



Educational Administration Tier I Program

Signature Assignment for EDAD 647B

Final Project: Human Resource Issues

Position Paper

Student Learning Outcome(s) Assessed:

SLO #5: Model a personal code of ethics and develop professional leadership capacity.

Description of the Signature Assignment

Candidates will prepare a position paper in which they take a stand on a challenging issue in the area of Human Resources. They will clarify their own values and justify their position by making persuasive arguments that cite literature. They will make applications to practice and present their ideas through a personal or digital presentation.

Directions for Students

Work individually or in pairs to take a stand on one of the following issues.

- Effective Teacher Negotiations / Collective Bargaining
- Teacher Dismissal
- Teacher Tenure – Pros and Cons
- Creating an Effective HR Department
- Certificated Recruitment, Selection and Retention
- Classified Recruitment, Selection and Retention (Merit System)
- Sexual Harassment
- Other Topics

Scoring Rubric:

Criteria	6 Points	4-5 Points	1-3 Points	Score
Position Statement	A brief overview of the topic provides general information and shows the student's connection to the topic. The student takes a clear stand related to his/her values.	Either there is a lack of context, an unclear position statement, or a lack of connection to values.	Major elements are missing.	
Arguments to support the position	There are at least three consistent and persuasive arguments to support the position along with at least three references.	One of the arguments either lacks consistency or persuasiveness, or there are only one or two references that may not connect to the topic.	Several of the arguments or references are inadequate.	
Summary and Application	The summary reviews the position and arguments with a connection to values and application to the school setting.	The author does not make some judgments about the ethics and impact of the issue makes passing reference to evidence.	The author does not make judgments about the ethics and impact of the issue or does not refer to evidence.	
Composition	The paper is clearly organized and easy to read due to clearly labeled headings of subsections, with proper APA use of citations throughout. The paper is free from grammatical and spelling errors.	The paper is clearly organized; however, it may lack readability features such as subheadings, or may have an occasional spelling, grammatical or APA error.	The paper is not clearly organized, is lacking readability features, and/or contains numerous APA, spelling or grammatical errors. For a "1", these errors interfere with the delivery of the content resulting in confusion for the reader.	
Personal or Digital Presentation	A personal or digital presentation of the issue covers key points of the written paper. The audience is engaged and actively involved in the presentation and shows a high degree of their learning. The activities are meaningful and directly aligned to the content.	A personal or digital presentation of the issue covers some points of the written paper. The audience is engaged and actively involved in the presentation. The activities may appear to be busy work or "fluff" that may not be meaningful or directly aligned to the content.	A personal or digital presentation of the issue is presented, but appears to be unorganized or confusing. The audience has minimal involvement and the site may not be meaningful or directly aligned to the content.	
Total				/30

Legend

Total Points	College of Education Assessment Scale Equivalent
27-30	4 (Exceeds Expectations)
24-26	3 (Meets Expectations)
20-23	2 (Meets Some Expectations)
16-19	1 (Does Not Meet Expectations)
0-15	0 (Can't Score)