

# EDUCATIONAL LEADERSHIP AND POLICY ANALYSIS: EDUCATIONAL POLICY ANALYSIS & EVALUATION, PHD

## REQUIREMENTS

### MINIMUM GRADUATE SCHOOL REQUIREMENTS

Review the Graduate School minimum degree requirements (<https://guide.wisc.edu/graduate/#requirementstext>) and policies (<https://guide.wisc.edu/graduate/#policiestext>), in addition to the program requirements listed below.

### NAMED OPTION REQUIREMENTS MODE OF INSTRUCTION

| Face to Face | Evening/<br>Weekend | Online | Hybrid | Accelerated |
|--------------|---------------------|--------|--------|-------------|
| Yes          | No                  | No     | No     | No          |

#### Mode of Instruction Definitions

**Accelerated:** Accelerated programs are offered at a fast pace that condenses the time to completion. Students typically take enough credits aimed at completing the program in a year or two.

**Evening/Weekend:** Courses meet on the UW-Madison campus only in evenings and/or on weekends to accommodate typical business schedules. Students have the advantages of face-to-face courses with the flexibility to keep work and other life commitments.

**Face-to-Face:** Courses typically meet during weekdays on the UW-Madison Campus.

**Hybrid:** These programs combine face-to-face and online learning formats. Contact the program for more specific information.

**Online:** These programs are offered 100% online. Some programs may require an on-campus orientation or residency experience, but the courses will be facilitated in an online format.

### CURRICULAR REQUIREMENTS

#### Requirement Detail

Minimum Credit Requirement 75 credits

Minimum Residence Credit Requirement 32 credits

|                                         |                                                                                                                                                                                                                                                                                                                                                                                         |
|-----------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Minimum Graduate Coursework Requirement | 51 credits must be graduate-level coursework. Refer to the Graduate School: Minimum Graduate Coursework (50%) Requirement policy: <a href="https://policy.wisc.edu/library/UW-1244">https://policy.wisc.edu/library/UW-1244</a> ( <a href="https://policy.wisc.edu/library/UW-1244/">https://policy.wisc.edu/library/UW-1244/</a> ).                                                    |
| Overall Graduate GPA Requirement        | 3.00 GPA required. Refer to the Graduate School: Grade Point Average (GPA) Requirement policy: <a href="https://policy.wisc.edu/library/UW-1203">https://policy.wisc.edu/library/UW-1203</a> ( <a href="https://policy.wisc.edu/library/UW-1203/">https://policy.wisc.edu/library/UW-1203/</a> ).                                                                                       |
| Other Grade Requirements                | n/a                                                                                                                                                                                                                                                                                                                                                                                     |
| Assessments and Examinations            | Doctoral students are required to take a comprehensive preliminary/oral examination after they have cleared their record of all Incomplete and Progress grades (other than research and thesis). Deposit of the doctoral dissertation in the Graduate School is required.                                                                                                               |
| Language Requirements                   | None.                                                                                                                                                                                                                                                                                                                                                                                   |
| Graduate School Breadth Requirement     | All doctoral students are required to complete a doctoral minor or graduate/professional certificate. Refer to the Graduate School: Breadth Requirement in Doctoral Training policy: <a href="https://policy.wisc.edu/library/UW-1200">https://policy.wisc.edu/library/UW-1200</a> ( <a href="https://policy.wisc.edu/library/UW-1200/">https://policy.wisc.edu/library/UW-1200/</a> ). |

### REQUIRED COURSES

| Code                                                                                                                                                                                                                                                                                                                                                                                  | Title                                                          | Credits |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------|---------|
| <b>Introduction to the Field</b>                                                                                                                                                                                                                                                                                                                                                      |                                                                |         |
| These introductory courses lay the foundational framework for work in the department. The Doctoral Inquiry class, ELPA 810, is taken during the first semester of course work, and is required for all incoming PhD students regardless of their area of interest. Students are strongly encouraged to take the second introductory course at the beginning of their studies as well. |                                                                |         |
| ELPA 810                                                                                                                                                                                                                                                                                                                                                                              | Doctoral Inquiry in Educational Leadership and Policy Analysis | 3       |
| ELPA 961                                                                                                                                                                                                                                                                                                                                                                              | Critical Issues in Educational Policy                          | 3       |

#### Core Knowledge

The department believes that students in educational administration should be familiar with four program areas of knowledge: (1) Organizations and Planning; (2) Program and Instructional Leadership and Management; (3) Politics, Policy and Finance; and (4) Learning and Diversity.

Knowledge in each of these areas is focused on providing a theoretical and empirical research knowledge base to facilitate improvements in teaching and learning in educational organizations. Students should take one course from each program area. Students who have taken similar courses at other institutions and are transferring credits for those courses should take an advanced or related Educational Leadership and Policy Analysis (ELPA) course in each area identified through consultation with their advisor.

#### Organizations and Planning

Knowledge of classic and emerging theoretical approaches to organizations; Understanding and interpreting organizational experience; Decision making; Planning and evaluation; Key relationships between organizations and their environments. Complete one of the following:

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|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|---|
| ELPA 860                                                                                                                                                                                                                                                                                                                                                                                                                               | Organizational Theory and Behavior in Education            |   |
| ELPA 875                                                                                                                                                                                                                                                                                                                                                                                                                               | Theory and Practice of Educational Planning                |   |
| <i>Program and Instructional Leadership and Management</i>                                                                                                                                                                                                                                                                                                                                                                             |                                                            |   |
| Leadership theory; Effective leadership; Functional, symbolic, political, and human aspects of leadership; Leading change; Conflict resolution; Empowerment; Sharing leadership; Motivation of self and others; Ethical and moral dimensions of leadership. Complete one of the following:                                                                                                                                             |                                                            | 3 |
| ELPA 715                                                                                                                                                                                                                                                                                                                                                                                                                               | Governance and Administration of Colleges and Universities |   |
| ELPA 845                                                                                                                                                                                                                                                                                                                                                                                                                               | School-Level Leadership                                    |   |
| ELPA 847                                                                                                                                                                                                                                                                                                                                                                                                                               | Instructional Leadership and Teacher Capacity              |   |
| <i>Politics, Policy and Finance</i>                                                                                                                                                                                                                                                                                                                                                                                                    |                                                            |   |
| Educational governance; Operating within a political environment; Understanding and interpreting political context; Principles of design and implementation of educational policies; Sources of revenues; Effective expenditure of educational dollars; Equity and adequacy issues. Complete one of the following:                                                                                                                     |                                                            | 3 |
| ELPA 831                                                                                                                                                                                                                                                                                                                                                                                                                               | Financing Postsecondary Education                          |   |
| ELPA 832                                                                                                                                                                                                                                                                                                                                                                                                                               | Resource Allocation for Equity and Social Justice          |   |
| ELPA 840                                                                                                                                                                                                                                                                                                                                                                                                                               | Public School Law                                          |   |
| ELPA 841                                                                                                                                                                                                                                                                                                                                                                                                                               | Legal Aspects of Higher Education                          |   |
| ELPA 870                                                                                                                                                                                                                                                                                                                                                                                                                               | The Politics of Education                                  |   |
| <i>Learning and Diversity</i>                                                                                                                                                                                                                                                                                                                                                                                                          |                                                            |   |
| Addressing the diverse learning needs of students; Professional development; Managing academic program, curriculum and instruction to promote student learning; Administering learning and co-curricular activities to reflect students' common and distinct experiential base. Complete one of the following:                                                                                                                         |                                                            | 3 |
| ELPA 735                                                                                                                                                                                                                                                                                                                                                                                                                               | Leadership for Equity and Diversity                        |   |
| ELPA 736                                                                                                                                                                                                                                                                                                                                                                                                                               | Administration of Student Services in Higher Education     |   |
| ELPA 848                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                            |   |
| ELPA 880                                                                                                                                                                                                                                                                                                                                                                                                                               | Academic Programs in Colleges and Universities             |   |
| ELPA 887                                                                                                                                                                                                                                                                                                                                                                                                                               | Diversity and Inequality in Higher Education               |   |
| <b>Program Depth</b>                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                            |   |
| The department believes students should have depth in at least one of the four program areas: (1) Organizations and Planning; (2) Program and Instructional Leadership and Management; (3) Politics, Policy and Finance; OR (4) Learning and Diversity. Therefore, the department requires students in Educational Leadership & Policy Analysis select 1 of the 4 domains and take at least 3 ADDITIONAL courses in that program area. |                                                            | 9 |
| If courses from other departments are permitted in one of the depth areas, at least one of the three additional courses must be an Educational Leadership and Policy Analysis (ELPA) course.                                                                                                                                                                                                                                           |                                                            |   |

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|------------------------------------------------------------|-------------------------------------------------------------------------------|
| <i>Organizations and Planning</i>                          |                                                                               |
| ELPA 860                                                   | Organizational Theory and Behavior in Education                               |
| ELPA 875                                                   | Theory and Practice of Educational Planning                                   |
| ELPA 940                                                   | Special Topics Seminar in Educational Leadership                              |
| M H R 872                                                  | Seminar in Organizational Behavior and Design                                 |
| SOC 632                                                    | Sociology of Organizations                                                    |
| OTM 770                                                    | Sustainable Approaches to System Improvement                                  |
| <i>Program and Instructional Leadership and Management</i> |                                                                               |
| ELPA 715                                                   | Governance and Administration of Colleges and Universities                    |
| ELPA 844                                                   | Technology and School Leadership                                              |
| ELPA 845                                                   | School-Level Leadership                                                       |
| ELPA 846                                                   | The School Superintendency                                                    |
| ELPA 847                                                   | Instructional Leadership and Teacher Capacity                                 |
| ELPA 848                                                   |                                                                               |
| ELPA 863                                                   | Race, Class and Educational Inequality                                        |
| ELPA 715                                                   | Governance and Administration of Colleges and Universities                    |
| ELPA 940                                                   | Special Topics Seminar in Educational Leadership                              |
| ELPA 710                                                   | Introduction to Intercollegiate Athletics Administration                      |
| ELPA 726                                                   | Data-Driven Leadership for Educational Equity and Systemic School Improvement |
| <i>Politics, Policy, and Finance</i>                       |                                                                               |
| ELPA/INTER-HE 770                                          | Community, Opportunity, and Justice                                           |
| ELPA 831                                                   | Financing Postsecondary Education                                             |
| ELPA 832                                                   | Resource Allocation for Equity and Social Justice                             |
| ELPA 840                                                   | Public School Law                                                             |
| ELPA 841                                                   | Legal Aspects of Higher Education                                             |
| ELPA/ED POL/ED PSYCH/RP & SE 842                           | Legal Foundations of Special Education and Pupil Services                     |
| ELPA 870                                                   | The Politics of Education                                                     |
| ELPA 910                                                   | Seminar in Educational Law                                                    |
| ELPA 960                                                   | Seminar in Educational Finance                                                |
| ELPA 940                                                   | Special Topics Seminar in Educational Leadership                              |
| ED POL 600                                                 | Problems in Educational Policy                                                |
| ED POL/ELPA/PUB AFFR 765                                   | Issues in Educational Policy Analysis                                         |
| ECON 711                                                   | Economic Theory-Microeconomics Sequence                                       |
| ECON 712                                                   | Economic Theory-Macroeconomics Sequence                                       |

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|----------------------------------------------|--------------------------------------------|
| ECON 741                                     | Theory of Public Finance and Fiscal Policy |
| ECON 742                                     | Theory of Public Finance and Fiscal Policy |
| PUB AFFR 869                                 | Workshop in Public Affairs                 |
| PUB AFFR/<br>POLI SCI 871                    | Public Program Evaluation                  |
| PUB AFFR/<br>POLI SCI/<br>URB R PL 874       | Policy-Making Process                      |
| PUB AFFR 974                                 | Topics in Public Affairs                   |
| PUB AFFR 880                                 | Microeconomic Policy Analysis              |
| PUB AFFR/<br>A A E/ENVIR ST/<br>POP HLTH 881 | Benefit-Cost Analysis                      |
| PUB AFFR 891                                 | State and Local Government Finance         |

#### Learning and Diversity

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|----------------------|-------------------------------------------------------------------------|
| ELPA 703             | Evaluating and Supporting Quality Classroom Teaching                    |
| ELPA 735             | Leadership for Equity and Diversity                                     |
| ELPA 736             | Administration of Student Services in Higher Education                  |
| ELPA/<br>RP & SE 835 | Leadership for Inclusive Schooling                                      |
| ELPA 848             |                                                                         |
| ELPA 863             | Race, Class and Educational Inequality                                  |
| ELPA 880             | Academic Programs in Colleges and Universities                          |
| ELPA 881             | Ideas of the University: Images of Higher Learning for the 21st Century |
| ELPA 882             | Minority-Serving Institutions of Higher Education                       |
| ELPA 886             | Internationalization of Higher Education                                |
| ELPA 887             | Diversity and Inequality in Higher Education                            |
| ELPA 888             | Assessment in Higher Education                                          |
| ELPA 940             | Special Topics Seminar in Educational Leadership                        |
| CURRIC 704           | Curriculum Planning                                                     |
| ED PSYCH 795         | Introduction to Learning Sciences I                                     |

#### Electives

Students may take any five courses inside or outside of the Department, to provide depth or breadth to program focus. Students are reminded that their programs must include at least 39 credits taken from Educational Leadership and Policy Analysis (ELPA). Note that electives are separate from minor/supporting coursework.

#### Breadth

Breadth is a rational, unified set of courses taken outside of the department which have a clearly articulated theme or focus which allows the student to develop knowledge in a related area of study. Students may either pursue a doctoral minor or graduate/professional certificate. Students should initiate contact and approval from the

minor or graduate/professional certificate department. Students must complete an additional 3 credits of course work outside of the department in order to satisfy the supporting coursework requirement for the department. At least two courses (6 credits) must be completed during or after the semester in which the student is admitted to the PhD program.

#### Research Methods and Design

Students must complete a sequence of courses in research methods and design, focusing on either quantitative or qualitative methods. After the methods requirement has been met, all students should take the research design course (ELPA 825). Substitutions for ELPA 825 are not allowed.

#### Quantitative Methods

Students choosing to focus on quantitative methods should take two statistical methods courses and one qualitative methods course.

|                       |                                                           |
|-----------------------|-----------------------------------------------------------|
| ELPA/<br>ED PSYCH 822 | Introduction to Quantitative Inquiry in Education         |
| ELPA 823              | Data Management for Education Policy Analysis             |
| ELPA/<br>ED PSYCH 827 | Surveys and Other Quantitative Data Collection Strategies |
| ELPA 940              | Special Topics Seminar in Educational Leadership          |
| ED PSYCH 760          | Statistical Methods Applied to Education I                |
| ED PSYCH 761          | Statistical Methods Applied to Education II               |
| SOC/<br>C&E SOC 360   | Statistics for Sociologists I                             |
| SOC/<br>C&E SOC 361   | Statistics for Sociologists II                            |
| STAT 301              | Introduction to Statistical Methods                       |

#### Qualitative Methods

Students choosing to focus on qualitative methods should take two qualitative methods courses and one statistical methods course.

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|------------------------------------------------------------------|----------------------------------------------------------------------|
| ELPA/<br>COUN PSY/<br>CURRIC/ED POL/<br>ED PSYCH/<br>RP & SE 719 | Introduction to Qualitative Research                                 |
| ELPA/<br>COUN PSY/<br>CURRIC/ED POL/<br>ED PSYCH/<br>RP & SE 788 | Qualitative Research Methods in Education: Field Methods I           |
| ELPA/<br>COUN PSY/<br>CURRIC/ED POL/<br>ED PSYCH/<br>RP & SE 789 | Qualitative Research Methods in Education: Field Methods II          |
| ELPA 824                                                         | Field Research Designs & Methodologies in Educational Administration |

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|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------|-----------|
| ELPA 940                                                                                                                                                                    | Special Topics Seminar in Educational Leadership        |           |
| ED POL/<br>C&E SOC/<br>SOC 755                                                                                                                                              | Methods of Qualitative Research                         |           |
| CURRIC 718                                                                                                                                                                  | Introduction to Narrative Inquiry                       |           |
| CURRIC 802                                                                                                                                                                  | Discourse Analysis                                      |           |
| <i>Research Design</i>                                                                                                                                                      |                                                         |           |
| ELPA 825                                                                                                                                                                    | Advanced Research Methods in Educational Administration |           |
| <b>Thesis</b>                                                                                                                                                               |                                                         |           |
| Students are required to complete a minimum of nine credits of research/thesis and/or independent reading. While nine credits is the minimum required, there is no maximum. |                                                         | 9         |
| ELPA 990                                                                                                                                                                    | Research or Thesis                                      |           |
| ELPA 999                                                                                                                                                                    | Independent Reading                                     |           |
| <b>Total Credits</b>                                                                                                                                                        |                                                         | <b>75</b> |