

Spalding University & Jefferson County Public Schools

In 2025, Spalding University and Jefferson County Public Schools (JCPS) participated in their second Quality Measures (QM) self-study to assess program quality and further strengthen their partnership using evidence-based toolkits and trained QM facilitators.

PARTNERS INVOLVED

- Glenn Baete, Program Director & Faculty Member
- Faith Stroud, JCPS District Project Director
- Heather Benfield, Adjunct Faculty
- Kevin Garner, Adjunct Faculty
- Kirk Lattimore, Adjunct Faculty
- Tracy Barber, Adjunct Faculty
- Glenn Pethel, Wallace Consultant
- Isela Peña, QM Facilitator

PRIORITIZED QM DOMAINS / DIMENSIONS

The team identified all six program domains to strengthen through the self-study.

- Domain 1: Candidate Admission
- Domain 2: Coursework
- Domain 3: Pedagogy-Andragogy (Culturally Responsive Teaching Practices)
- Domain 4: Clinical Practice
- Domain 5: Performance Assessment
- Domain 6: Graduate Performance Outcomes

SHARED GOALS & PRIORITIES

The Spalding University team continued its strong tradition of using the **QM frameworks as a guide** for continuous program improvement. The team entered the recent self-study cycle with the goal of reviewing all six program domains and identifying priority areas to strengthen as they approached the final year of Wallace funding.

Their work focused on **sustaining gains made in leadership preparation**, integrating feedback from prior cycles, and embedding the self-study process into the program's culture rather than as a stand-alone requirement.

The university's partnership with JCPS remains central to this effort. Spalding and JCPS partners worked to **deepen alignment between university coursework and district leadership needs** while maintaining a strong focus on sustainability amid leadership transitions within JCPS. Both partners reinforced their commitment to **long-term collaboration** to ensure that leader preparation continues to reflect the evolving needs of the district.

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KEY SUCCESSES

For Spalding, the QM frameworks are now **deeply integrated into program operations**. Over the years, the team has transformed the self-study from an external requirement into an **internalized practice of reflection and improvement**. Faculty engagement across domains has expanded, creating a **shared sense of accountability and pride** in maintaining high standards for leadership preparation.

The Partnership self-study also resulted in significant **progress toward long-term sustainability**. The partnership self-study also resulted in significant **progress toward long-term sustainability**. Spalding and JCPS identified strategies to strengthen their collaboration, including **improved data collection systems, consistent progress tracking, and formal structures for joint planning**. Their commitment to sustaining this work beyond the initiative funding

LESSONS LEARNED & ADVICE

Throughout the process, the team recognized the power of collaboration, shared ownership, and continuous reflection. The university team lead fostered open dialogue and welcomed input from all team members. This inclusive approach helped build trust, transparency, and a strong sense of collective purpose.

A key lesson learned was the importance of documenting evidence through shared digital systems. Maintaining a central repository of evidence artifacts, notes, and presentations allowed for seamless communication and preserved institutional knowledge across multiple self-study cycles. Spalding's experience highlights the value of establishing clear roles, consistent meeting structures, and intentional opportunities for team reflection throughout the process.

SUSTAINABILITY & FUTURE CONSIDERATIONS

Spalding and JCPS remain committed to continuous improvement and collaborative leadership development. Planned actions include:

- Strengthening the program's **coaching component** to better support candidates' professional growth
- Continuing development of the **Leadership Tracking System** to monitor graduate outcomes and program impact

- Establishing a **Memorandum of Agreement** to formalize Spalding–JCPS partnership post-grant.

Both partners affirmed that, regardless of future funding, the self-study process will remain central to their work. The QM frameworks are now embedded in program evaluation, accreditation preparation, and leadership program design, ensuring continuous improvement across all aspects of practice.