Superintendent Certification Program
Assessment Plan

The Superintendent Certification program assessment plan is comprised of two components: Program Alignment with Conceptual Framework & State Standards and Transition Point Assessments & Requirements. Our assessment plan defines candidate learning outcomes relative to state standards and the conceptual framework, aligns curriculum with the learning outcomes, and identifies sources of evidence of candidate proficiency collected through multiple assessment measures at major transition points.

### Program Alignment with Conceptual Framework & State and National Standards

<table>
<thead>
<tr>
<th>Standards</th>
<th>Conceptual Framework Component</th>
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<th>Key Assessments</th>
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</table>
| STEWARD OF VISION                | Thoughtful educators are deliberative about the decisions they make and demonstrate sound professional judgment. | EDAD 640 Current Topics in Education  
EDAD 641 Improving Student Learning  
EDAD 642 Effective School System Management  
EDAD 643 Advanced Leadership Theory  
EDAD 644 Public Policy Formulation and Practice  
EDAD 647 Seminar for School District Leaders  
EDAD 692 Field Experience in Administration for the Superintendent | Steward of Vision Portfolio Element 1  
Ethical Leader Portfolio Element 5  
Change Agent Portfolio Element 8  
Technology Leader Portfolio Element 9  
Professional Growth Plan  
Educational Leadership Seminar Portfolio Presentation (EDAD 647)  
Internship Quarterly Reports  
Exit Survey |
| WACPAS Standard 1 and            |                                                                                                 |                                                                                |                                                                                |
| ETHICAL LEADER                   | Knowledgeable educators understand the principles of integrity and fairness, and the core values that serve as their own code of ethics.  
Effective educators use information about student learning to improve their own professional practice. |                                                                                |                                                                                |
| WACPAS Standard 5               |                                                                                                 |                                                                                |                                                                                |
| STATE Standard V                 | (a) Strategic leadership: The knowledge, skills and attributes to identify contexts, develop with others vision and purpose, utilize information, frame problems, exercise leadership processes to achieve common goals, and act ethically for educational communities. This includes:  
(i) Professional and ethical leadership  
(ii) Information management and evaluation |                                                                                |                                                                                |
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| **INSTRUCTIONAL LEADER**  
WACPAS Standard 2 **STATE Standard V**  
(b) Instructional leadership: The knowledge, skills and attributes to design with others appropriate curricula and instructional programs which implement the state learning goals and essential academic learning requirements, to develop learner center school cultures, to assess outcomes, to provide student personnel services, and to plan with faculty professional development activities aimed at improving instruction. This includes:  
(i) Curriculum, instruction, supervision, and learning environment.  
(ii) Professional development and human resources.  
(iii) Student personnel services | Knowledgeable educators possess deep understanding of learning, assessment, diversity, technology, and the roles and responsibilities of the profession.  
*Effective* educators use a variety of tools to enhance learning, including curriculum, technology, and research-based strategies. |  
- EDAD 640 Current Topics in Education  
- EDAD 641 Improving Student Learning  
- EDAD 642 Effective School System Management  
- EDAD 643 Advanced Leadership Theory  
- EDAD 692 Field Experience in Administration for the Superintendent | Instructional Leader Portfolio Element 2  
Technology Leader Portfolio Element 9  
Educational Leadership Seminar Portfolio Presentation (EDAD 647)  
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| **ORGANIZATIONAL MANAGER**  
WACPAS Standard 3 **STATE Standard V**  
(c) Organizational leadership: The knowledge, skills and attributes to understand and improve the organization, implement operational plans, manage financial resources and apply decentralized management processes and procedures. This includes:  
(i) Organizational management  
(ii) Interpersonal relationships | Knowledgeable educators understand and apply the general concepts, theories, and research applicable to the roles and responsibilities of the profession.  
*Effective* educators demonstrate that they meet rigorous academic and professional standards for what educators should know and be able to do. |  
- EDAD 640 Current Topics in Education  
- EDAD 641 Improving Student Learning  
- EDAD 642 Effective School System Management  
- EDAD 643 Advanced Leadership Theory  
- EDAD 644 Public Policy Formulation and Practice  
- EDAD 647 Seminar for School District Leaders  
- EDAD 692 Field Experience in Administration for the Superintendent | Instructional Leader Portfolio Element 3  
Technology Leader Portfolio Element 9  
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<td>(iii) Financial management and resource allocation (iv) Technology and information system.</td>
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<td>COMMUNITY LEADER WACPAS Standard 4 and ADVOCATE FOR PUBLIC POLICY WACPAS Standard 6</td>
<td>Thoughtful educators are committed to the expression of democratic values in schools and classrooms. Knowledgeable educators understand concepts related to professional ethics, legal, and policy issues and the role of education in renewing a democratic society. Effective educators advocate for curriculum, instruction, and learning environments that meet the diverse needs of each student.</td>
<td>▪ EDAD 640 Current Topics in Education ▪ EDAD 642 Effective School System Management ▪ EDAD 643 Advanced Leadership Theory ▪ EDAD 644 Public Policy Formulation and Practice ▪ EDAD 647 Seminar for School District Leaders ▪ EDAD 692 Field Experience in Administration for the Superintendent</td>
<td>Community Leader Portfolio Element 4 Advocate for Public Policy Portfolio Element 6 Advisor to the Board Portfolio Element 7 Educational Leadership Seminar Portfolio Presentation (EDAD 647) Technology Leader Portfolio Element 9 Internship Quarterly Reports Exit Survey</td>
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<td>STATE Standard V (d) Political and community leadership: The knowledge, skills, and attributes to act in accordance with legal provisions and statutory requirements, to apply regulatory standards, to develop and apply appropriate policies, to be conscious of ethical implications of policy initiatives and political actions to relate public policy initiatives to student welfare, to understand school as political systems, to involve citizens and service agencies, and to develop effective staff communications and public relations programs. This includes: (i) Community and media relations (ii) Federal and Washington state educational law, public policy and political systems.</td>
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<td>WACPAS Standard 7: Advisor to the Board</td>
<td>Knowledgeable educators understand concepts related to professional ethics, legal, and policy issues and the role of education in renewing a democratic society.</td>
<td>▪ EDAD 640 Current Topics in Education ▪ EDAD 641 Improving Student Learning</td>
<td>Advisor to the Board Portfolio Element 7 Technology Leader Portfolio Element 9</td>
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| **Effective** educators establish respectful and collaborative relationships with families and other professionals to support student learning and well-being. | - EDAD 642 Effective School System Management  
- EDAD 643 Advanced Leadership Theory  
- EDAD 644 Public Policy Formulation and Practice  
- EDAD 647 Seminar for School District Leaders  
- EDAD 692 Field Experience in Administration for the Superintendent | Educational Leadership Seminar Portfolio Presentation (EDAD 647)  
Internship Quarterly Reports  
Exit Survey | |
| **WACPAS Standard 8: Change Agent** | - **Thoughtful** educators reflect on the impact of professional practice and are prepared to recognize when instruction needs to be diversified, augmented or changed.  
**Effective** educators use a variety of tools to enhance learning, including curriculum, technology, and research-based strategies. | - EDAD 640 Current Topics in Education  
- EDAD 641 Improving Student Learning  
- EDAD 642 Effective School System Management  
- EDAD 643 Advanced Leadership Theory  
- EDAD 644 Public Policy Formulation and Practice  
- EDAD 647 Seminar for School District Leaders  
- EDAD 692 Field Experience in Administration for the Superintendent | Change Agent Portfolio Element 8  
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### Transition Point Assessments & Requirements

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<th>Admission</th>
<th>Program Retention and Qualification for Internship</th>
<th>Program Completion</th>
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<tbody>
<tr>
<td>Master's Degree</td>
<td>Acceptable course grade: no more than 10 credits at C, all other above C</td>
<td>Portfolio Evidence aligned with WACPAS and TSSA/NETS Standards</td>
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<tr>
<td>Minimum 45 quarter credits of post-baccalaureate or graduate level course work in education</td>
<td>Self-Assessment</td>
<td>Professional Growth Plan</td>
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<td>Essay and Résumé</td>
<td>Internship Plan</td>
<td>Internship Quarterly Reports</td>
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<td>Valid teacher, principal, program administrator, or educational staff associate certificate</td>
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<td>Certification of Internship Completion</td>
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<td>Recommendation and support from prospective mentoring superintendent</td>
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<td>Completion of all Courses</td>
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<td>Exit Survey</td>
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