



BAKER COLLEGE
STUDENT LEARNING OUTCOMES
EDL 8010 Seminar in Theory and Research in
Educational Leadership
4 Semester Credit Hours

Student Learning Outcomes and Enabling Objectives

1. Interpret foundational concepts of leadership theories, principles, and practices within the context of educational leadership.
 - a. Define key terms related to leadership theories, such as transformational leadership, transactional leadership, and servant leadership.
 - b. Explain leadership theories' historical development and relevance to educational leadership contexts.
 - c. Identify major leadership models/frameworks (e.g., trait theory, behavioral theory, contingency theory) and their applications in educational settings.
 - d. Discuss the ethical considerations inherent in educational leadership and how they shape leadership practices.
 - e. Analyze case studies or examples illustrating the application of leadership theories and principles in educational contexts.
2. Analyze different leadership styles and their effectiveness in various organizational and cultural settings.
 - a. Compare and contrast different leadership styles (e.g., autocratic, democratic, laissez-faire) in terms of their strengths and limitations.
 - b. Evaluate the effectiveness of specific leadership styles in different organizational contexts (e.g., schools, districts, higher education institutions).
 - c. Assess how cultural factors (e.g., cultural values, norms, communication styles) influence leadership effectiveness and decision-making.
 - d. Critically analyze case studies or scenarios to identify appropriate leadership styles based on situational factors.
 - e. Produce recommendations for enhancing leadership effectiveness in diverse organizational and cultural settings.
3. Develop a personal leadership identity by reflecting on and integrating insights from diverse leadership theories and models.
 - a. Engage in self-reflection activities to identify personal values, strengths, and areas for growth as a leader.

- b. Explore how personal experiences and beliefs shape leadership identity and approaches.
 - c. Integrate insights from diverse leadership theories and models to develop a personalized leadership philosophy.
 - d. Create a leadership development plan outlining specific goals and strategies for personal and professional growth.
4. Apply theories and models of leadership and learning to real-world educational scenarios, demonstrating an understanding of their practical implications.
 - a. Analyze the impact of leadership practices on teaching and learning outcomes using relevant theories and models.
 - b. Examine the effectiveness of leadership interventions or initiatives using data-driven approaches.
 - c. Reflect on lessons learned and identify areas for further development as a leader in educational contexts.
5. Compare and contrast different leadership approaches in educational settings, considering their impact on organizational culture, climate, and student outcomes.
 - a. Analyze how leadership approaches (e.g., instructional, transformational, distributed leadership) influence organizational culture, climate, and the learning environment.
 - b. Describe the relationship between leadership practices and student outcomes, such as academic achievement, engagement, and socio-emotional development.
 - c. Identify strategies for promoting a positive organizational culture and fostering a supportive learning environment through effective leadership.
 - d. Identify recommendations for aligning leadership approaches with organizational goals and priorities in educational settings.
 - e. Examine case studies or examples illustrating different leadership approaches in educational settings.
6. Investigate the intersection between leadership and learning, examining how leadership practices influence teaching and learning processes.
 - a. Analyze theories and research on instructional leadership and its impact on student achievement and learning outcomes.
 - b. Examine how leadership practices, such as setting goals, providing feedback, and promoting professional development, influence teaching effectiveness.
 - c. Investigate the relationship between distributed leadership models and collaborative learning environments in educational settings.
 - d. Explore how transformational leadership fosters innovation, creativity, and continuous improvement in teaching and learning practices.
 - e. Interpret case studies or examples illustrating effective leadership practices that positively impact teaching effectiveness and student learning outcomes.
7. Explore the role of educational leaders in fostering inclusive and culturally responsive environments, considering the diverse needs of students and stakeholders.

- a. Examine theories and models of culturally responsive leadership and their implications for creating inclusive educational environments.
 - b. Investigate strategies for promoting equity, diversity, and inclusion through leadership practices, policies, and decision-making processes.
 - c. Identify the impact of inclusive leadership practices on student engagement, achievement, and well-being across diverse student populations.
 - d. Explore the role of educational leaders in building cultural competence among staff and stakeholders to meet the needs of diverse student populations effectively.
 - e. Prepare recommendations for fostering inclusive and culturally responsive environments based on understanding diverse student needs, cultural backgrounds, and community contexts.
8. Develop strategies (using a mix of prior knowledge and knowledge received in this course) for effective leadership in diverse educational contexts, integrating theory with practical application.
- a. Analyze challenges and opportunities associated with leadership in diverse educational contexts, such as urban schools, rural schools, and culturally diverse communities.
 - b. Identify key stakeholders and their roles in educational leadership and develop strategies for building collaborative relationships and partnerships.
 - c. Apply ethical leadership and social justice principles to address systemic inequities and promote educational equity and excellence.
 - d. Develop a leadership action plan that outlines specific goals, strategies, and action steps for leading change and improving outcomes in diverse educational contexts.
 - e. Integrate theories and models of educational leadership with practical experiences and case studies to develop a comprehensive understanding of effective leadership practices.

Big Ideas and Essential Questions

Big Ideas

- Leadership Foundations
- Critical Analysis
- Leadership Development
- Leadership Theories
- Leadership Approaches
- Leadership Practices

- Effective Leadership

Essential Questions

1. In what ways might current leadership foundations be inadequate for future challenges in education and beyond?
2. How does our own bias influence our critical analysis of different leadership styles and their outcomes?
3. What role does failure play in the development of a resilient and adaptive leader?
4. To what extent have emerging technologies and the digital revolution challenged or reinforced traditional leadership theories?
5. In what ways do current educational leadership approaches address or neglect the psychological and emotional needs of educators and students?
6. In the context of educational leadership, how do specific practices influence academic outcomes and students' social and emotional well-being?
7. How does the concept of effective leadership evolve when considering the sustainability of educational initiatives and the long-term impact on the community and society?

These SLOs are not approved for experiential credit.

Effective: Fall 2024