Educational Leadership Simulation Development Project

**University Council for Educational Administration
Annual Convention
November 2011**

Presentation Overview

- Overview of project status
- Key points, considerations, and project highlights
- Implementation in graduate courses and continuing education/professional development programs
- Proposed facilitation model (Sample Facilitator Presentation)
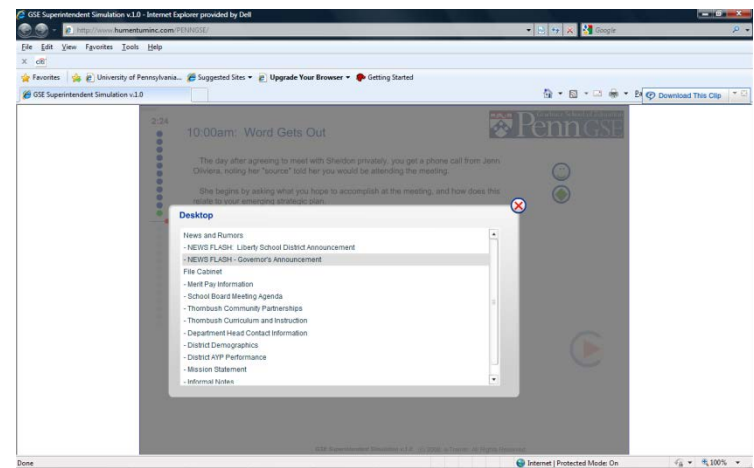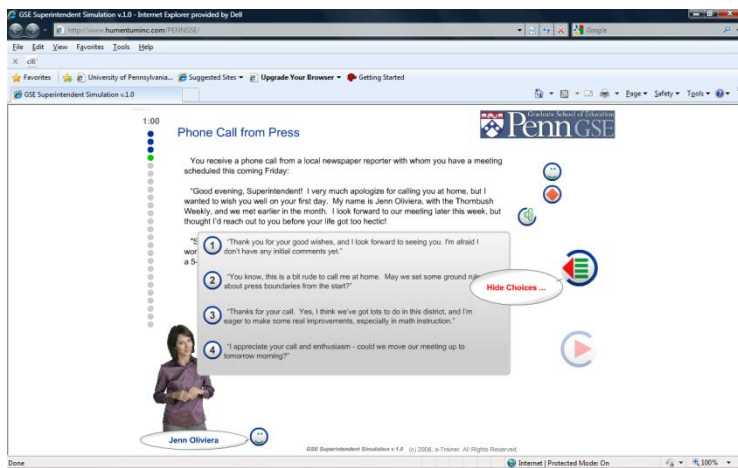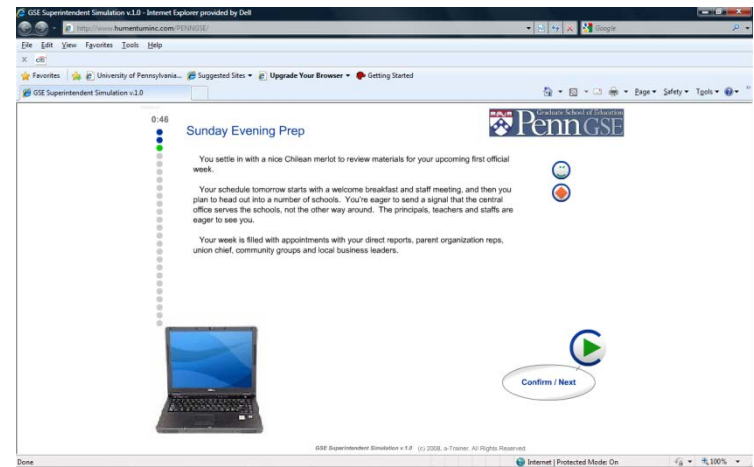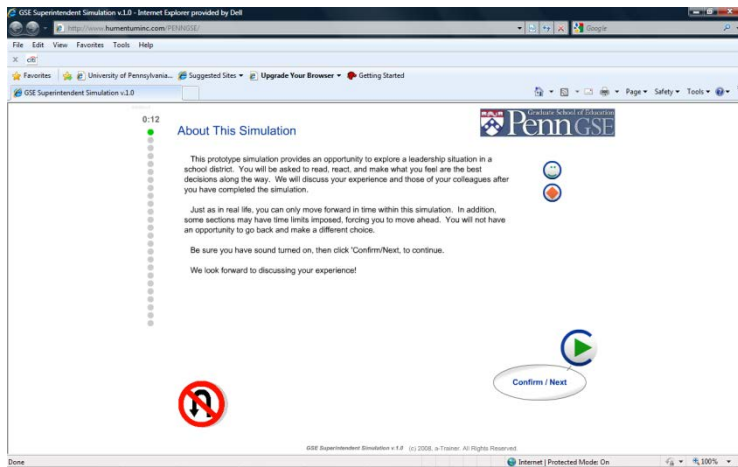- Further information/Q&A

Project Status

- Current simulations (text-based interface)

- Future micro-simulations (multimedia interface)

- Ongoing development work
  - Partnering with NexLearn, LLC, to utilize SimWriter® Pro for new multimedia interface
  - Building capacity through a network of simulation "writers"
  - Establishing peer-review standards and procedures for educational leadership simulations

Current Simulations

- Initial proto-type: The new superintendent (a simulation of the first days on the job for a new superintendent)

- Macro simulation 1: The budget cut (a simulation of the process around making substantial, hard budget cutting decisions)

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)

Ongoing development work

- Partnering with NexLearn, LLC, to utilize SimWriter® Pro for new multimedia interface

- Building capacity through a network of simulation "writers"

- Establishing peer-review standards and procedures for educational leadership simulations

Examples of the SimWriter® Pro multi-media interface
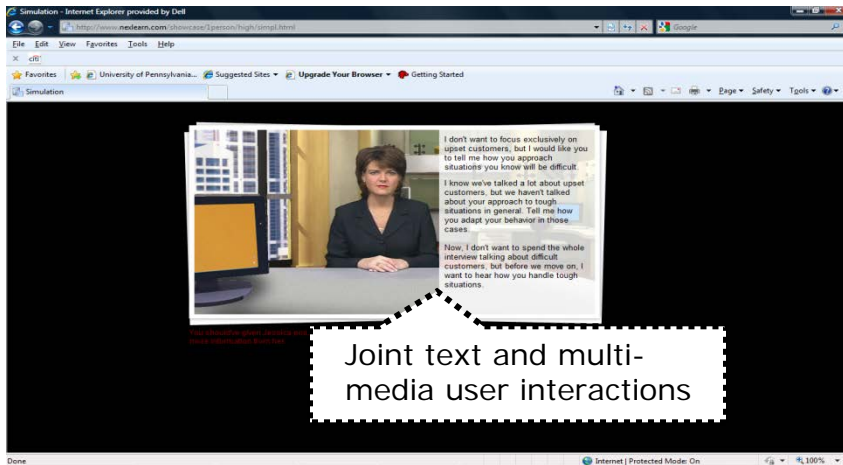
Joint text and multi-media user interactions
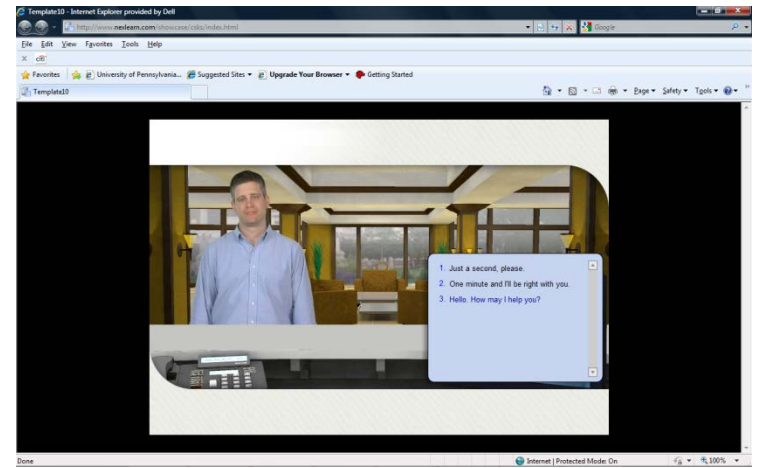
Integrated video and audio
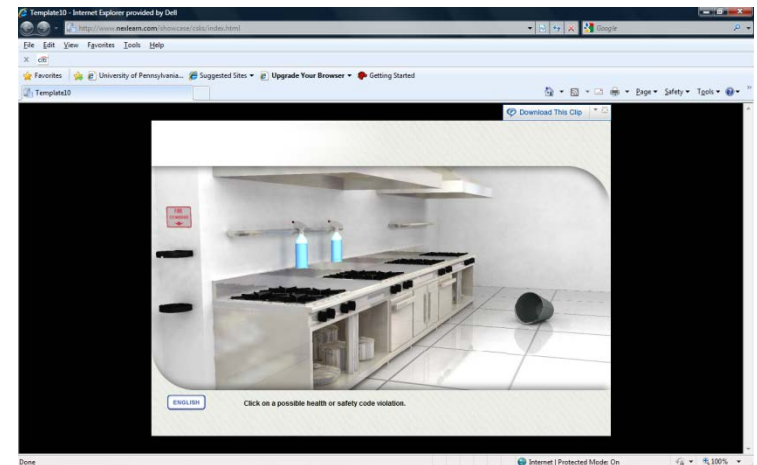
Some Key Considerations

- This is the Graduate Course/Professional Development version of the simulation
  - Catalyst for learning discussions, both among team members making decisions together, as well as in debriefing with the facilitator
  - Bridging from the simulated world back to the real world of the participants is central to the methodology

- There are a number of tracking possibilities that could go along with implementations of both the PD and Assessment versions (may be able to integrate with Learning Management Systems)
  - what choices were made by most participants
  - what choices were made by specific candidates
  - roll-up results showing results per district implementation, etc.

- Assessment version may have more opportunities for text entry responses.
  - Could be used as a formative or summative course assessment
  - May integrate into a school leadership search process, gathering data comparable to a situational interview for consideration by a search committee to inform and aid hiring decisions

Standards Alignments

- **All decision-points aligned to national 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 is available

Sample Facilitator Introductory Presentation

Adaptable for use in graduate classrooms, continuing education programs, or professional development environments

Agenda

- Introduction to simulation
  - Group assignments (small teams of 3-5)
  - Navigation and decision making
  - Run simulation
- Ongoing reflection
  - Within simulation (text entry following key decisions)
  - Ongoing paper notes (questions, thoughts, epiphanies)
- Simulation debrief
  - Consensus building issues
  - Budget prioritization
  - Outcomes
- Process debrief
  - What worked/didn't work
  - What surprised you
  - What will you apply back on the job

What Is the Simulation?

- You will play the role of a middle school principal tasked with making a substantial budget cut after the public acceptance of your original budget

- You will interact with characters, make decisions, and see the consequences of your choices

- You will not be scored, there are not necessarily explicitly correct or incorrect choices

- You will leverage your simulation experience to better understand the issues around these types of scenarios

Navigation and Decision Making

- Just as in real life, you may only move forward in time and you must live with the consequences of your choices – there is no going back.

- The best choices may involve trade-offs, and you will need to determine how to optimize among a given set of options.

- Assign someone to use the mouse for the entire round, but make decisions as a group.

- Assign someone to identify "events of interest" that you want to discuss with the large group following simulation play.

Navigation and Decision Making

Click the red diamond to see documents on your desktop.

Click the green list button to see choices.

FIRST, Click on the number of your selected response.

THEN, Click the red triangle to "play" out your decision.

Running the Simulation

- Assign person to use the mouse.
- Assign person to capture "events of interest"
- Be aware of the time and keep moving.
- Simulation should be completed within 45 minutes

Simulation Debrief

- Share "events of interest"
- Challenges & Outcomes
  - Consensus building
  - Budget prioritization
- Other thoughts

Process Debrief

- What worked/what didn't work?

- What surprised you?

- What will you apply back on the job?

Discussion/ Questions & Answers

**Interested in using this tool
in your program or district?**
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