Educational Policy and Leadership Studies

Interim Chair
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- Lisa A. Kieffer-Haverkamp

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- Katharine Broton

Program Coordinator, EdD Program
- Brooke L. Strahm-Koller

Graduate degrees: MA in educational policy and leadership studies; EdS in educational policy and leadership studies; EdD in educational policy and leadership studies; PhD in educational policy and leadership studies

Faculty: https://education.uiowa.edu/about/administration/
Website: https://education.uiowa.edu/about/administration/department-educational-policy-and-leadership-studies

The Department of Educational Policy and Leadership Studies offers academic programs that prepare administrators, professional personnel, teachers, and researchers in the fields of educational leadership, higher education and student affairs, and schools, culture, and society. The department also offers combined programs with other colleges of Education departments and with other University of Iowa colleges.

The department offers graduate degree programs in several major areas within educational policy and leadership studies:
- educational leadership (offered in the MA, EdS, and PhD);
- higher education (offered in the EdD);
- higher education and student affairs (offered in the MA, EdS, and PhD); and
- PK–12 administration (offered in the EdD).

The areas are described below under "Graduate Study Areas," followed by information about each degree program.

Applicants for admission to graduate degree programs must meet the admission requirements of the Graduate College; see the Manual of Rules and Regulations on the Graduate College website.

Graduate Study Areas

Educational Leadership
Study in educational leadership prepares individuals for leadership positions. In addition to graduate degree programs, the area includes principal licensure and superintendent endorsement. See the Master of Arts, Specialist in Education, Doctor of Education, and the Doctor of Philosophy in this section of the catalog.

Licensure
To be eligible for recommendation by the University of Iowa for licensure in Iowa as a principal or superintendent/area education agency administrator, students must complete the appropriate program. The specific requirements for each program are available from the Department of Educational Policy and Leadership Studies and the Office of Student Services. Students who hold an MA must satisfy all core requirements and must complete at the University of Iowa the minimum semester-hour program for each licensure level they seek. Because each administrative license has specific requirements, candidates are required to plan their programs with their advisors’ approval.

Superintendent Endorsement
The superintendent endorsement curriculum is designed to prepare individuals for licensure as a school superintendent (pre-K–12) as well as for other school district leadership positions; for the chief administrator position in Iowa’s area education agencies (AEA) as well as other AEA leadership positions; and for leadership positions in state or federal departments of education and related agencies. The superintendent endorsement requires a total of 30 s.h. of credit.

Students in the endorsement program must have an Iowa administrator license. They obtain the superintendent endorsement (State of Iowa endorsement 171) upon completing the required EdS coursework and at least three years of principal experience.

Higher Education
The higher education program prepares educational leaders to be scholar practitioners who apply the knowledge, skills, and inquiry strategies to solve significant problems related to educational policies and practices in higher education. See the Doctor of Education in this section of the catalog.

Higher Education and Student Affairs
Advanced study in higher education and student affairs draws upon diverse perspectives from varied disciplines and professional fields to analyze critical issues and policies and their effects on students, faculty, administrators, staff, and other members of the higher education community. It also explores the complex interactive relationships among institutions of higher education, the external environment, and society at large.

The higher education and student affairs (HESA) program coalesces around a shared sense of responsibility to produce research and spark innovative thinking that addresses the contemporary challenges and persistent inequities permeating higher education. HESA offers educational leaders, scholars, and practitioners comprehensive expertise built from a range of intellectual traditions. Faculty have diverse philosophies, methods, disciplinary training, and personal backgrounds, ensuring students gain a deep understanding and interconnected view of the field.

Graduate degree programs in higher education and student affairs prepare professionals and scholar practitioners to serve as administrators, researchers, educators, and analysts in institutions of higher and postsecondary education and in related public and private agencies. See the Master of Arts, Specialist in Education, and the Doctor of Philosophy in this section of the catalog.

PK–12 Administration
The PK–12 administration program prepares educational leaders to be scholar practitioners who apply the knowledge, skills, and inquiry strategies to solve significant problems related to educational policies and practices in PK–12 educational settings. In addition to the graduate degree, individuals may complete requirements for superintendent endorsement. See the Doctor of Education in this section of the catalog.

Graduate Certificates

Institutional Research and Effectiveness
The graduate Certificate in Institutional Research and Effectiveness develops skills in institutional research appropriate to the education sector, and for fields and professional settings that are associated with educational interventions, programs, and outcomes. The certificate is offered by the Department of Educational Policy and Leadership

Rules and Regulations
Studies. To learn more, see the Certificate in Institutional Research and Effectiveness in the catalog.

K–12 Equity and Inclusion

The graduate Certificate in K–12 Equity and Inclusion provides educational professionals or nondegree-seeking students currently working in K–12 schools, districts, and area education agencies expertise in equity and inclusion to better support the needs and interests of a diversifying K–12 student population. The certificate is offered by the Department of Educational Policy and Leadership Studies. For more information, see the Certificate in K–12 Equity and Inclusion in the catalog.

Programs

Graduate Programs of Study

Majors

- Master of Arts in Educational Policy and Leadership Studies
- Specialist in Education in Educational Policy and Leadership Studies
- Doctor of Education in Educational Policy and Leadership Studies
- Doctor of Philosophy in Educational Policy and Leadership Studies

Courses

Educational Policy and Leadership Studies Courses

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Title</th>
<th>Credits</th>
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<tbody>
<tr>
<td>EPLS:1029</td>
<td>First-Year Seminar</td>
<td>1 s.h.</td>
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<tr>
<td>EPLS:1240</td>
<td>Finding Your Path in Higher Education</td>
<td>3 s.h.</td>
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<tr>
<td>EPLS:2098</td>
<td>The Student Affairs Profession</td>
<td>3 s.h.</td>
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<tr>
<td>EPLS:3000</td>
<td>Foundations of Education</td>
<td>3 s.h.</td>
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<tr>
<td>EPLS:3240</td>
<td>Undergraduate Topics in Education</td>
<td>arr.</td>
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<tr>
<td>EPLS:4111</td>
<td>Administration and Policy in Gifted Education</td>
<td>2 s.h.</td>
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EPLS:4111 Evaluation of Gifted Programs 1 s.h.
Fundamentals of program evaluation essential for exemplary gifted programs.

EPLS:4113 Staff Development for Gifted Programs 1 s.h.
Planning, content, and delivery of staff development regarding gifted students and their needs.

EPLS:4150 Leadership and Public Service I 3 s.h.
Preparation for providing public service to a local community; leadership skills for effective mentoring of children in grades 6-10.

EPLS:4151 Leadership and Public Service II 2 s.h.
Preparation to provide leadership and public service to a local community agency; being a leader and a public servant in the context of societal oppressions such as racism, sexism, able-bodiedism; part of the human relations minor. Prerequisites: EPLS:4150.

EPLS:4180 Human Relations for the Classroom Teacher 3 s.h.
Influence of social factors such as discrimination, diversity, equity, racism, sexism, and ethnic and socioeconomic pluralism on American schools and classrooms; for teacher education candidates. GE: Values and Culture.

EPLS:4200 Diversity and Inclusion in Athletics 3 s.h.
Diversity and inclusion as major issues for coaches, sports managers, physical activity professionals, and athletic administration staff in their workplaces; define, discuss, and analyze effects of diversity and inclusion in the athletic organizational environment; experience of underrepresented groups in sport settings, covering differences of religion, race, ethnic origins, gender, sex, ability, appearance, and age; understanding power differences, based on diversity within an organizational environment, that help future leaders implement successful practices inclusive of all persons. Requirements: undergraduate standing and enrollment in interscholastic athletics/activities director certificate program.

EPLS:5090 Instructional Coaching for Teaching Excellence 3 s.h.
Dynamics of coaching to improve K-12 classroom teaching; appropriate for aspiring teacher leaders. Requirements: admission to the online MA in teaching program.

EPLS:5100 Issues and Policies in Higher Education 3 s.h.
Development of the idea of a university; selected functions, issues, policies of American higher education.

EPLS:5102 History of American Education 3 s.h.
Purposes of public education, diversity, and control of schooling from a historical perspective; emphasis on conflicting interpretations of pivotal events and educational movements; connections between educational policies and larger historical developments.

EPLS:5123 History of Ethnic/Minority Education 2-3 s.h.
Educational histories of American ethnic and minority groups; comprehensive understanding of American educational history, context for contemporary educational policy discussions.

EPLS:5126 Twentieth-Century Educational Movements 2-3 s.h.
Current educational policy debates concerning diversity and equity, historical roots of these policies; historical context for 20th-century equal education opportunity movements.

EPLS:5130 Sociology of Education 3 s.h.
Effects of school and school organization on educational outcomes; course-taking patterns and tracking, desegregation, differences in school sector; focus on entire span of student's academic career; examination of school and organizational effects at the primary, secondary, and postsecondary levels of education. Same as SOC:5130.

EPLS:5134 Education and the World of Work 2-3 s.h.
Relationship between education and work in individual and organizational behavior, and between educational and economic systems; economics, psychology, sociology, education.
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<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Hours</th>
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<tbody>
<tr>
<td>EPLS:5142</td>
<td>Sociology of Higher Education</td>
<td>3 s.h.</td>
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<tr>
<td>EPLS:5165</td>
<td>Introduction to Program and Project Evaluation</td>
<td>3 s.h.</td>
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<tr>
<td>EPLS:5210</td>
<td>Education and Social Change</td>
<td>2-3 s.h.</td>
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<tr>
<td>EPLS:5240</td>
<td>Topics in Education</td>
<td>arr.</td>
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<tr>
<td>EPLS:5245</td>
<td>The American Professorate</td>
<td>3 s.h.</td>
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<tr>
<td>EPLS:5251</td>
<td>College Students and Their Environments</td>
<td>3 s.h.</td>
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<tr>
<td>EPLS:5252</td>
<td>Administration of Higher Education and Student Affairs</td>
<td>3 s.h.</td>
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<tr>
<td>EPLS:5253</td>
<td>Research, Assessment, and Evaluation in Higher Education</td>
<td>3 s.h.</td>
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<tr>
<td>EPLS:5278</td>
<td>Helping Skills in Student Affairs Work</td>
<td>3 s.h.</td>
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<tr>
<td>EPLS:6206</td>
<td>Research Process and Design</td>
<td>3 s.h.</td>
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<tr>
<td>EPLS:6209</td>
<td>Survey Research and Design</td>
<td>3 s.h.</td>
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<tr>
<td>EPLS:6216</td>
<td>Finance in Higher Education</td>
<td>3 s.h.</td>
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<tr>
<td>EPLS:6217</td>
<td>Theory and Practice of Leadership</td>
<td>2-3 s.h.</td>
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EPLS:6239 LGBTQ History in Education 3 s.h.
Lesbian, gay, bisexual, transgender, and questioning (LGBTQ) issues in context of history of education in United States; LGBTQ teachers, students, and studies in K-12 and higher education; emphasis on differences in historical interpretations. Same as GWSS:6239.

EPLS:6242 Research for Effective School Leaders 3 s.h.
Fundamental language of contemporary research; identification and application of basic research components to contemporary educational leadership problems; applicability of research toward effective decision-making.

EPLS:6260 Contemporary Management Strategies for the Pre-K-12 Principal 3 s.h.
Leadership skills and management techniques for daily organization and operation of schools; emphasis on climate, communication, group processes, conflict resolution, curriculum management.

EPLS:6265 Standards-Based Education and Accountability 3 s.h.
Standards-based education; academic content standards, K-12 articulation, alignment studies, use of standardized test results to evaluate academic programs.

EPLS:6266 Program Evaluation 3 s.h.
Theoretical issues and considerations in evaluation of educational and social programs; evaluation design, methodology; metaevaluation; evaluation utilization. Same as PSQF:6265.

EPLS:6270 Policy and Politics 3 s.h.
Current issues from academic journals, states, think tanks, consortia.

EPLS:6273 College Students 3 s.h.
Overview of theories, research, practices, and issues relevant to understanding students in institutions of higher education. Requirements: PhD standing in Higher Education and Student Affairs program.

EPLS:6275 Diversity and Equity in Higher Education 3 s.h.
Impact of culture, race, ethnicity, and intersections of social and cultural identity within context of educational settings including higher education/student affairs, K-12, and as it relates to government and community agency settings; implications of cultural context on practices in research, educational settings, and society. Requirements: PhD, EdD, or advanced-level MA standing. Recommendations: introductory course on issues of race, gender, sociopolitical issues, or structural oppression strongly recommended. Same as GWSS:6275.

EPLS:6277 Readings in Diversity and Equity in Higher Education 3 s.h.
Historical, contemporary, theoretical, and empirical aspects of diversity and equity in higher education; unique experiences of members of historically underrepresented groups; focus on compelling literature in the field.

EPLS:6285 School and Community Relationships 3 s.h.
Community analysis, politics and education, power groups and influences, school issues and public responses, public relations strategies.

EPLS:6290 Master's Project 1-3 s.h.
Research for the nonthesis program; topic approved by advisor.

EPLS:6293 Individualized Instruction 1-3 s.h.
Readings, special projects, and/or studies that reflect joint instructor/student interest.

EPLS:6298 Legal Aspects of School Personnel 3 s.h.
Teacher and student: liability, negotiations, rights, privileges, responsibilities of school personnel; principles of law derived from court decisions; constitutional and statutory provisions; for teachers and administrators.

EPLS:6301 Professional Seminar I 1 s.h.
Orientation to field; writing and academic support.

EPLS:6302 Professional Seminar in Student Affairs II 1 s.h.
Working with groups in higher education.

EPLS:6303 Professional Seminar in Student Affairs III 1 s.h.
Consulting, training, and curriculum development in student affairs.

EPLS:6304 Professional Seminar in Student Affairs IV 1 s.h.
Professional identity, job search support.

EPLS:6305 Higher Education and Student Affairs Capstone 3 s.h.
Completion of an applied project that synthesizes the full MA curriculum.

EPLS:6307 Professional Seminar for EdD Students: Orientation to the EdD 1 s.h.
Orientation to the educational doctorate; how to approach courses and professional work as a scholar-practitioner. Requirements: admission to the EdD program in educational policy and leadership studies.

EPLS:6311 Seminar: Research Topic in Education 1-3 s.h.
Topic submitted by students, faculty.

EPLS:6315 Orientation to the Superintendency 2 s.h.
Leadership theory and research of the superintendent's role of increasing student achievement; personal goals for communication; ethics, integrity, flexibility, reflective, and collaborative leadership; expectations of the superintendent by the board of directors; defining one's role; developing an entry plan; dealing with social/emotional isolation of superintendency; and influences in the larger political, social, economic, legal, and cultural context.

EPLS:6317 Operational Leadership and Management 2 s.h.
Managing fiscal and physical resources responsibly, efficiently, and effectively; effective communication of school operations; leadership and management of nutrition program, transportation program, facilities, construction; board policy, legal issues; state reporting, ethical decision-making; relationship building; problem solving amidst barriers and various stakeholder groups.

EPLS:6319 Human Resources Leadership 2 s.h.
Leadership theory and research of the superintendent's role of aligning human resources practice and increasing student achievement; employment law; contract negotiations process/collective bargaining; contract maintenance; recruiting, selecting, developing, and retaining employees; working with labor unions and Public Employee Relations Board; special education law; Evaluator 2 Training. Requirements: Evaluator 1 Training.

EPLS:6321 Social Advocacy Summit 1 s.h.
Summit format; challenges and opportunities in Iowa's K-12 schools with changing demographics; opportunity for K-12 school districts and higher education institutions to engage in conversation on how to meet the needs of students and local school districts.

EPLS:6323 School Finance 2 s.h.
Manage fiscal and physical resources; communicate effectively with internal and external audiences regarding school operations; comply with state and federal mandates and local board policies; align educational programs, plans, actions, and resources with the district vision and goals.

EPLS:6325 Organizational and Educational Leadership 2 s.h.
Facilitate connections of students and families to health and social services that support a focus on learning as a district level leader in a school district; collaboratively establish a culture that welcomes and honors families and community and seeks ways to engage them in students learning; AEA structure, compliance and regulatory functions including special education.
EPLS:6329 Legislative Summit 1 s.h.
Collaborate with families and community members, respond to diverse community interests and needs, and mobilize community resources as a district level leader in a school district; work with legislators, build advocacy groups in a community, engage stakeholders, how to lobby legislators and meet with local senate and house representatives to participate in lobbying.

EPLS:6332 Conceptual Foundations of College Student Development 3 s.h.
Foundations of college student development theory; contexts of student development; theoretical concepts of cognitive growth and developing sense of self; application of concepts to student affairs practice.

EPLS:6333 Practicum in Higher Education and Student Affairs  arr.
Small-scale research projects; supervised experience in planning, design, management, analysis, reporting of research activities; assignments to current and personal faculty research projects; student assumes major responsibility.

EPLS:6334 Theoretical Foundations of College Student Development 3 s.h.
Self-authorship; intercultural maturity; reconceptualized and intersectional models of identity; learning partnerships and leadership; socialization; moral decision-making; faith and spirituality; application of theories to student affairs practice. Prerequisites: EPLS:6332.

EPLS:6336 Impact of College on Students 3 s.h.
Introduction to literature: career and economic returns, educational attainment and persistence, values and attitudes, learning and cognitive development, college student theory, assessment and methodological issues of studying college outcomes. Recommendations: introductory graduate-level research design course.

EPLS:6352 Action Research in Educational Settings 3 s.h.
Theory and practice of action research design and methodology; understanding of positionality and bias in action research; how to assess strengths and weaknesses of action research studies; completion of an action research cycle.

EPLS:6370 Quantitative Methods for Policy Analysis 3 s.h.
Methodological strategies for quantitative research; analysis of secondary data to investigate educational issues and policies; recoding variables, summation scaling and factor analysis, missing data, sample design and survey estimation, model building; implementation of linear and binary regression, regression diagnostics; hands-on experience conducting statistical analysis of social data. Prerequisites: PSQF:4143 and PSQF:6243.

EPLS:6381 Analysis and Appraisal of Curriculum 3 s.h.
Comprehensive investigation of systematic procedures and resources for identifying and evaluating essential features and constituent elements of a given school district's curricular offering; state and federal requirements of the curricular program; for persons in administration, curriculum, and supervision programs or positions.

EPLS:6383 Supervision and Evaluation 3 s.h.
Data collection and management skills; data-driven leadership; coaching and feedback techniques; teacher quality legislation; research and best practice regarding teacher evaluation, supervision; teaching standards.

EPLS:6400 Early Childhood Leadership Clinical 3 s.h.
Classroom instruction and supervised experience with problems in early childhood educational administration; organization, planning, evaluation, decision-making.

EPLS:6401 Elementary Leadership Clinical 3 s.h.
Supervised experience working with problems in educational administration, including organization, planning, evaluation, decision-making; individual project in a school setting.

EPLS:6402 Secondary Leadership Clinical 3 s.h.
Supervised experience working with problems in educational administration, including organization, planning, evaluation, decision-making; individual project in a school setting.

EPLS:6403 Special Education Leadership Clinical 3 s.h.
Supervised experience working with problems in educational administration, including organization, planning, evaluation, decision-making; individual project in a school setting.

EPLS:6404 Central Administration Clinical 3 s.h.
Supervised experience working with problems in educational administration, including organization, planning, evaluation, decision-making; individual project in a school setting.

EPLS:6405 Superintendent Entry Plan and Portfolio Development 1 s.h.
Creating an effective entry plan, and where applicable, a professional portfolio as part of the series of clinical expectations for the superintendent preparation program; development of plan helps to create prior mutual expectation among the superintendent, board, staff, and community. Requirements: in final semester of superintendent endorsement program.

EPLS:6415 Orientation to the Superintendency: Clinical 2 s.h.
Clinical experience aligned with course topics and assignments in a K-12 school or other educational organization; development of a clinical plan with the guidance of a university professor and local school district mentor based on course requirements, career goals, and interests.

EPLS:6417 Operational Leadership Clinical 1 s.h.
Clinical experience aligned with course topics and assignments in the operational leadership course; completion of clinical in a K-12 school or other appropriate educational organization; development of a clinical plan based on course requirements, career goals, and student interests with guidance from a university professor and local school district mentor.

EPLS:6419 Human Resources Leadership Clinical 2 s.h.
Clinical experience aligned with course topics and assignments in the human resources leadership course; completion of clinical in a K-12 school or other appropriate educational organization; development of a clinical plan based on course requirements, career goals, and student interests with guidance from a university professor and local school district mentor.

EPLS:6425 Organizational and Educational Leadership Clinical 1 s.h.
Clinical experience aligned with course topics and assignments in the organizational and educational leadership course; completion of clinical in a K-12 school or other appropriate educational organization; development of a clinical plan based on course requirements, career goals, and student interests with guidance from a university professor and local school district mentor.

EPLS:7373 Qualitative Research Design and Methods 3 s.h.
Theory and practice of qualitative research design and methodology; exploratory field experience in collection and analysis of data; individual and focus group interviews, participant observation. Requirements: PhD standing.

EPLS:7380 Practicum in College Teaching arr.
Supervised college teaching experience in courses related to major academic areas; collaboration with faculty course instructors.
EPLS:7385 Teaching and Learning in Higher Education 3 s.h.
Current theoretical and empirical literature on teaching and learning in higher education; focus on development of effective teaching practice.
Same as CSED:7385, EDTL:7385, GRAD:7385, PSQF:7385.

EPLS:7392 Mixed Methods Research 3 s.h.
Introduction to mixed methods research in education; knowledge and skills necessary to conduct mixed methods study; history and language of mixed methods research; identifying and processing arguments for and against mixed methods research; critical and justice-oriented perspectives on mixed methods research; strengths and weaknesses of published mixed methods studies; application of one or more mixed methods research designs to a research proposal.
Requirements: formal introduction to quantitative and qualitative research methods, and familiarity with basic steps of research process.
Recommendations: direct experience conducting research studies not required. Same as EDTL:7410.

EPLS:7395 Educational Specialist Research arr.
Individual instruction in the design, research, and writing of a research project of significant quality for upper-level graduate work.

EPLS:7432 Multicultural Initiatives 3 s.h.
Impact of culture, race, ethnicity, and intersection of identity in higher education, student affairs, and community agency settings; knowledge, skills, and competencies needed by teachers, student affairs professionals, social workers, counselors, and educational administrators to facilitate individual empowerment through relationships; focus on different ways to design multicultural initiatives to various professional work settings to promote diversity.
Requirements: PhD standing or advanced-level MA standing.
Recommendations: introductory course on issues of race, culture, gender and/or any course on sociopolitical issues or structural oppression strongly recommended.

EPLS:7433 Current Issues in Higher Education and Student Affairs 3 s.h.
Current issues related to higher education; opportunity to clarify perspectives; review of literature in a particular area of interest; readings, class discussions, independent research, consultations with professionals in the field, student presentations. Requirements: higher education and student affairs PhD standing.

EPLS:7444 Advanced Practicum in Student Affairs arr.
Supervised work experience in student affairs settings.

EPLS:7483 EdD Capstone Proposal 1-3 s.h.
Supervision of EdD capstone proposal research, design, and writing.
Requirements: completion of all EdD core and research coursework.

EPLS:7485 EdD Capstone 1-4 s.h.
Supervision of EdD capstone research, design, and writing.
Prerequisites: EPLS:7483. Requirements: educational policy and leadership studies EdD standing and completion of capstone proposal meeting.

Supervision of research, design, and writing of PhD thesis; individual instruction.