

Program Foundation Assignment

Abraham Garcia

Minnesota State University-Mankato

Introduction to School Administration

EDLD 671-82

June 23rd, 2023

Data Analysis

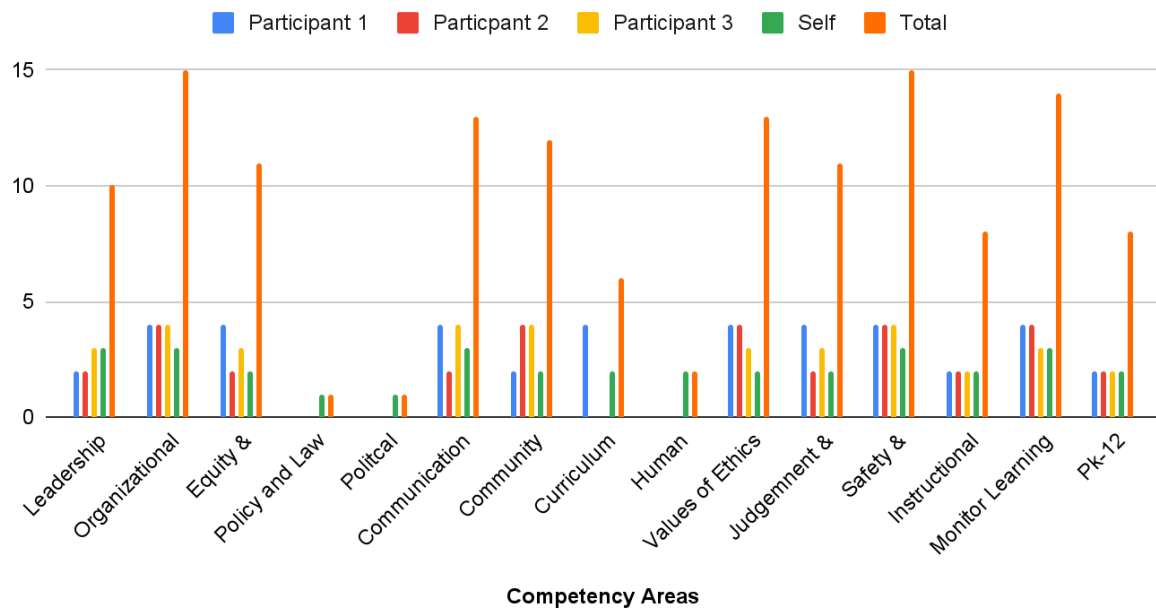
Chart 1: Overall Scores for Core Administrative Competencies

N=Not observed 1=Below Expectation 2=Developing 3=Meets Expectation 4=Exceeds Expectation						
Competency Areas	Participant 1	Participant 2	Participant 3	Self	Total	Avg.
Leadership	2	2	3	3	10	2.5
Organizational Management	4	4	4	3	15	3.75
Equity & Culturally Responsive Leadership	4	2	3	2	11	2.75
Policy and Law	N	N	N	1	1	1
Political Influence and Governance	N	N	N	1	1	1
Communication	4	2	4	3	13	3.25
Community Relations	2	4	4	2	12	3
Curriculum Instruction & Assessment for the Success of ALL Learners	4	N	N	2	6	3
Human Resource Management	N	N	N	2	2	2
Values of Ethics of Leadership	4	4	3	2	13	3.25
Judgment & Problem Analysis	4	2	3	2	11	2.75
Safety & Security	3	2	3	3	11	2.75
Instructional Leadership (PK-12)	2	2	2	2	8	2
Monitor Learning (PK-12)	4	4	3	3	14	3.5
Pk-12 Leadership	2	2	2	2	8	2

The survey I produced and dispersed to three participants consisted of 15 questions. The questions pertained to the administrative core competencies and where they believe my expertise level is in each of the competency areas. If the participants hadn't had the opportunity to observe me on any of the core competencies, I was given an "N" for not observing. If at any time the participant observed me, they were able to then choose from below expectation, developing, meeting expectation, or exceeding expectation. I then put a numerical value to each of the

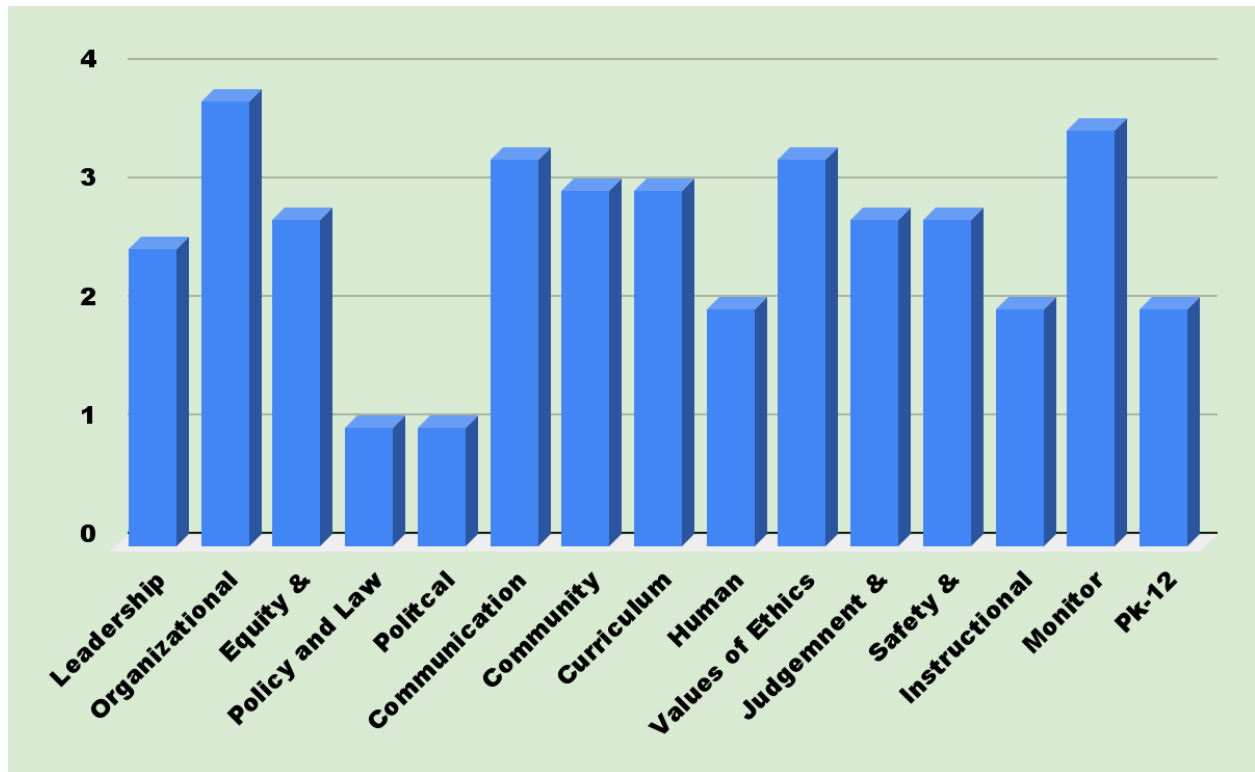
options the participant was able to choose from. The chart above (Chart 1) explains how each participant (including myself) scored me on each of the core competencies including the three K-12 sub-competencies. Based on my scores according to all the participants and myself, my growth areas were Organizational Management, Community Relations, and Monitor Learning. The growth areas based on my scores, were Policy & Law, Political Influence & Governance, and Human Resource Management.

Chart 2 Overall Scores for Core Administrative Competencies (Bar Graph)



The presented bar graph, denoted as chart 2, gives a clear picture of my strengths and growth areas. This bar graph displays the value for each of the competency areas based on the results from all the participants. This graphical representation captures a clear assessment of my individual scores, as well as a comparison to others.

Chart 3 The Mean of Each Competency Area



The chart above (Chart 3) shows the mean of each competency area. The mean provides a quick summary of the central tendency of the data. By including it in a bar graph, you can visually represent the average value and overall trend. In this case, as a future justice leader, I can use this graph to understand what competency areas I need to focus on to increase that knowledge.

Strengths

Based on the survey conducted with three participants, including myself, it is evident that the areas of competency in which I demonstrated the most strength were Organizational Management, Communication, and Monitor Learning. I have always taken pride in my ability to be an effective leader, readily helping and providing valuable input and ideas across various

areas within the school where I am employed. However, as a physical educator, I have occasionally faced challenges in establishing the credibility necessary to conduct formal observations of classroom teachers. I must focus on building confidence and removing any negative perceptions, emphasizing how my leadership and decision-making abilities can positively impact our school community.

I was pleasantly surprised to discover that I received high scores in Organizational Management, as participants placed significant value on this competency. Continuously developing this skill is of importance to me, as it directly contributes to the creation of a successful and engaging educational program for all my scholars. While I believe that this high rating is primarily based on my teaching philosophy rather than the specific subcategories within this competency, I am continuously refining my organizational management skills to further enhance the learning experience for my scholars.

I do agree with the participants' assessment that Monitor Learning is one of my strengths. I take great pride in fostering an equitable and inclusive classroom environment that caters to the needs of all my scholars. However, I do acknowledge the need to expand my knowledge on my expertise in a high school setting.

As I reflect on the remaining competencies, I feel confident in the scores I have received, are somewhat accurate. It is crucial to recognize that even when self-assessing, there is always room for growth and improvement. Therefore, I will use these results as an opportunity for me to further develop my skills and continue my professional journey.

Growth Areas

Reflecting on my growth areas in policy and law, political influence and governance, and human resource management as a school principal, it is essential to recognize the significance of these competencies in effectively leading an educational institution. In terms of policy and law, I want to make strides in understanding what governs the education sector. I will stay up to date with relevant policies, laws, and regulations that can equip me with the necessary knowledge to make informed decisions that will continue to make our scholars successful. As a result of this, I will be able to develop and implement school policies that promote a safe, inclusive, and conducive learning environment for all scholars and staff.

Regarding Political Influence and Governance, I have to be actively engaged with various stakeholders, such as school boards, parents, and community members. My communication skills will allow me to build strong relationships and advocate for the needs and interests of our school community. As part of the political influence, I need to learn how to successfully gain support from stakeholders so we can work together on implementing and collaborating on policies that will help our scholars.

Another area I scored low was Human Resource Management. I need to learn to demonstrate the importance of creating a positive and inclusive school culture. I will need to learn how to focus on professional development opportunities for staff that are meaningful to all areas of the functioning school system. There are times as a specialist when what is being taught, has nothing to do with my area of expertise. I would want to learn how to implement a mentorship program that helps incoming staff (especially people of color) smoothly transition to our standard operating procedures within our school. By learning to effectively manage these areas, I can learn how to promote staff growth and retention of all staff.

Overall, my growth in policy and law, political influence and governance, and human resource management can equip me with the essential competencies required for effective school leadership. By expanding my growth in these areas, I will be able to create an equity-based and inclusive educational environment that prioritizes scholars' well-being, academic achievement, and staff development.

Plan of Action

As a school principal, my plan of action to foster growth in policy and law, political influence and governance, and human resource management is as follows:

Policy and Law:

- **Stay Updated:** I will commit to continuous learning by staying up to date with the latest developments in educational policies, laws, and regulations. Continue to research, attend workshops, and participate in professional development opportunities to expand your knowledge.
- **Collaborate with Stakeholders:** Meet with my school board, district administrators, and other education professionals to gain knowledge and make informed decisions on our scholars' challenges. Actively participate in policy discussions, sharing insights and advocating for policies that align with your school's mission and vision.
- **Develop Internal Policies:** Evaluate the existing policies within my school and identify areas that need improvement or new policies that need to be put into

place. Involve stakeholders, such as teachers, staff, and parents, in the policy process to ensure voices are being heard.

Political Influence and Governance:

- **Build Relationships:** create relationships with local officials, community leaders, and individuals who can support your school's vision and mission. I will also attend community events and engage in opportunities that will establish connections.
- **Engage in Advocacy:** Continue to identify key issues and priorities affecting my school and advocate for them. I will use social media platforms, positively, to raise awareness and influence decision-making processes.

Human Resource Management:

- **Make Professional Development Meaningful:** Continuous learning and growth for all staff by making it meaningful and relevant to the scholars we serve will be a priority.
- **Create a Positive Work Environment:** Pay attention to staff well-being and create a supportive and inclusive work environment.
- **Effective Recruitment and Retention:** Learn to develop a recruitment process to attract educators and staff members who not only align with our school's values but look like our scholars as well. Implement mentorship programs that will help retain our educators in our schools.

Resume

645 Patrick Court, River Falls, Wisconsin 54022
PHONE 651 - 402 - 1833 • E-MAIL ABRAHAM.GARCIA0823@GMAIL.COM

ABRAHAM GARCIA

OBJECTIVE

Obtain a position as a Principal

EDUCATION

- 2023- present- Minnesota State University, Mankato, MN
In the process of earning my E.d.S
- 2021- Western Governors University, Salt Lake City, Utah
Earned a Master's Degree in Curriculum and Instruction
- 2011 - 2013 Augsburg College Minneapolis, MN
Earned a Bachelor's Degree in Physical Education
- 1999 – 2000, 2002 – 2003 University of Wisconsin – River Falls, River Falls, WI
Pursued a degree in Sociology/Criminal Justice

WORK EXPERIENCE

- 2020-Present Central Park Elementary Roseville, MN
Physical Education Teacher
Responsibility to teach skills that scholars will need to participate in physical activity outside of the physical education class and skills they will need for a lifetime of physical activity.
- 2014-2020 Academia Cesar Chavez Saint Paul, MN
Physical Education Teacher
Responsibility to teach skills that students will need to participate in physical activity outside of the physical education class and skills they will need for a lifetime of physical activity.
- Athletics Director*
Organized and administered the overall program of middle school athletics for the middle school and scheduled all activities and games for a variety of sports.
Enforced physical and academic requirements of eligibility for participating in each sport and verified each student-athletes eligibility, consistent with our school policies.
- 2006 - 2012 Two Rivers High School Mendota Heights, MN
Paraprofessional
Assisted an autism scholar with his mainstream classes; compile reports on behavior, and progress and implement strategies to achieve academic goals.
- 2000 - 2006 United States Army National Guard River Falls, WI
1-128 Inf. Battalion (Bravo and Delta Company)
Military Occupational Specialty: Infantryman (11B), Radio Operator (31C)
Served in Operation Iraqi Freedom from May 2004 – November 2005

LANGUAGES

Fluent in Spanish (written and spoken)

REFERENCES

Carol Enke- Retired Augsburg Professor and Advisor

612-385-1031

Rebecca Suttan- Principal (Central Park Elementary)

612-708-1852

Bondo Nyembwe- Executive Director of Educational Services (Columbia Heights)

612-251-5559