

Administrative Leadership

Educational Administration & Supervision Program

Guiding Principles and Administrator Standards

UWM Core Guiding Principle of Urban Education/Equity

All programs at UWM leading to licensure by the Wisconsin Department of Public Instruction have adopted a unified guiding principle centered on advocating for and providing an equitable education to all students, within a culture of inspiration, high expectations, accountability and quality services. Individuals licensed through UWM will demonstrate an understanding of the unique characteristics of urban contexts and keep issues of race, class, culture, and language at the forefront of their work.

Candidates have substantive knowledge about the varieties of urban contexts and cultures, the forces that maintain poverty, and other powerful historic and contemporary beliefs and traditions that support discrimination in society. They understand how other social identities, including gender, disability, sexual orientation, and religion, intersect with the forces of poverty, cultural traditions, language, and racism and lead to inequity in teaching and learning.

This Urban Education/Equity Principle is aligned with UWM's commitment to the urban community and influences our interpretation of state licensing standards and how they are assessed. Throughout their programs and in their portfolios, candidates address the Urban Education/Equity Principle as they interpret the performance standards of the applicable license.

UWM-WI Administrator Standards

These standards are based on Wisconsin's seven Administrator Standards. It is important to note that Wisconsin adopted the six Standards for School Leaders developed in 1996 by the Interstate School Leaders Licensure Consortium (ISLLC). Wisconsin added another standard, which appears first on the list — understanding and developing competence in the WI Teacher Standards. UWM faculty and staff have interpreted these standards for UWM candidates to show greater alignment with our Urban Education/Equity Core Guiding Principle.

Standard #1. Understanding and Demonstrating Competence in the Teacher Standards

Wisconsin State Administrator Standard #1: The administrator has an understanding of and demonstrates competence in the Ten Teacher Standards.

For UWM candidates, this requires administrators to have the knowledge base and practical ability to actively support the professional development of teachers in all areas of teaching and learning. Teacher development for UWM prepared administrators encompasses the purposeful endeavor of furthering teachers' abilities to understand and apply knowledge gleaned from a variety of sociological, cultural and psychological theories in the expansion and enhancement of practicing teachers' professional development.

Standard #2. Facilitating a Vision of Learning

Wisconsin State Administrator Standard #2: The administrator leads by facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared by the school community.

For UWM candidates, administrators will understand the importance of a strongly articulated vision of learning for all students in all contexts. Administrators also have the ability to lead collaborative efforts in the creation of highly successful, responsive and reflective learning environments for teachers and students. Learning is broadly conceived within an understanding of students' unique needs and in the context of an understanding of schools as complex social and cultural systems in a pluralistic and democratic society.

Standard #3. School Culture and Instructional Program

Wisconsin State Administrator Standard #3: The administrator manages by advocating, nurturing and sustaining a school culture and instructional program conducive to pupil learning and staff professional growth.

For UWM candidates, administrators understand learning as subject area competence, the achievement of WI state standards for K-12 students, the development of an active and engaged citizenry among youth, and as a journey of personal growth and self-fulfillment for both teachers and students. Students' unique needs and the diversity among learners are acknowledged and nurtured in the development and sustainability of engaged learning environments in schools. Diverse values and perspectives are supported in a school culture that fosters achievement for self, social and subject area knowledge.

Standard #4. Organizational Change and Management

Wisconsin State Administrator Standard #4: The administrator ensures management of the organization, operations, finances, and resources for a safe, effective and efficient learning environment.

For UWM candidates, administrators must be able to promote learning by effective, efficient, and equitable utilization and distribution of resources. They use their knowledge of efficient

organizational operations and finances to create learning environments conducive to the success of all students in the most fiscally responsible way. Candidates understand that resource management should facilitate quality teaching, student achievement, and student development. Proper allocation of resources includes selection and support of personnel, adequate facilities, good instructional materials, and modern technology.

Standard #5. Collaboration with Families and Communities

Wisconsin State Administrator Standard #5: The administrator models collaboration with families and community members, responding to diverse community interests and needs, and mobilizing community resources.

For UWM candidates this means understanding the importance of and promoting strong family and community relations with schools. Collaboration and communication with families, governmental agencies, social service organizations, the media, businesses and higher education institutions are viewed as critical to effective schooling. Candidates regard students' families and others as vital figures and key contributors in the promotion of student success in schools.

Standard #6. Acting with Integrity, Fairness, and in an Ethical Manner

Wisconsin State Administrator Standard #6: The administrator acts with integrity, fairness, and in an ethical manner.

For UWM candidates this means being able to serve as strong adult role models for others. They accept responsibility by using their position ethically and constructively on behalf of others within the school/district community. They set a positive tone in their interactions with one another and with members of the school, district, and larger community and demonstrate a respect for the rights of others. They integrate social responsibility with

sensitivity to student diversity in their engagements with students, teachers, and families.

Standard #7. The Political, Social, Economic, Legal and Cultural Context

Wisconsin State Administrator Standard #7: The administrator understands, responds to, and interacts with the larger political, social, economic, legal, and cultural context that affects schooling.

For UWM candidates this means understanding the importance of acknowledging and responding to their work within the larger political, social, economic, legal, and cultural context. They advocate for policies and programs that promote equitable learning opportunities and success for all students with clear considerations of socioeconomic backgrounds, ethnicities, race, disabilities, religious differences, gender and other cultural or social differences.