

WKU Educational Leadership Doctoral Program

Revised Leadership Standards

-April 2024-

LEADERSHIP STANDARD 1 – FOUNDATIONAL KNOWLEDGE: The Ed.D. program candidate demonstrates an understanding of seminal and current theories, research, and key concepts of effective educational leadership.

Performance Indicators
LPI 1.1 Demonstrates an understanding of the strengths and limitations of viewing leadership as a process.
LPI 1.2 Demonstrates an understanding of the role and limitations of power in effective leadership.
LPI 1.3 Demonstrates knowledge of a variety of theoretical approaches to leadership, including trait, skills, behavioral, situational, and situational theories.
LPI 1.4 Demonstrates a knowledge of what empirical research has confirmed and not confirmed about effective leadership in educational contexts compared with leadership in other public, private, and non-profit sectors.

LEADERSHIP STANDARD 2 – ETHICS AND SELF-AWARENESS: The Ed.D. program candidate demonstrates an understanding of self and commitment to continuing personal and professional development through the lens of effective, ethical leadership.

Performance Indicators
LPI 2.1 Demonstrates an understanding of various ethical approaches to leadership, including utilitarian, altruistic, and virtue-based theories.
LPI 2.2 Demonstrates an understanding of personal leadership strengths and areas for improvement.
LPI 2.3 Demonstrates an understanding that leadership development is an on-going process.
LPI 2.4 Demonstrates a personal philosophy of leadership and code of ethics.

LEADERSHIP STANDARD 3 – ADAPTIVE LEADERSHIP: The Ed.D. candidate demonstrates knowledge of the components of adaptive leadership and how to utilize adaptive approaches to effect organizational improvement.

Performance Indicators
LPI 3.1 Demonstrates an understanding of the various kinds of challenges (situational, technical, and adaptive) that constitute the foundation of adaptive change.

LPI 3.2 Demonstrates an understanding and ability to apply effective adaptive leadership behaviors (i.e., getting on the balcony, identifying adaptive challenges, regulating distress, maintain disciplined attention, giving the work back to the people, and protecting leadership voices from below).

LIP 3.3 Demonstrates an ability to lead adaptive work through the application of improvement science.

LEADERSHIP STANDARD 4 – LEADING ORGANIZATIONAL IMPROVEMENT: The Ed.D. program candidate demonstrates knowledge and skill in methods of effectively leading organizational change and improvement.

Performance Indicators
LPI 4.1 Demonstrates an understanding of how leaders motivate individuals and groups to improve performance.
LPI 4.2 Demonstrates analytical and critical thinking skills to help communicate ideas effectively.
LPI 4.3 Demonstrates an understanding of how effective communication, conflict management, and group decision-making contribute to effective leadership.
LPI 4.4 Demonstrates an understanding of how to lead and institutionalize organizational change and improvement.