

Response Cards

Session # 506

Management Competencies:

How Can They Be Used for Improvement of Program Quality

Presenters: John Tibbetts and Mark Kutner

Implications for Practice

- Use for professional development (PD) for administrators.
- Use the management competency test as a coaching or mentoring activity.
- Look at the combined competencies within the entire management team - use to identify skills needed by new members of the team.
- Use as needed assessments for planning PD for administrators.
- Use as tool to gather staff feedback on administrators' performance.
- Use competencies list to teach others about admin role and responsibilities.
- Use as basis for "manualizing" admin role/responsibilities.
- Greater use of Management Competencies Assessment Instrument (MCAI) by districts and embedding in hiring practices.
- Use as tool for PD.
- Teacher expectations need to match up with management expectations of performance.
- Need for alignment of the administrator, faculty and student competencies.

Implications for Policy

- Need for additional funding.
- Certification of managers and inclusion of MCAI in training programs.
- Advocate for adult ed. students and programs.
- NRP – ability or lack of ability to require social security number.

Implications for Further Research

- Would these be same competencies for administrator in K-12?
- Look at points where teacher competencies and management competencies overlap – Teachers could see the path to becoming a good manager.
- Need for greater advocacy.

Questions for Researchers

- Would be nice to combine the management competencies into the NCSALL administrator's sourcebook.