

## Leadership Preparation Council Spring 2022 Meeting Minutes

**Date:** January 27, 2022 at 1:00-2:45 PM

**Location:** Guyton Hall 101 & Zoom

**Members Present:**

University Members		
Associate Professor, K-12 Leadership	Dr. Dennis Bunch	University of Mississippi
Associate Professor, Counseling	Dr. Amanda Winburn	University of Mississippi
Associate Professor, Secondary Math Education	Dr. Joel Amidon	University of Mississippi
Associate Professor, K-12 Leadership	Dr. Mark Deschaine	University of Mississippi
Associate Professor, K-12 Leadership	Dr. Jill Cabrera	University of Mississippi
Associate Professor, K-12 Leadership	Dr. Doug Davis	University of Mississippi
Associate Professor, K-12 Leadership	Dr. Angus Mungal	University of Mississippi
Community Members		
Superintendent	Dr. Robert Picou	Tupelo School District
Superintendent	Dr. Todd English	Booneville School District
Principal	Dr. Michelle Nowell	Kosciusko School District
Principal, Brandon High School	Dr. Marcus Stewart	Rankin School District
Assistant Principal, Oxford High School	Mr. Chris Bush	Oxford School District
Assistant Principal, Gautier High School	Ms. Katherine Gilbert	Pascagula School District
Deputy Superintendent	Dr. Wilner Bolden	N. Panoloa School District
Principal, Pope K-8 School	Dr. Jay Cossey	S. Panola School District

**Assessment Office Faculty:** Dr. Ann Monroe, Dr. Sara Platt

**Meeting Facilitators:** Dr. Douglas Davis and Dr. Dennis Bunch

**Department Chair:** Dr. Rick Balkin

I. **Call to order:** The meeting was called to order by Dr. Rick Balkin, Interim Chair of the Department of Educational Leadership and Counselor Education. He explained the importance of research to practice in our field and why coalitions like the advisory board are essential. Dr. Balkin thanked our K-12 educational leaders as well as UM faculty for participating in our continuous improvement process and the LPC.

**Dr. Bunch: Introduction of meeting attendees:** All meeting attendees introduced themselves and their job roles.

### II. Purpose of the Council

Dr. Davis gave a brief overview of the benefits of the Educational Leadership Preparation Council (LPC). Initially, there was an Educational Leadership Council from 2012-2017. The program provided valuable feedback to the SOE Educational Leadership improvement efforts.

Now, the department is re-establishing the council in an effort to improve stakeholder engagement and engage in formalized continuous improvement processes. Additionally, efforts from the LPC demonstrate collaborative planning, feedback, and input to improve standards-based (CAEP, NELP, and PSEL) educational processes.

### **III. Data Discussion**

Presenters: Assessment Office-Dr. Ann Monroe and Dr. Sara Platt

The School of Education Assessment Office provides support to all departments in the School of Education in order to assist in data collection, analysis, and continuous improvement. Dr. Monroe provided an overview of the structure of the data discussion. LPC participants received an email prior to the meeting which included copies of the Statewide Employer and Completer Surveys for Educational Leadership from the 2020-2021 school year as well as a report on the four statewide educational leadership instruments according to CAEP six generic skills, NELP standards, and scores by program and campus.

The data discussion Google Slides are attached.

#### *Statewide Program Completer and Employer Surveys for Years 1 and 3*

Dr. Platt discussed the Program Completer and Employer Surveys. Employers and program completers receive an e-mail survey one year after program completion and three years after program completion. The survey consists of 11 questions on a Likert scale rating of Strongly Dissatisfied, Dissatisfied, Satisfied, and Strongly Satisfied. Program Completers and Employers consistently rate their experiences as falling in the Satisfied to Strongly Satisfied range. The main area for improvement was that we only had a 14 % return rate for employers of our program completers. We would like to have at least a 20% return rate for our surveys. Last year's program completers' return rate was 20%. Overall, we wanted to solicit feedback from the LPC on how to improve our survey return rates.

#### Discussion of the Four Statewide Instruments:

##### *1. Professional Growth System (PGS)*

Dr. Dennis Bunch and Dr. Todd English discussed the PGS. The PGS requires the educational leadership candidate to evaluate a teacher and provide feedback to the teacher. Dr. Bunch discussed how candidates record the teacher on a program called GoReact and provide feedback that is tagged specifically to the minute and second that the teacher demonstrated a specific technique. Dr. Bunch and Dr. English discussed that GoReact provided valuable experience for both the candidate, the teacher, and the graduate class as a whole. The graduate class as well as the instructor could watch the observation as well as provide feedback! The PGS has been modified as a result of MELFA (statewide Ed Leadership Preparation Committee) and will no longer require Part D which is a reflection of the whole evaluation process. Drs. English and Bunch both discussed how providing feedback to teachers is an important skill for all educational leaders.

##### *2. Leadership for School Improvement (LSI)*

Dr. Doug Davis discussed how this instrument is very difficult to score and integrate into coursework. The LSI requires candidates to write a plan for school turnaround in its first and third year. The candidates are required to look at data and determine based on research what steps need to be taken to improve the school. Dr. Davis reported that this process is difficult for candidates to complete for a variety of reasons. This feedback will be shared with MELFA with hopes of changes to the instrument. As a whole, LSI scores were lower in comparison to all other instruments measuring the same NELP standards or CAEP generic skills.

### *3. School Safety Assessment (SSA)*

Dr. Bunch discussed the School Safety Assessment. The SSA is a three-part assignment that is graded on a rubric with three items relating to how a candidate would analyze and strategically plan to address an emergency situation in the schools. Dr. Bunch discussed that this assessment demonstrates the importance of knowing how to respond in a crisis situation.

### *4. School Community Relations and Management (SCRM)*

Dr. Angus Mungal discussed the SCRM. For the initial pilot of this instrument, a lot of revision has occurred through MELFA. Dr. Mungal stated he is working with candidates on building community partnerships within candidates' districts. Dr. Mungal shared this instrument is a major focus on the course EDLD 614: External Leadership.

### Instrument Alignment to Standards

Dr. Platt discussed the four statewide instruments and how they are aligned to CAEP six generic skills. She also discussed that the instruments are also aligned to NELP and PSEL instructional standards.

### *CAEP Six Generic Skills*

Dr. Platt discussed the CAEP – Six generic skills: Research methodologies, Data analysis, Collaborative activities, Data literacy, Application of professional dispositions, and supporting applications of technology. Currently, MELFA has aligned the four statewide instruments to all of these skills except the technology standards.

Dr. Platt shared that Professional Dispositions was our highest area in comparison to the other skills. Our candidates consistently Meet Standards in this area. The other areas indicated the Approaches Standards scores (Scores of 2). The lowest areas or targeted areas were in Data Analysis and Data Literacy. Dr. Platt discussed the differences between the two and provided definitions. She discussed that at the end of the data discussion we would like LPC members to provide feedback on how we can improve in those two areas.

### *NELP Standards*

Dr. Platt shared the overall averages for measured NELP standards based on the four statewide instruments. Standard 4 which focuses on Learning and Instruction was a targeted area for improvement. Dr. Davis discussed how the NELP standards are multi-parts and that standard 4 is one of the largest in terms of scope.

## **IV. Input and feedback from council members**

At the end of the data discussion, Dr. Platt asked members to complete a Google Form to gather feedback from members regarding the data discussion. See the attachments for the questions on the survey as well as LPC responses.

## **V. Next Meeting**

Dr. Bunch discussed that the Leadership Council will meet twice a year to share data and solicit feedback. Dr. Bunch thanked participants and the meeting was adjourned.