



**EDUCATIONAL LEADERSHIP DOCTORAL PROGRAM
LEADERSHIP STANDARDS/PERFORMANCE INDICATORS
COURSE MATRIX**

Instructions: For each Leadership Standard Performance Indicator (e.g., LPI 1.1), please mark the course you believe prepares students to be successful on the performance indicator using the following: **G – General Preparation (Coverage)**, **S – Specific Preparation (Measured Course Objective)**.

LEADERSHIP STANDARD 1 – FOUNDATIONAL KNOWLEDGE: The EdD program candidate demonstrates an understanding of and appreciation for seminal and current theories, research, and key concepts related to effective leadership.

Performance Indicators	Orientation (EDLD 702)	Leadership 1 (EDLD 710)	Leadership 2 (EDLD 720)	Leadership 3 (EDLD 730)
LPI 1.1. Demonstrates a useful perspective on leadership as a process. (1)		S		
LPI 1.2. Demonstrates knowledge concerning a variety of theories about leadership. (2)	G	S		
LPI 1.3. Demonstrates knowledge about effective leadership <i>research and best practices</i> . (3)	G	G		

LEADERSHIP STANDARD 2 – SELF-UNDERSTANDING & LIFELONG LEARNING: The EdD program candidate demonstrates an understanding of self and a commitment toward continued personal development through the lens of effective leadership qualities.

Performance Indicators	Orientation (EDLD 702)	Leadership 1 (EDLD 710)	Leadership 2 (EDLD 720)	Leadership 3 (EDLD 730)
LPI 2.1. Demonstrates an understanding of one’s own leadership style and personality type and consequent implications for working with others. (4)	G	S	G	G
LPI 2.2. Demonstrates an understanding of personal leadership strengths and areas for improvement. (5)	S	S	G	G
LPI 2.3. Demonstrates greater self-confidence in one’s own capacity for effective leadership. (6)		S	G	G

LPI 2.4. Demonstrates an understanding that leadership development is not a destination but a perpetual professional journey. (7)	S	G	G	G
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LEADERSHIP STANDARD 3 – ETHICS, PHILOSOPHY, CRITICAL THINKING, & COMMUNICATION SKILLS: The EdD program candidate demonstrates ethical leadership, guided by a personal leadership philosophy and supported with effective critical thinking and communication skills.

Performance Indicators	Orientation (EDLD 702)	Leadership 1 (EDLD 710)	Leadership 2 (EDLD 720)	Leadership 3 (EDLD 730)
LPI 3.1. Demonstrates an understanding of the range of values and beliefs that influence ethical decision-making. (8)		G	G	G
LPI 3.2. Demonstrates personal philosophy of leadership and code of ethics. (9)		S	G	G
LPI 3.3. Demonstrates an understanding of moral and ethical dimensions of leadership as they inform and help one lead with integrity. (10)		G	G	G
LPI 3.4. Demonstrates analytical and critical thinking skills to help communicate ideas effectively. (11)	G	G	S	G

LEADERSHIP STANDARD 4 – APPLICATION: The EdD program candidate demonstrates the ability to apply key concepts and principles related to effective leadership.

Performance Indicators	Orientation (EDLD 702)	Leadership 1 (EDLD 710)	Leadership 2 (EDLD 720)	Leadership 3 (EDLD 730)
LPI 4.1. Demonstrates the ability apply leadership theory in real-life organizational settings and contexts. (12)		G	G	S
LPI 4.2. Demonstrates the ability to apply effective leadership concepts and strategies to real-life personal and work situations. (13)		G	G	G
LPI 4.3. Demonstrates the development of a psychological contract to maintain a workplace culture in which employers and employees treat one another fairly. (14)			G	S

LEADERSHIP STANDARD 5 – MOTIVATION & INTERPERSONAL DYNAMICS: The EdD program candidate demonstrates an understanding of the role of motivation and interpersonal dynamics in effective leadership.

Performance Indicators	Orientation (EDLD 702)	Leadership 1 (EDLD 710)	Leadership 2 (EDLD 720)	Leadership 3 (EDLD 730)
LPI 5.1. Demonstrates an understanding of how leaders motivate individuals and groups to improved performance. (15)	G	G	G	S
LPI 5.2. Demonstrates an understanding of how effective interpersonal communication, conflict management, and group decision-making contribute to effective leadership. (16)		G	S	G
LPI 5.3. Demonstrates the ability to lead a group of individuals successfully through a detailed problem-solving project. (17)		G	G	G

LEADERSHIP STANDARD 6 – EFFECTIVE & APPROPRIATE USE OF POWER: The EdD program candidate demonstrates an understanding of the role of power in effective leadership.

Performance Indicators	Orientation (EDLD 702)	Leadership 1 (EDLD 710)	Leadership 2 (EDLD 720)	Leadership 3 (EDLD 730)
LPI 6.1. Demonstrates an understanding of the relationships among the concepts of influence, power, and authority. (18)		G	G	S
LPI 6.2. Demonstrates an understanding of how effective leaders use power through and with (rather than over) people to achieve organizational goals. (19)		G	G	S

LEADERSHIP STANDARD 7 – CHANGE & FLEXIBILITY: The EdD program candidate demonstrates an understanding of the importance of change and flexibility in effective leadership.

Performance Indicators	Orientation (EDLD 702)	Leadership 1 (EDLD 710)	Leadership 2 (EDLD 720)	Leadership 3 (EDLD 730)
LPI 7.1. Demonstrates an understanding of how to lead and institutionalize change within an organization. (20)		G	G	G
LPI 7.2. Demonstrates the ability to apply general leadership principles from various venues within educational settings. (21)		G	G	G