

# DOCTOR OF PHILOSOPHY IN EDUCATION, LEADERSHIP, AND ORGANIZATION

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## Marketable Skills

Defined by the Texas Higher Education Coordinating Board's 60x30 Strategic Plan (<https://reportcenter.highered.texas.gov/agency-publication/miscellaneous/theccb-60x30-strategic-plan/>) as, "Those skills valued by employers that can be applied in a variety of work settings, including interpersonal, cognitive, and applied skills areas. These skills can be either primary or complementary to a major and are acquired by students through education, including curricular, co-curricular, and extracurricular activities."

1. Apply philosophical, ethical, and theoretical foundations to guide the generation of knowledge in education, leadership, and organization.
2. Ensure the rigor of expectations for an organization are assessed and aligned with organizational goals and are effective and data-driven.
3. Assess, evaluate, and retain human capital to ensure that high-quality staff and faculty are coached and provided with targeted professional development, and evaluated with multiple data sources.
4. Develop the skills necessary to provide resilient executive leadership through change and continuously seek to improve and reflect on personal goals. Additionally, graduates will learn to communicate with diverse audiences and ensure positive relationships, with good moral character while following the Code of Ethics and Standard Practices for Texas Educators.
5. Establish, implement, and promote a shared vision and productive culture that ensures high expectations for all, promotes social and emotional support for all, and ensures a safe environment that promotes civility.
6. Lead and collaborate to create and promote clear goals that align with school, district, and/or university vision that allows for continuous improvement of all within an organization.