

GEORGE MASON UNIVERSITY  
College of Education & Human Development  
Graduate School of Education  
Education Leadership Program

EDLE 791 Internship in Education Leadership  
Fall 2019, 3 credit hours

Instructor: Maureen Marshall  
Email: [mmarsh22@gmu.edu](mailto:mmarsh22@gmu.edu)  
Phone: 703-993-6441 (office)  
Office Hours: By appointment  
Course Term: Fall 2019 (9/5/2019 – 12/5/2019) Wakefield HS B313

**Course Description**

This course provides candidates in the Education Leadership Program with an intensive and extensive set of field experiences in a variety of school settings. In the first semester, candidates plan the internship experience, and over the next year enact their internship, reflect and document internship experiences, and prepare a culminating online portfolio that summarizes their accomplishments.

**Prerequisites/Corequisites**

EDLE 620

**Course Delivery Method**

This course is conducted as a face-to-face class with online components. Internship is generally self-paced after the first (planning) semester; the class will meet periodically either in person or virtually, via Collaborate Ultra, throughout.

**Schedule Information**

**Meeting Times: Wednesdays 4:30-7:30pm**

1. September 4
2. September 25
3. October 16
4. November 13
5. December 4

Classes are scheduled to meet from 4:30 – 7:30 p.m. Individual meetings by appointment to finalize internship plans.

All students are expected to attend every class session. If you have a personal problem that will prevent you from attending class, please contact me by telephone or e-mail ahead of time.

**Location:** Wakefield HS B313

## Course Overview - Internship Requirements

All candidates seeking state licensure in PK-12 Administration & Supervision are required by both the state and other accrediting agencies to complete a standards-based internship. The internship provides opportunities to apply theory to practice within a broad range of leadership and administrative tasks. The central focus of the internship is on planning, experiencing, and reflecting on major responsibilities in school administration and supervision. The internship focuses on the development of skills in the six areas defined within the [ELCC Standards for Building Leaders](#).

Students registered for EDLE 791 should be taking EDLE 690 – Using Research to Lead School Improvement, or should have already completed this class. (As a culminating activity in the EDLE 690 class, students develop a plan for implementing a school improvement project that becomes the capstone field experience within their internship.)

Students complete a set of required activities that scaffold to each of the ELCC standards, representing approximately half of the internship activities. One of the distinctive features of the internship within the EDLE program is that the remaining portion of the internship is designed based on a self-assessment of leadership competencies and career objectives. Your internship plan is based on dialogue with your university supervisor (the instructor for this class) and site supervisor (a licensed administrator you chose, typically from your home school), and your assessment of the leadership experiences that best demonstrate your knowledge and ability to perform the leadership proficiencies embodied in the ELCC standards.

Specific requirements in the internship are described in detail in the Internship Manual. These include the following:

1. The intern will understand and demonstrate proficiencies and dispositions consistent with the ELCC Standards for School Leaders.
2. The intern will work with their his or her university supervisor, site supervisor, and other school leaders to prepare an Internship Plan that describes field experiences the intern will pursue to demonstrate his/her development of the range of leadership proficiencies associated with each standard. The internship plan will include each of the required activities, including enactment and evaluation of the School Improvement Project planned during completion of EDLE 690.
3. The intern will implement the internship plan (previously approved by the University supervisor). During implementation, the intern will maintain up-to-date records, including internship hour verification; frequent reflective journal entries demonstrating growth and understanding; and compilation of artifacts reflecting accomplishments. The final portfolio must include descriptions, artifacts, and reflections for each of the required activities.
4. Internship activities will result in a *minimum* of 320 clock-hours of field-based experience. Experiences should include a balance of activities, some of which will be outside of the primary area of assignment. Experiences must be completed and described in the reflective journal in at least three of the four areas of assignment (high, elementary,

middle, and/or central office). At least 40-hours must be logged in each of the secondary assignments.

5. The intern will participate in at least one meeting with the university supervisor per semester.
6. The intern will complete a Collective Record (electronic portfolio) of internship accomplishments. The preparation of the Collective Record is an ongoing and culminating part of the internship experience.
7. The intern will seek guidance and feedback from the site supervisor throughout completion of field experiences, and solicit a summative assessment in the form of the *Evaluation of Student Intern*, which is completed by the site supervisor at the end of the internship.
8. The intern will present the web-based Collective Record to the university supervisor upon completion of all requirements. An individual meeting will be conducted to discuss the record and internship experiences prior to completion of the course.

### **Required Readings**

Students will be required to download and read the following:

1. Internship Manual for School Administration and Supervision Candidates (found in Blackboard course online)
2. ELCC Standards for Building Leaders (2011 version)

### **Course Learning Objectives**

Students taking this course will:

1. Know and understand how to apply planning, assessment, and instructional leadership that builds collective professional capacity;
2. Understand and apply their knowledge of systems theory and organization theory;
3. Apply management and leadership skills that achieve effective and efficient organizational operations;
4. Understand the purpose of education and the role of professionalism in advancing educational goals;
5. Apply basic leadership theories and understand influences that impact schools; and
6. Pursue improved student learning.

### **Course Learning Outcomes**

At the conclusion of this course, successful students should be able to:

1. Take on leadership roles within their home schools, schools at another level, and the central office with confidence and competence;
2. Reflect on what they have learned through their leadership experiences;
3. Engage in self-reflection and improvement, including participation in a 360 degree-type of evaluation and a site supervisor evaluation; and
4. Lead a specific, focused school improvement project.

### Program Learning Objectives

EDLE 791 student outcomes and activities are directly related to all ELCC Standards and the following program goals:

- Study and application of theories
- Reflective practice
- Improvement of communication skills
- Development of skills in bringing about change
- Utilization of technology as a management tool

### National Standards and Virginia Competencies

Each M.Ed. licensure course has at least one Performance--Based Assessment (PBA) as required by the program. The PBA for this course is the Collective Record.

This course addresses all of the **ELLC Standards**, and the following corresponding components of the Virginia Standards for School Leaders:

The program in administration and supervision preK-12 shall ensure that the candidate has demonstrated the following competencies:

- (a) Knowledge understanding, and application of planning, assessment, and instructional leadership that builds collective professional capacity, including;
  - (1) Principles of student motivation, growth, and development as a foundation for age and grade-appropriate curriculum, instruction, and assessment;
  - (2) Collaborative leadership in gathering and analyzing data to identify needs to develop and implement a school improvement plan that results in increased student learning;
  - (3) Planning, implementation, and refinement of standards-based curriculum aligned with instruction and assessment; and
  - (7) Identification, analysis, and resolution of problems using effective problem-solving techniques.
- (b) Knowledge, understanding and application of systems and organizations, including;
  - (1) Systems theory and the change process of systems, organizations and individuals, using appropriate and effective adult learning models; and
  - (2) Aligning organizational practice, division mission, and core beliefs for developing and implementing strategic plans; and
  - (4) Using data as a part of ongoing program evaluation to inform and lead change.
- (c) Knowledge understanding and application of management and leadership skills that achieve effective and efficient organizational operations, including;
  - (2) Principles and issues of supervising and leading others to ensure a working and learning climate that is safe, secure, and respectful of a diverse school community; and
  - (5) Principles and issues related to school facilities and use of space and time.
- (e) Knowledge, understanding and application of the purpose of education and the role of professionalism in advancing educational goals, including;

- (2) Integration of high quality, content rich, job-embedded professional learning that respects the contribution of all faculty and staff members in building a diverse professional learning community; and
  - (5) Intentional and purposeful effort to model continuous professional learning and to work collegially and collaboratively with all members of the school community to support the school's goals and enhance its collective capacity.
- (f) Knowledge, understanding and application of basic leadership theories and influences that impact schools including;
- (4) Identify and apply the processes of educational policy development at the state, local, and school level; and
  - (5) Identify and demonstrate ways to influence educational policy development at the state, local, and school level.
- (g) Embedded learning strategies for improved student learning totaling at least 120 clock hours including;
- (1) Experiential activities that complement, implement, and parallel the university curriculum;
  - (2) Complete a minimum of 320 clock hours of a deliberately structured and supervised internship that provides exposure to multiple sites (elementary, middle, high, central office, agency) with diverse student populations. These experiences shall be an integral component of a Virginia Board of Education approved preparation program. The internship shall be focused on learning for all students and shall occur in a public school or accredited nonpublic school; and
  - (3) Satisfy the requirements for the school leaders licensure assessment prescribed by the Board of Education (Individuals seeking an initial administration and supervision endorsement who are interested in serving as central office instructional personnel are not required to take and pass the school leaders assessment prescribed by the Board of Education.)

### ***Professional Dispositions***

Students are expected to exhibit professional behaviors and dispositions at all times.

See: <https://cehd.gmu.edu/students/policies-procedures/>

### ***Core Values Commitment***

The College of Education and Human Development is committed to collaboration, ethical leadership, innovation, research-based practice, and social justice. Students are expected to adhere to these principles.

**Email:** Students are also required to activate and monitor their GMU e-mail accounts, which will serve as the primary mode of communication outside of Blackboard. Per university policy in compliance with federal law, the professor will only communicate with students via their GMU email accounts, and will be unable to respond to emails sent from other accounts (i.e., Gmail, yahoo, work email, etc.) Any announcements regarding the course will be sent to your GMU account. I will respond to emails within 48 hours, excluding weekends.

### Time Limits

Enrollment in the internship must total not fewer than three credit hours, representing a minimum of 320 clock-hours of field-based internship experiences. The completion of the internship takes place over a period of *not fewer than* 12 months. Candidates must complete and submit their culminating portfolio, the Collective Record, within 18 months of the date their Internship Plan is approved by their University Supervisor (the instructor for this class).

The University Supervisor may require revision and resubmission of the Collective Record, and/or completion of additional internship activities in order to successfully complete the internship. Candidates must complete the internship and receive a satisfactory grade within 24 months of the date their Internship Plan is approved by their University Supervisor. Failure to satisfactorily complete the Collective Record and be graded in EDLE 791 will result in being assigned an NC (no credit) grade. Candidates who exceed the 24-month time limit may re-enroll in EDLE 791 to complete their internships

### Grading

This course takes place over an extended period of time, so students receive a grade of IP (“in-progress”) at the end of the first semester. Students are ultimately graded as “satisfactory” (S) or “no credit” (NC).

As such, for each unit of this class, students are graded as “S” or “NC” as described below. A grade of “NC” for any unit indicates that the student has not fulfilled the requirements of the internship and must register anew for the class in a subsequent semester.

### TK20 Performance-Based Assessment Submission Requirement

Every student registered for any Education Leadership course with a required performance-based assessment is required to submit this assessment, **The Collective Record**, to Tk20 through Blackboard (regardless of whether the student is taking the course as an elective, a onetime course or as part of an undergraduate minor). Evaluation of the performance-based assessment by the course instructor will also be completed in Tk20 through Blackboard. Failure to submit the assessment to Tk20 (through Blackboard) will result in the course instructor reporting the course grade as Incomplete (IN). Unless the IN grade is changed upon completion of the required Tk20 submission, the IN will convert to an F nine weeks into the following semester.

### ***Participation Requirements (600 points)***

To maximize learning and engagement in the online environment, students are expected to participate actively in asynchronous class discussions, asynchronous and synchronous group activities, and serve as critical friends to other students. Below is a list of all required learning activities, by unit, which will count toward your overall participation grade. Please refer to the Course Participation Rubric for details.

**Unit 1 (100 points)** - A main goal of the initial semester of EDLE 791 is completion of the internship plan. Plans are based on ELCC standards. Approval of the internship plan marks the culmination of the unit, and is the candidate’s admission to clinical practice in the EDLE program. Candidates must receive approval of their internship plan from their university

supervisor before they may engage in internship activities. A grade of “S” will be assigned if you earn 80 or more points on this unit.

- Scavenger hunt worksheet (10 points)
- Internship application (10 points)
- Critical reflection – shadowing your principal (10 points)
- Group assignment – Standards and activities (20 points)
- Submit plan to university supervisor for final approval (50 points)

**Unit 2 (500 points)** - Unit 2 of this class involves implementing the internship plan, i.e., conducting your internship. A grade of “S” will be assigned if you earn 400 or more points on this unit. The following participation activities are required for Unit 2:

- You will be posting reflections and artifacts for each required performance and at least two additional activities per standard to provide evidence of your leadership learning during the internship. Each posting is worth 10 points. You may earn at least 290 points (17 required activities plus at least two additional activities per standard). A maximum of 350 points may be earned for these postings (there are 17 required activities plus up to three additional activities per standard).
- Every two months for one full year you will submit via BlackBoard a log of all of your internship activities completed for that two-month period. Each submission is worth 10 points. You must submit at least five of the six required log entries (50 points minimum, 60 points maximum)
- Group collaborative or individual Skype sessions will be held at least once a semester during internship. You must attend at least two of these sessions. Each session is worth 30 points (60 points minimum, 90 points maximum).

**Collective Record (400 points)** - Unit 3 of this class involves completing and submitting the culminating portfolio, the Collective Record of internship activities. The Collective Record is graded using two rubrics, one for internship activities excluding the School Improvement Project, and one for the School Improvement Project, which deals primarily with the intern’s impact on student learning.

- Face-to-face meeting with site supervisor.
- Post site supervisor evaluation of intern.
- Finalize collective record, submit to university supervisor.
- Skype meeting with university supervisor

The Collective Record is the performance-based assessment for this class. To receive a grade of “S”, you must score a 3.2 or better (on a 4.0 point scale) on both assessments of the Collective Record, i.e., 160 points for each assignment. Note, also, that taking and passing the **School Leaders Licensure Assessment (SLLA)** is a requirement for receiving an S grade for EDLE 791. The candidate’s SLLA record must be scanned into the appropriate section of the Collective Record.

**The SLLA is a required performance for EDLE 791.**

### **Course Policies**

Assignments are due by 11:59 p.m. on the dates listed on the syllabus. Late assignments will not be accepted except in emergency situations that have been discussed and approved by the

instructor in advance of the due date. Please take advantage of instructor office hours and availability to get assistance **prior** to assignment deadlines.

### GMU Policies and Resources for Students

#### *Policies*

- Students must adhere to the guidelines of the Mason Honor Code (see <https://catalog.gmu.edu/policies/honor-code-system/> ).
- Students must follow the university policy for Responsible Use of Computing (see <http://universitypolicy.gmu.edu/policies/responsible-use-of-computing/>).
- Students are responsible for the content of university communications sent to their Mason email account and are required to activate their account and check it regularly. All communication from the university, college, school, and program will be sent to students **solely** through their Mason email account.
- Students with disabilities who seek accommodations in a course must be registered with George Mason University Disability Services. Approved accommodations will begin at the time the written letter from Disability Services is received by the instructor (see <https://ds.gmu.edu/>).

#### *Campus Resources*

- Support for submission of assignments to Tk20 should be directed to [tk20help@gmu.edu](mailto:tk20help@gmu.edu) or <https://cehd.gmu.edu/aero/tk20>. Questions or concerns regarding use of Blackboard should be directed to <http://coursesupport.gmu.edu/>.

For information on student support resources on campus, see <https://ctfe.gmu.edu/teaching/student-support-resources-on-campus>



## EDLE 791 Weekly Course Schedule

### Schedule of Unit 1:

Date	Lesson	Assignment	Due
9/4/19 Face 2 Face Meeting	Orientation, introduction to internship	Scavenger hunt worksheet	9/18/19
9/25/19 Face to Face Meeting	Introduction to Internship  Reflections  Read Unit 1 lessons 1 & 2	Completed and signed Internship Application Form (submitted online to Blackboard)  Reflection - shadowing your principal	10/2/19
10/16/19 Face to Face Meeting	ELCC standards and activities (Unit 1, Lesson 3)  Peer review of internship plans	Group assignment – Standards and activities	
11/13/19 Face to Face Meeting	Completing the internship plan	Complete draft of internship plan, submit for peer review	11/4/19
		Peer review completed, revise plan accordingly	11/13/19
		Meet with site supervisor for feedback	11/4-11/22
10/16/19 through 12/4/19		Receive feedback, revise plan accordingly	11/22/19
		Submit final <b>internship plan</b> to university supervisor for final approval via Blackboard	11/27/19
12/4/19 Final Face to Face Meeting	Review material on internship record keeping and/or wrap up		

**Schedule of Unit 2:**

Week of...	Lesson	Assignment	Due
01/15/20	Conduct Internship	Post reflections and artifacts for required and additional activities	Ongoing
		Bi-monthly submission of logs	
		1. Logs for late November and December 2019	<b>01-15-20 (or earlier)</b>
		2. Logs for January 2020 and February 2020	<b>03-11-20</b>
		3. Logs for March 2020 and April 2020	<b>05-13-20</b>
		4. Logs for May 2020 and June 2020	<b>07-15-20</b>
		<b>Ethnography Part II (assigned in EDLE 620)</b>	<b>07-30-20</b>
		5. Logs for July 2020 and August 2020	<b>09-16-20</b>
	6. Logs for September 2020 and October 2020	<b>11-18-20</b>	
		Small group and large group meetings	TBA

**Schedule of Unit 3:**

Week of...	Lesson	Assignment	Due
1/15/21	Introduction & Completing the Collective Records	Review grading rubrics for Collective Record and SIP project posted to Blackboard	
		Review requirements for Collective Record (Unit3, Lesson 1)	
No later than 18 months after approval of internship plan		Ethnography Part III (assigned in EDLE 620)	Collective Record is due no later than 18 months from date Internship Plan was approved (see Internship manual)