

The University of Texas at Tyler
College of Education and Psychology
School of Education
EDLR 5350 Personnel Administration

Instructor Information

David Simmons, Ph. D.

Office Hours: By appointment

Office: BEP 245

Cell Phone: 903-780-8323 (call or text)

E-mail: davidsimmons@uttyler.edu

Course Catalog Description

Study of the administrator's role in recruiting, selecting, assigning, training, and evaluating staff. Such topics as personnel policy, salary schedules, fringe benefits, contractual practices and procedures, and academic freedom are considered.

Student Learning Outcomes & Assessments

Students will be encouraged to take ownership of their own learning through critical and reflective thinking regarding the roles and responsibilities of effective superintendents. Students will explore educational issues, problem-solve and apply knowledge learned through a systematic examination of critical issues in educational leadership and a formal inquiry-based approach.

EDLR 5360 is an integral component of the Educational Leadership Program. Student Learning Outcomes for 5360 are derived from the Student Learning Outcomes for the Educational Leadership Program. These outcomes are infused into the internship experience and assessed in the TExES required for all students who are awarded a Texas Superintendent's Certificate.

Superintendent Leadership Standards

<http://ritter.tea.state.tx.us/sbecrules/tac/chapter242/ch242.html>Links to an external site.

Assessment Specifics & Assignments

Final Grade Calculations

A = 90% - 100% of points available

B = 80% - 89% of points available

C = 70% - 79% of points available

D = 60% - 69% of points available

F = 50% or less of points available

All assignments must be completed by **MIDNIGHT** on Sunday night, **EXCEPT** during the week of **FINAL EXAMS**. All assignments are expected to be completed at a graduate-level quality and adhere to the stated assignment criteria. Assignments not meeting graduate-level quality and require the student to redo and resubmit will be adjusted by 10%.

Late assignments will only be accepted with prior permission of the instructor and will be subject to a penalty of 10% and an additional 10% will be deducted for each week the assignment is past due. Please do not wait until the last minute to submit your assignment as sometimes technology and online systems do not always cooperate. Please do not hesitate to email your instructor if you need help, clarification, or extra time.

Required Text and Related Readings

Vornberg, J. A., Oliveras-Ortiz, Y., & Templeton, N. (2024). *Texas public school organization and administration: 2020* (19th ed.). Dubuque, IA: Kendall Hunt Publishing.

ISBN: 978-1-5249-9357-3

Walsh, J., & Orman, S. (2023). *The educator's guide to Texas school law* (10th ed.). University of Texas Press.

ISBN: 978-1477324721

Text Statement

A student of this institution is not under any obligation to purchase a textbook from a university-affiliated bookstore. The same textbook may also be available from an independent retailer, including an online retailer.

Course Policies

Expectations for individual and group responsible contributions are the same as you would expect for your students. As a professional educator, therefore, be polite and respectful of others; be attentive to timelines and assignments requirements; read and listen carefully; and think critically. There are no provisions for making-up quizzes or assignments.

Criminal History Acknowledgement

As required by Texas HB1508, applicants need to be aware of the following.

1. In order to receive a superintendent certification, you must pass a criminal history background check.
2. If you have been convicted of an offense that is considered not appropriate for a superintendent, you could be ineligible to earn this certification from the state of Texas.

3. You have a right to request a criminal history evaluation letter from the Texas Education Agency. The Texas Education Agency currently charges a \$50 fee for this criminal history evaluation.

For more information, see [Preliminary Criminal History Evaluation](#)

Grade Replacement/Forgiveness and Census Date Policies

Students repeating a course for grade forgiveness (grade replacement) must file a Grade Replacement Contract with the Enrollment Services Center (ADM 230) on or before the Census Date of the semester in which the course will be repeated. Grade Replacement Contracts are available in the Enrollment Services Center or at <http://www.uttyler.edu/registrar>. Each semester's Census Date can be found on the Contract itself, on the Academic Calendar, or in the information pamphlets published each semester by the Office of the Registrar. Failure to file a Grade Replacement Contract will result in both the original and repeated grade being used to calculate your overall grade point average. Undergraduates are eligible to exercise grade replacement for only three-course repeats during their career at UT Tyler; graduates are eligible for two grade replacements. Full policy details are printed on each Grade Replacement Contract.

The Census Date is the deadline for many forms and enrollment actions that students need to be aware of. These include:

- Submitting Grade Replacement Contracts, Transient Forms, requests to withhold directory information, approvals for taking courses as Audit, Pass/Fail or Credit/No Credit.
- Receiving 100% refunds for partial withdrawals. (There is no refund for these after the Census Date)
- Schedule adjustments (section changes, adding a new class, dropping without a "W" grade)
- Being reinstated or re-enrolled in classes after being dropped for non-payment
- Completing the process for tuition exemptions or waivers through Financial Aid

State-Mandated Course Drop Policy

Texas law prohibits a student who began college for the first time in Fall 2007 or thereafter from dropping more than six courses during their entire undergraduate career. This includes courses dropped at another 2-year or 4-year Texas public college or university. For purposes of this rule, a dropped course is any course that is dropped after the census date (See Academic Calendar for the specific date). Exceptions to the 6-drop rule may be found in the catalog. Petitions for exemptions must be submitted to the Enrollment Services Center and must be accompanied by documentation of the extenuating circumstance. Please contact the Enrollment Services Center if you have any questions.

University Withdrawal Dates

*****Last day to withdraw to receive a W or Q is Monday, March 30, 2026**

Students may not officially withdraw from a course after the "Last Day to Withdraw," as listed on the Academic Calendar. Late submissions will not be processed. Students who miss the

withdrawal deadline or cease to complete work toward their courses after this point will automatically receive an F, or whatever grade they would earn based on their already completed work in the course.

Vision

The CEP will be a global leader in responding to needs in the fields of education, psychology, and counseling, with a focus on the East Texas region, by creating innovative academic and scholarly pathways and partnerships.

Mission

The mission of the CEP is to prepare competent and passionate professionals in the fields of education, psychology, and counseling; to advance knowledge and expertise; and to impact these fields locally, regionally, nationally, and internationally.

Texas Education Standards

The School of Education is committed to teaching and implementing the Texas Educator Standards at the highest level. Faculty members integrate these standards throughout coursework and clinical experiences to ensure candidates are well prepared for professional practice.

In addition to the Texas Educator Standards, the School of Education also aligns its preparation programs with the Interstate New Teacher Assessment and Support Consortium (InTASC) Standards, which are used by educator preparation programs across the United States.

Key Resources:

- **Texas Educator Standards:**
Access the full list of Texas Educator Standards [here](#).
- **Code of Ethics and Standard Practices for Texas Educators:**
[Code of Ethics and Standard Practices for Texas Educators](#)[Links to an external site.](#)
- **Educator Preparation Program (EPP) Standards:**
<https://tea.texas.gov/texas-educators/certification/educator-testing/epp-standards-support>
- **Texas Education Agency (TEA) Superintendent Resources:**
<https://tea.texas.gov/texas-educators/superintendents>