Lessons From the Field: Merging Best Practices with Theory in Educational Leadership Simulation Design

Immersive Learning University
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Presentation Overview

- Overview of Penn GSE Educational Leadership Simulation Development Project
  - Who
  - What
  - When
  - How

- Next steps

- Penn Executive Doctorate Programs
Who

Current practitioner-leaders, working in the field

- Early adopters
- Theory and practice together – integral part of what Penn GSE is committed to
  - Strong theoretical basis with current practice experience
- Capturing the experiences of current leaders before their experience and expertise leaves the field
- Alumni network of the Mid-Career Doctoral Program in Education and Organizational Leadership
  - Network of Simulation writer/developers
What

Library of micro-simulations, mini-simulations, and more extensive mega-simulations covering various issues in education leadership

Simulations become a new form of scholarly, peer-reviewed publication from the field
Current pilot modules

- Text-based sims
  - The “Super Sim” – simulating the first four days on the job as a new superintendent
  - The “Budget Sim” – simulating a middle school principal tasked with a 15% budget cut

- Multi-media sim
  - The “Post-Ob Sim” – simulating the teacher conference with the principal after a classroom observation
Initial proto-type:
The new superintendent
Macro simulation 1: The budget cut
Macro simulation 1: The budget cut (continued)
Future micro-simulations (multimedia interface)

- **Focus on instructional leadership**
  - The post-conference (a simulation of a post-observation conference with a math teacher)

- **Focus on family engagement**
  - The parent group (a simulation of a principal’s parent advisory group meeting)

- **Focus on legal issues**
  - The expulsion (a simulation of the response to a significant behavioral incident)
  - The IEP Team (a simulations of an Individualized Education Plan team meeting)
Standards Alignment

- All decision-points aligned to national or local standards
  - Currently aligned to Educational Leadership Constituents Council (ELCC) *Standards for Advanced Programs in Educational Leadership*.
  - Easily also aligned to Interstate School Leaders Licensure Consortium (ISLLC) *Standards*
  - Custom alignment to appropriate local standards
When

- Throughout the education leadership life-cycle as a professional development tool
  - Education-leader preparation programs
  - On-going administrative team professional development
  - Pre-employment screening process step
  - CEU continuing education for veteran education leaders
When – Lifespan Learning in Education Leadership

Figure 4. Lifespan of a School or District Leader: Applications of the Simulation Tool
When (continued)

Extensions
- Aspiring school/district leaders
- Parents
- School board members
How

Different versions depending on the “when” [Cassie and Karen’s session]

- Primary design – Formative/Collaborative professional development or classroom use (blended instruction model)
- For individual learning – Board member training
- For assessment – Summative/Independent pre-employment screening element; administrator preparation program capstone assessment; CEU awards
Next Steps

- Initial training on SimWriter Pro for Mid-Career Network Alumni “early adopters”
- Funding opportunities for training and deployment – grant proposals, etc.
- Development of peer-review standards for content: Does the sim accurately represent the practical experience and the application of theory?
- Vertical markets – expansion to include teacher education, Independent Schools, Higher Ed, and CLO
Penn GSE Executive Leadership Programs

- Mid-Career Doctoral Program in Education Leadership
  - [http://www.gse.upenn.edu/degrees_programs/midcareer](http://www.gse.upenn.edu/degrees_programs/midcareer)

- Executive Doctorate in Higher Education Management
  - [http://www.gse.upenn.edu/execdoc](http://www.gse.upenn.edu/execdoc)

- PennCLO – Chief Learning Officer
  - [http://www.gse.upenn.edu/node/1083](http://www.gse.upenn.edu/node/1083)
Interested in using this tool in your program or district? For further details, contact:
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