

The *Courageous Journey* becomes a two-tiered credentialing program

By Patricia Reeves

The newly enacted Michigan administrator certification legislation offers basic certification and three endorsements. K-12 administrators can accomplish this basic level through MDE-approved university graduate degrees and coursework. Administrators can further earn “specialty endorsements or enhancements” earned through completion of MDE-approved performance-based programs offered by the appropriate state-level professional associations. (See article on page 7.)

In response to these opportunities, MASA is experiencing significant interest from



both practicing superintendents and K-12 administrators at other levels who want to prepare themselves for the superintendency. To respond to this interest and the need for both specialized preparatory programs and enhanced practice programs, the *Courageous Journey* team and MASA Executive Board have designed the *Courageous Journey* program for approval as a two-tiered superintendent credentialing process as follows:

Tier 1 – Designed to **prepare for the superintendency** currently practicing K-12 principals and central office administrators. Successful completion of the program will yield a **specialty endorsement for the superintendency at the entry level**.

This two-year program is designed to augment graduate degree programs by helping K-12 school leaders apply the knowledge, skills, dispositions, and per-

formance Landmarks of the *Courageous Journey* Seven Points of Learning and the correlated standards of professional practice as they prepare for the superintendency. Participants will:

- Document preparatory learning experiences aligned with the Seven Points of Learning and Learning Landmarks
- Complete embedded designated professional learning programs, e.g. Michigan Leadership Institute Supts Academy, State of Michigan MI-LIFE training, and/or other *Courageous Journey* recognized equivalents.
- Document relevant work and impact evidence in current position related to the knowledge, skills, dispositions, and performance Landmarks of the Seven Points of Learning.

Tier 2 – Designed to help **currently practicing superintendents** distinguish themselves in the knowledge, skills, dispositions, and performance Landmarks of the Seven Points of Learning. Through job-embedded applications of the best practices in the role of superintendent and through documented impact on their districts, participants will earn an **enhanced specialty endorsement in the superintendency at a distinguished level**.

In this three-year program, participants will develop the knowledge, skills, dispositions, and performance Landmarks to function at a distinguished level. Participant will:

- Document baseline learning, preparation, and accomplishments in and for the role of K-12 Superintendent
- Document new learning and accomplishments in selected personal growth areas related to the Seven Points of Learning and performance



Landmarks.

- Document change and impact through a district systemic change initiative carried out based on the *Courageous Journey* principles and standards of professional practice.

The *Courageous Journey* Faculty Team and MASA staff are currently working on how the two tiers of the program fit together to support a variety of career paths to and through the superintendency.

For further information and new developments as the MDE implementation process unfolds, please visit www.courageousjourney.org.

Pat Reeves currently serves as an Assistant Professor at Western Michigan University and as a contracted Associate Executive for MASA. She heads-up the Courageous Journey faculty team and represents MASA on the MDE Administrative Certification Task Force. Pat is a former superintendent, a former chair of the MASA Legislation Committee, and a long-standing MASA/AASA member. Her research interest at WMU includes leadership at the district level and the role of the superintendent in the redesign of America's public education system.