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| PLOs | R/E | PLO 1 | PLO 2 | PLO 3 | PLO 4 | PLO 5 | PLO 6 | PLO 7 | PLO 8 | PLO 9 |
|  |  | Reflective Practice Develop reflective leaders who can use self-analysis, inquiry and purposeful reflection to continually improve their own practice; model and encourage these habits with staff; and create communities of practice that promote high achievement for all students. | Equity & Cultural Competency Develop culturally competent practitioner-advocates who purposefully work for equity and dismantle systems of cultural and racial domination and oppression. | Systems Thinking Develop skillful leaders who understand the dynamics of educational systems and are able to leverage those systems in coherent, aligned strategies for educational change by creating democratic learning communities that promote high achievement for all students. | Accountability for Equitable Student Performance Develop instructional leaders who possess the knowledge and ability to ensure that all students engage in powerful, equitable learning opportunities by fostering effective curricular programs, student-centered learning environments, and accountable school cultures that reflect high expectations for student achievement and provide the requisite supports to ensure all students can meet them. | Instructional Leadership Develop socially just instructional leaders who inspire a shared vision and commitment to support all students in achieving at high levels by developing structures and processes fostering collaboration and critical inquiry for continuous pedagogical improvement. | Leadership Capacity & Organizational Management Develop leaders who assess, organize and allocate resources that build and sustain an equitable and socially just organizational culture fostering leadership and change processes that move school systems toward high achievement for all students. | Develop leaders who understand the dynamic nature of school systems and educational politics in order to influence politics and policies at multiple levels in ways that support goals of inclusion and equity for all constituents, especially underrepresented groups. | Research Develop leaders who are practitioner-researchers that  purposefully engage in inquiry and construct knowledge that promotes social justice and equity in education and advances the public good. | Effective Communication Develop leaders who are powerful communicators in multiple genres and able to promote equity to multiple audiences, including academic, policy makers, and educational stakeholders.  Tied to principals of social justice 1, 4, and 6 |
| Transformative Leadership (EDLD 700) | R | I | I |  |  |  | I | I | I | I |
| Foundations of Inquiry for Social Justice (EDLD 705) | R |  | I |  | I |  |  | I | I | I |
| Social Foundations of Education (EDLD 710) | R | I | I |  |  |  |  | I | I | I |
| Transforming teaching and learning in schools (EDLD 715) | R | I |  |  |  | I |  | I | I | I |
| Qualitative Inquiry (EDLD 720) | R | I | I |  |  |  |  |  | I | I |
| Advisory (EDLD 790) | R |  |  |  |  |  |  |  | I | I |
| Reading and writing about Educational Leadership (EDLD 725) | R | I | I |  | I |  |  | I |  | I |
| Community Outreach, Advocacy, and Organizing (EDLD 730) | R | I | I |  | I |  |  |  | I | I |
| Theories of cultural diversity (EDLD 735) | R | D | D |  | D |  |  | D | D | D |
| Reform and change for social justice (EDLD 740) | R |  |  | D | D |  |  |  | D | D |
| Advisory (EDLD 791) | R |  |  |  |  |  |  |  | D | D |
| Advisory  (EDLD 792) | R |  |  |  |  |  |  |  | D | D |
| Quantitative Inquiry: Data Analysis for Leaders (EDLD 745) | R |  |  |  |  |  |  |  | D | D |
| Critical Policy Perspectives (EDLD 750) | R | D | D | D |  |  | D | D | D | D |
| Applied Studies of Educational Issues: Residency (EDLD 755) | R |  |  |  | D |  | D |  | D | D |
| Evaluation Research Practicum for Social Justice (EDLD 760) | R | D/A | D/A | D/A | D/A | D/A | D/A | D/A | D/A | DA |
| Applied Studies of Educational Issues: Residency (EDLD 765) | R |  |  | D |  |  | D | D | D | D |
| Critical Perspectives for Finance and Resource Management (EDLD 770) | R | D | D | D |  |  | D |  |  | D |
| Organizations and systems for equity (EDLD 775) | R | M |  | M |  |  |  | M |  | M |
| Dissertation Studies: Research Implementation (EDLD 780) | R | M | M | M | M | M | M | M | M | M |
| Advisory (EDLD 793) | R |  |  |  |  |  |  |  | M | M |
| Dissertation Studies: Disseminating Research (EDLD 799) | R | M/A | M/A | M/A | M/A | M/A | M/A | M/A | M/A | M/A |