

Superintendent Certification -
Assessment Plan Summary

Superintendent Certification

Active Mentorship Experience

Goal Description:

The Superintendent Certificate program will provide it students with a mentorship experience throughout the course of their program, including a certified superintendent to supervise the practicum experience.

RELATED ITEMS/ELEMENTS -----

RELATED ITEM LEVEL 1

Superintendent Mentorship Program

Learning Objective Description:

Superintendent certification candidates will be able to model effective district level leadership strategies and improve their leadership strengths as evidenced by the conclusions of the leadership profile instrument throughout their certification coursework.

RELATED ITEM LEVEL 2

Leadership Profile

Indicator Description:

The Leadership Profile completed by the candidate measures the candidate's perception of their abilities and strengths. The candidate, university supervisor and mentor will develop a plan for improving their leadership qualities over time.

Criterion Description:

The Strengths Based Leadership Profile results will be used as a baseline for leadership quality development for the certification candidate.

Findings Description:

Each student enrolled in EDAD 6380 - Executive Leadership for Superintendents was asked to take the Strengths Based Leadership Assessment from one of their textbooks entitled, Strengths Based Leadership by Tom Rath. The assessment results were shared with the professor of the course, Dr. Susan Borg. Dr. Borg held individual 45 minute WebEx meetings with each student to discuss the results of the leadership assessment. Each student was asked about their perception of the top five leadership strengths measured by the assessment. Each student was then asked to determine which of the strengths they would like to develop within a project of their choosing that would be part of the superintendent practicum course in the next semester. Dr. Borg documented the conversations and will ask the students to formalize their project during the practicum course. The purpose of this project is to operationalize the philosophy of strengths based leadership which is to further develop a person's strengths for optimal results. Dr. Borg will have them journal the steps in the project and have future individual discussions about the development of the strengths.

RELATED ITEM LEVEL 3

Continue implementation of Leadership Profile Project for 17-18 school year

Action Description:

The professor will implement the Leadership Strengths Project in the 17-18 school year to continue to improve the strengths of superintendent certification candidates.

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

Goal Description:

Certain knowledge and skills are requisite for becoming an effective public school superintendent. All certification competencies will be covered throughout the coursework for certification.

Attached Files

 [Standards vs Course Matrix Superintendent](#)

RELATED ITEMS/ELEMENTS -----

RELATED ITEM LEVEL 1

Knowledge And Skills Mastery To Be An Effective Superintendent

Learning Objective Description:

Candidates will demonstrate knowledge and skills associated with being an effective superintendent as conceptualized in the Texas Administrative Code and SBEC.

RELATED ITEM LEVEL 2

Texas Examinations Of Educator Standards (TExES) For Superintendents (195)

Indicator Description:

As required by the Texas Education Code, 21.048, successful performance on educator certification examinations is required for the issuance of a Texas educator certificate. The TExES Principal test is criterion referenced. It is designed to measure the knowledge and

skills delineated in the Principal test framework, which is based on the 9 Principal standards that are listed in the Texas Administrative Code Title 19, Part VII, Chapter 241.

Criterion Description:

While the State of Texas requires a passage rate of at least 82%, the Superintendent Certification program locally expects that 100% of candidates will pass the TExES Superintendent test within one year of their completion of the superintendent preparation program.

Findings Description:

90% of the students taking the exam passed on the first attempt.

RELATED ITEM LEVEL 3

Improve passing rate on Texas 195 superintendent certification exam to 95%

Action Description:

The professor will hold unlimited individual or group review sessions as needed before and after initial certification exam administration to improve the passing rate to 95%.

Knowledge And Skills Mastery Of Educational Leadership Constituent Consortium (ELCC) Standards

Goal Description:

Superintendent candidates will demonstrate mastery of ELCC Standards throughout the coursework for certification.

RELATED ITEMS/ELEMENTS -----

RELATED ITEM LEVEL 1

Knowledge And Skills Mastery To Be An Effective Superintendent

Learning Objective Description:

Candidates will demonstrate knowledge and skills associated with being an effective superintendent as conceptualized in the Texas Administrative Code and SBEC.

RELATED ITEM LEVEL 2

Texas Examinations Of Educator Standards (TExES) For Superintendents (195)

Indicator Description:

As required by the Texas Education Code, 21.048, successful performance on educator certification examinations is required for the issuance of a Texas educator certificate. The TExES Principal test is criterion referenced. It is designed to measure the knowledge and skills delineated in the Principal test framework, which is based on the 9 Principal standards that are listed in the Texas Administrative Code Title 19, Part VII, Chapter 241.

Criterion Description:

While the State of Texas requires a passage rate of at least 82%, the Superintendent Certification program locally expects that 100% of candidates will pass the TExES Superintendent test within one year of their completion of the superintendent preparation program.

Findings Description:

90% of the students taking the exam passed on the first attempt.

RELATED ITEM LEVEL 3

Improve passing rate on Texas 195 superintendent certification exam to 95%

Action Description:

The professor will hold unlimited individual or group review sessions as needed before and after initial certification exam administration to improve the passing rate to 95%.

Update to Previous Cycle's Plan for Continuous Improvement

Previous Cycle's Plan For Continuous Improvement (Do Not Modify):

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.

Update of Progress to the Previous Cycle's PCI:

Leadership Profile for Superintendent Certification Program

100% of the superintendent certification students were 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 were evaluated and discussed by the professor with each student. The results are 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 be referenced in future courses and in preparation for the certification exam. Students will complete a leadership project in EDAD 6383 - Superintendent Practicum. The student will choose a leadership strength that will be the focus of a practicum project under the supervision of the mentor superintendent. The student will provide written or video reflection journals regarding the steps taken to develop the chosen strength through the project. This project will conclude in December 2017.

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.

100% of students obtained an 80% on the practice test after the initial practice test administration or after they attended one review session for review and were approved to take the certification test.

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

90% of the students have passed the state certification test as of July 2017. 1 student was unsuccessful due to a family crisis.

Plan for Continuous Improvement of the Superintendent Certification Program

Closing Summary:

The coordinator of the superintendent certification program will continue to improve the coursework and outcomes for the students through the implementation of additional review sessions to assist students in obtaining a passing score on the certification exam, provide guidance for students to obtain the required hours required for the performance activity logs, and assign/evaluate the leadership project to improve leadership strengths for certification students.