

Education Specialist: Leadership and Organizational Development

Degree Type

Education Specialist

Program Description

30 minimum semester credits required. More credits may be required depending on program director's evaluation of the student's previous master's degree.

The Ed.S. Leadership and Organizational Development program is designed for those individuals who already possess a master's degree and are interested in leadership roles within higher education, community or organizational development, or business. The program would be utilized by those candidates who desire to enter the NNU doctoral programs and have a desire to pursue coursework and a degree within leadership and organizational development.

Each candidate's study plan would be individualized to meet their needs and interests through a series of electives (9 credits) that result in a cognate from:

- Education
- Business
- Religion

General courses come from both the building administration and superintendent programs. The electives may come from other Graduate Education department programs or from other NNU graduate programs.

Students completing the Ed.S. Leadership and Organizational Development must compile and submit an academic portfolio prior to graduation as evidence of their knowledge, skills, and fluencies in the field. The portfolio is a project that gathers and displays a series of assignments and projects completed from courses in the program. In addition, all students will provide a personal reflective paper that synthesizes their work as well as growth throughout this program. The portfolio project allows the student to mesh the theories and practices of teaching and learning throughout the graduate work. Students may choose to develop their academic portfolio to promote their professional and technical skills in a manner that would be attractive to potential employers. However, the primary goal of this academic portfolio is to assess whether students have met the minimal criteria expected of a successful Ed.S. graduate.

This online program utilizes a cohort model which allows students to plan their schedules ahead of time and allows them to continue working full-time in their position while completing the program. Students typically complete the program in less than 18 months depending on the chosen cognate. This program includes a 150-hour internship supervised by an administrator within the organization or institution. This internship must be approved by the chosen organization or institution as well as the NNU program director.

Every Educational Leadership student will be registered for the approved accreditation and assessment software during EDUC8000 Orientation: Graduate Education. There is a fee associated with this course.

Required Courses for Ed.S. Leadership and Organizational Development (Online)

A total of 30 credits are required as follows:

Core Requirements (18 credits)

Item #	Title	Credits
EDUC8000	Orientation: Graduate Education	0
EDUC7556	Conceptual Statistics and Applications for Educators	3
EDUC7575	Legal and Financial Issues in Education	3
EDUC7584	Data Driven Decision-Making	3
EDUC8671	Educational Change: A Historical Perspective	3
EDUC8675	Public Relations and Marketing for Schools	3
EDUC8679	Leadership and Organizational Development Seminar	1-3
EDUC8679P	Leadership & Organizational Development Program Portfolio	0-1

EDUC8679: 3 credits cumulative: may be taken 1-3 credits per semester.

Educational Leadership Elective (3 credits)

Elective Options (select a minimum of 3 credits)

Item #	Title	Credits
EDUC7555	Mixed Methods Research	3
EDUC8670	Labor Relations in Schools	3
EDUC8674	School Facilities	3
EDUC8676	Special Populations: Issues and Resources	3

Students select 9 credits from only one of the following cognate options:

Cognate Options in Education (select a minimum of 9 credits):

Item #	Title	Credits
EDUC7511	The Learning Process	3
EDUC7532	Instructional Models	3
EDUC7552	Instructional Coaching	3
EDUC7553	Curriculum, Assessment, and Collaboration	3
EDUC7554	Innovative Instruction	3
EDUC7572	Innovative Instruction 2.0	3

Cognate Options in Business (select a minimum of 9 credits):

Item #	Title	Credits
BSNS6101	Organizational Dynamics	3
BSNS6132	Managing in a Global Economy	3
BSNS6162	Ethics and Integrity in Decision Making	3
BSNS6172	Leadership Development	3

Cognate Options in Theology (select a minimum of 9 credits):

Item #	Title	Credits
BIBL7290	Grounded in the Living Word: Scripture and the Christian Life	4
CHIS6290	Founded on Embodied Tradition: Church History and the Christian Life	4
PHIL7290	Reflecting on Character: Philosophy and the Christian Life	4
PRTH6140	Ministry and Culture	4
PRTH6180	Formational Practicum	4
PRTH6840	Missional Discipleship	4
THEO6290	Engaging with Prophetic Voices: Theology and the Christian Life	4

Admission Requirements - Ed.S. Leadership and Organizational Development

1. A master's degree from a regionally accredited college or university.
2. A cumulative GPA of 3.0 in the master's program.
3. Approval by the Graduate Education Admissions Committee.

The Graduate Education Admissions Committee may approve exceptions to regular admission requirements.

Application Requirements - Ed.S. Leadership and Organizational Development

The following requirements must be received by Admissions a minimum of one week before classes start, and are online, mailed or emailed as indicated. For mail: Northwest Nazarene University, Attention Graduate Admissions, 623 S. University Boulevard, Nampa, ID, 83686. For email: gps@nnu.edu. Transcripts can be received through email if sent from an accepted digital credentialing service, such as Parchment or the National Student Clearinghouse.

1. Online: application and \$50 non-refundable application fee.
2. Mail, or email from a digital service: official transcripts from the regionally accredited institution(s) where candidate received a master's degree. (We do not accept faxed transcripts.)
3. Email or mail: a copy of candidate's teaching certificate if applicable.
4. Online: two recommendation forms completed by professional colleagues.
5. Online: one supervisor recommendation form. All recommendation forms must be completed by different individuals.
6. Online: evidence of writing competency through an essay based on the essay guidelines.

Graduation Requirements - Ed.S. Leadership and Organizational Development

1. Credits must be earned in courses numbered 6000 or above. Continuing education courses and pass/fail courses (except those specified for degree completion) do not apply toward the degree. Exceptions for substitutions from other institutions may be approved by the program director.
2. The candidate must complete requirements as specified in the degree major. The degree must be completed within six years of beginning course work. If the degree is not completed within six years, the candidate must reapply to the program. Credits older than six years may need to be retaken.
3. The candidate must apply for graduation one full semester prior to anticipated degree completion. Deadlines: June 1 for Fall; October 15 for Spring; and January 15 for Summer.

Total Credits

30