussed by the professor with each student. The results will be part of the development of a personal leadership plan that will assist the student to improve upon their strengths in preparation to be a superintendent.

The personal leadership plan will also be referenced in future courses and in preparation for the certification exam.

The use of this Leadership Profile from Gallup will be evaluated during the spring of 2019 after two cycles of use to determine continued use of the profile.

**Superintendent Certification Test Results**

To obtain an 82% passing rate or higher overall for the state certification test each student will:

- participate in an exam review with the coordinator
- take a practice test
- obtain 80% passing score on the practice test.

If the student obtains the 80% score on the practice test, they will be approved to take the state certification test.

If the student is successful on the state certification test, the coordinator will send them an email congratulating them. If the student is not successful on the state certification test, they will participate in an additional review session(s) with the coordinator before attempting the state certification test a second time.

If the student does not obtain an 80% on the practice test, the coordinator will provide additional review sessions to review the areas where the student was unsuccessful and the student will retake the practice exam until an 80% is achieved.

The results of the state certification test will be summarized annually in July to determine results and any additional improvement plan strategies needed.