

# ORGANIZATIONAL CHANGE CERTIFICATE

Certificate of Advanced Study

<https://www.towson.edu/coe/departments/leadership/grad/orgchangeas/>

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The Certificate of Advanced Study (CAS) in Organizational Change is a 30-unit interdisciplinary program designed for students wishing to continue their education at the post-master's level and complete a state-approved Administrator I program.

## Requirements

### Admission Requirements

Application deadlines and a full listing of materials required for admission can be found on the website.

### Degree Requirements

| Code                                  | Title   | Units     |
|---------------------------------------|---|-----------|
| <b>Requirements for Certification</b> |   |           |
| ILPD 603                              | LEGAL AND ETHICAL ISSUES IN EDUCATION                         | 3         |
| ILPD 667                              | CURRICULUM & ASSESSMENT FOR INSTRUCTIONAL DEVELOPMENT         | 3         |
| ILPD 716                              | LEADERSHIP OF THE SCHOOLS                                     | 3         |
| ILPD 740                              | EVIDENCE-BASED DECISION MAKING FOR CURRICULUM AND INSTRUCTION | 3         |
| ILPD 781                              | SEMINAR IN SUPERVISION  | 3         |
| ILPD 797                              | INTERNSHIP IN INSTRUCTIONAL LEADERSHIP <sup>3</sup>           | 3         |
| <b>Total Units</b>                    |   | <b>18</b> |

| Code  | Title  | Units |
|---|--|-------|
| <b>Electives</b>  |  |       |
| Students will select four electives which may come from this list below, or other courses may be selected as suitable to particular professional needs through consultation with the adviser. |  | 12    |
| ILPD 668  | LEADERSHIP & GROUP DYNAMICS                              |       |
| ILPD 675  | LEADERSHIP AND ACTION RESEARCH                           |       |
| ILPD 676  | PROFESSIONAL COMMUNICATIONS FOR SCHOOL LEADERS           |       |
| ILPD 739  | LEADERSHIP THEORY & PRACTICE FOR EDUCATIONAL LEADERS     |       |
| ILPD 742  | TRANSFORMATIONAL LEADERSHIP AND PROFESSIONAL DEVELOPMENT |       |
| ILPD 743  | LEARNING COMMUNITIES AND ORGANIZATIONAL CHANGE           |       |
| ILPD 745  | SCHOOL BUDGETING AND FISCAL PLANNING                     |       |
| ILPD 746  | CULTURES AND CONTEXTS OF EQUITABLE SCHOOLS               |       |

|          |  |
|----------|--|
| ISTC 702 | EDUCATIONAL LEADERSHIP AND TECHNOLOGY                              |
| SPED 633 | SCHOOL, FAMILY AND COMMUNITY COLLABORATION FOR DIVERSE POPULATIONS |

## Administrator I Certification

Please see requirements on Administrator I Certification page.

## Learning Outcomes

The Instructional Leadership and Professional Development Department offers three MSDE-approved programs for Administrator I preparation: a Master of Science in Transformational Educational Leadership, a graduate certificate (Educational Administrator I), and a Certificate of Advanced Studies (Organizational Change). All fulfill the National Educational Leadership Preparation (NELP) standards required for beginning educational leaders. NELP standards are aligned with the Professional Standards for Educational Leaders (PSEL) for current educational leaders.

Candidates who successfully complete a building-level educational leadership preparation program understand and demonstrate the capacity to promote the current and future success and well-being of each student and adult by applying the knowledge, skills and commitments necessary to:

1. Collaboratively lead, design, and implement a school mission, vision, and process for continuous improvement that reflects a core set of values and priorities that include data use, technology, equity, diversity, digital citizenship, and community.
2. Understand and demonstrate the capacity to advocate for ethical decisions and cultivate and enact professional norms.
3. Develop and maintain a supportive, equitable, culturally responsive, and inclusive school culture.
4. Evaluate, develop, and implement coherent systems of curriculum, instruction, data systems, supports, and assessment.
5. Engage families, community, and school personnel in order to strengthen student learning, support school improvement, and advocate for the needs of their school and community.
6. Improve management, communication, technology, school-level governance, and operation systems to develop and improve data-informed and equitable school resource plans and to apply laws, policies, and regulations.
7. Build the school's professional capacity, engage staff in the development of a collaborative professional culture, and improve systems of staff supervision, evaluation, support, and professional learning.
8. Synthesize and apply the knowledge and skills identified in NELP standards 1–7 in ways that approximate the full range of responsibilities required of building-level leaders.