Suggestions for Promotion

Steve Baule

Leadership Education

ED.D. Program Director

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Five Criterion from Article 22

TEACHING

- **Criterion 1:** Demonstrated ability to teach effectively and/or perform effectively in other current assignments
- **Criterion 4**: Contribution to student growth and development

SCHOLARSHIP

- **Criterion 2:** Scholarly or creative achievement or research.
- **Criterion 3:** Evidence of continuing preparation and study,

SERVICE

- **Criterion 4**: Contribution to student growth and development
- **Criterion 5**: Service to the university and community

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Criterion 1

Artifacts

- Course syllabi – including modifications
- Recorded lectures, slide decks, etc.
- Assignments & rubrics
- Course evaluations
- Student feedback
- Peer feedback
- Grade distributions
- Accreditation documents or reports

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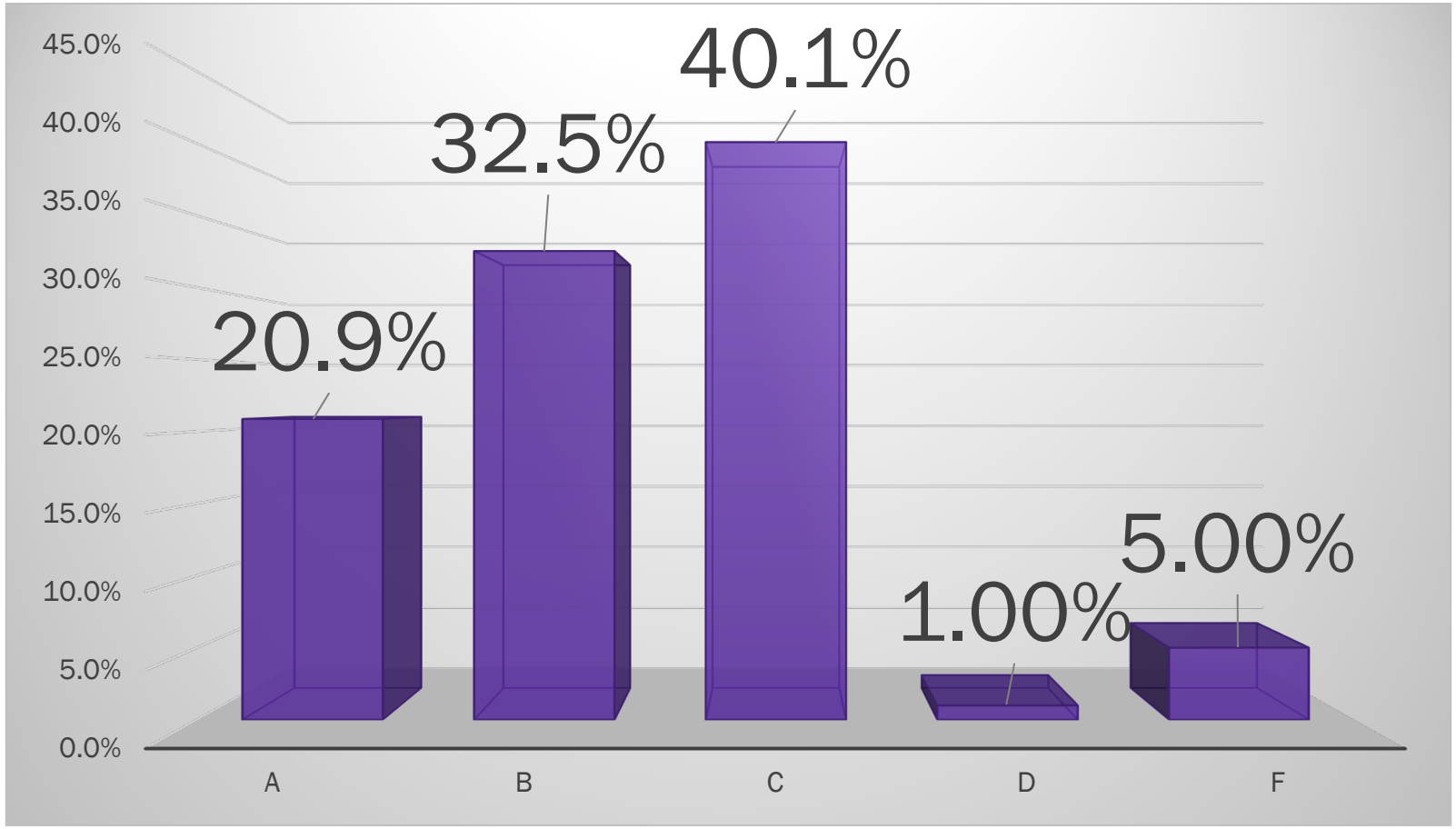
Changes to EL 622: The Principalship

The following changes were made to the EL 622 course for the Fall 2021 Semester.

Representative Changes	Rationale
The textbook was replaced with a score of Open Educational Resources (OER) that principals would actually use within the performance of the scope of the responsibilities of a typical principal and updated videos, etc. showing more current perspectives. Introductory videos about school culture to generation discussion: • → Every Opportunity -- YouTube • → Inspirational Video -- Be a Mr. Jensen -- MUST WATCH!! -- YouTube Education Minnesota's Statement on Equity Public school leaders pledge to support and expand education equity programs intended to make schools more safe,	The following documents are representative of those a principal would use to seek guidance from the MN Department of Education. Principals need to be aware of the resources available to support and guide their work: Minnesota Department of Education process here Continuous Improvement in Districts and Schools (mn.gov) MN DoE: Continuous

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Grade Distributions



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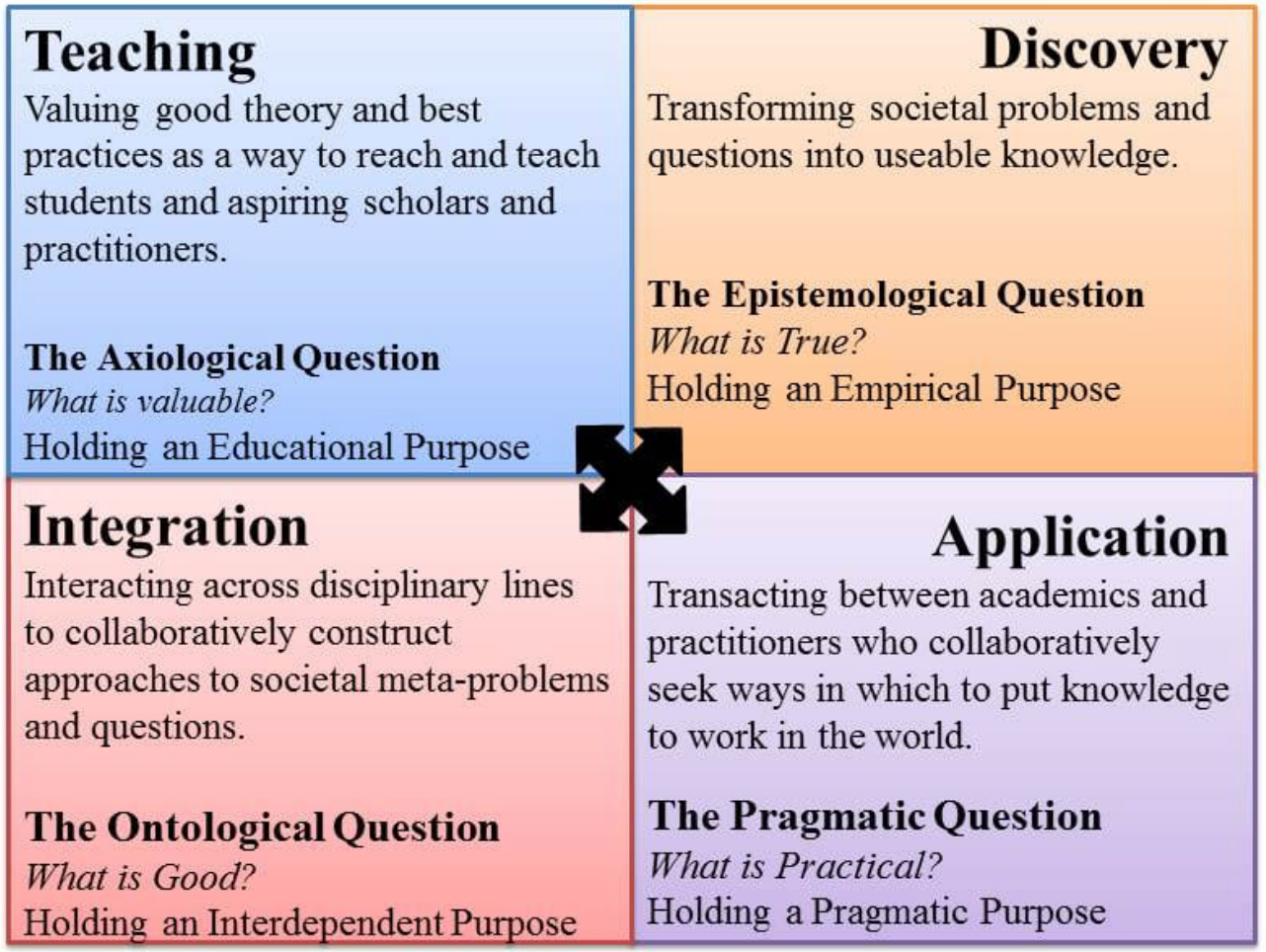
Criterion 2 *(Consider Boyer's Model of Scholarship)*

Artifacts

- Your research agenda – *showing work in progress*
- Books
- Book chapters
- Articles, peer-reviewed or otherwise
- Presentations
- Panel discussions
- Grants
- Work as a peer reviewer (also C5)
- Accreditation documents or reports



Boyer's Model of Scholarship



https://thinkspace.csu.edu.au/eml102assessment2/2021/04/09/hello-world/

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Type of scholarship	Purpose	Measures of performance
Discovery	Build new knowledge through traditional research.	Publishing in peer-reviewed forums Producing and/or performing creative work within established field Creating infrastructure for future studies
Integration	Interpret the use of knowledge across disciplines.	Preparing a comprehensive literature review Writing a textbook for use in multiple disciplines Collaborating with colleagues to design and deliver a core course
Application	Aid society and professions in addressing problems.	Serving industry or government as an external consultant Assuming leadership roles in professional organisations Advising student leaders, thereby fostering their professional growth
Teaching	Study teaching models and practices to achieve optimal learning.	Advancing learning theory through classroom research Developing and testing instructional materials Mentoring graduate students Designing and implementing a programme-level assessment system

Garrent, F. & Ecclefield, N. (2012). Towards a framework for co-creating Open Scholarship. *Research in Learning Technology*

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Criterion 3

Artifacts

- Conference participation
- Workshops
- Reading lists
- Professional memberships
- Professional calendar
- Identify mentorship relationships

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From a Previous PDR

3.2 Lead the WSU BOSA accreditation process, June 2021	BOSA accreditation report
3.3 Actively participate in professional organizations including AASA, AECT, IDEA, and SOLAR.	Membership and conference participation, etc. 2020-2021 Memberships
	Completion of ASA workshops, etc. Quality Matters Basics (3/2021) Using HTML Templates in D2L (09/2020) Communications with Students via Intelligent Agents (09/2020)

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Criterion 4

Artifacts

- Advising lists
- Advising or other student newsletters
- Student research projects through the IRB
- Student publications
- Student team or club work
- Review sessions outside of classes
- Student support materials
    - WSU Library video on using Word

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Criterion 5

Service

- Department
- College
- University
- System
- Profession
- Community



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I drafted a couple of news releases to support our August Comprehensive Exam students. One of those was published in the Winona Post on September 27, 2021. I also connected the marketing staff with doctoral student, Lisa Bronk, who was one of two student veterans profiled by WSU on Veterans Day 2021.



From left, leadership graduate students Paige Peterson, Luke Mosiman, Michelle Kraemer, Janelle Frank, Marissa Grant, Andra Boyum, and Lori Franke pose during a break in the comprehensive exam presentations at Helble Hall, a part of WSU's Education Village

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Productivity from an IFO Sample (2022)

- Three calendar years as a 1.0 FTE
- Six semesters
- Taught 72 credits
- Taught 7 different courses
  n=5 5,5,4,10,10
- 9 Presentations
  n=5 12,10,0,14,7
- 3.8 Peer Reviewed Journal Articles or Books
  n=5 2,6,5,2,4
- 4.8 Other Publications
  n=5 5,2,7,0,10

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Summary by the Numbers



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Tips

- Keep your CV up to date
- Keep artifacts to show growth
- Get regular student feedback
- Talk to peers about the best service opportunities
- Collaborate with others on scholarship
- Ask for peer feedback and sample PDRs, packets, etc.
- Show growth over time (incremental development)
- Use visuals where appropriate

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Leadership Education Department
Winona State University

Core Documents

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Application for Tenure

Narrative Summary

Curriculum Vitae

Criteria

Criterion 1 | Criterion 2 | Criterion 3

Criterion 4 | Criterion 5

PDP 2020-2021
PDR 2020-2021
PDR Response from the Dean 2021
PDP 2021-2022
PDR 2021-2022
PDP 2022-2023
PDP 2023-2024

Additional Materials

Department Documents	Selected Course Syllabi	Letters of Support
Leadership Education	EL 622: The Principalship	Dr. Donavan Bailey

Stevenbaule.org/WSU/

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Thank You

Please remember that the tenure and promotion process is collaborative process. Some of those collaborators who have helped me include my institutional mentors:

- Professor Rhea Walker
- Professor Ray Martinez
- Professor Mary Anderson
- Associate Professor Joel Traver
- Assistant Professor Meghan Sinning
- Assistant Professor Danielle Shock
- Professor Emeritus Theresa Walker

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Questions

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