



Hawaii Campus

School of Education

**UNIVERSITY MISSION STATEMENT**

Wayland Baptist University exists to educate students in an academically challenging, learning-focused and distinctively Christian environment for professional success, lifelong learning, and service to God and humankind.

**COURSE NUMBER & NAME:**

EDUC 5300 – HI01, Personal and Organizational Leadership

**TERM:**

Fall I, 2025 (11 August 2025 – 4 October 2025)

**INSTRUCTOR:**

Dr. Alberto “Mo” Morales, Jr.

**CONTACT INFORMATION:**

Phone: (808) 372-0467

WBU Email: [alberto.morales@wayland.wbu.edu](mailto:alberto.morales@wayland.wbu.edu)

**OFFICE HOURS, BUILDING & LOCATION:**

Two hours before class and one hour after class, or email for an appointment at the Kapolei Campus/American Samoa

**COURSE MEETING TIME & LOCATION:**

Meeting day & time: Monday, from 5:30pm – 8:00pm (Hybrid) at Kapolei Campus (HST) and American Samoa from 4:30pm – 7:00pm (AST)

**CATALOG DESCRIPTION:**

Student gains personal and professional leadership skills, progressing from dependency on others to independence, and finally to interdependence with others in the organization.

**PREREQUISITE:**

None

**REQUIRED TEXTBOOK AND RESOURCE MATERIAL:**

BOOK	AUTHOR	ED	YEAR	PUBLISHER	ISBN#	UPDATED
<u>Leverage Leadership 2.0</u>	Paul Bambick-Santoyo	Latest	2018	Jossey-Bass	978-1-119-49659-5	2018

**OPTIONAL MATERIALS**

APA 7<sup>th</sup> Ed. Manual

**COURSE OUTCOMES AND COMPETENCIES:**

Upon completion of this course the learner should be able to:

- Identify important stakeholders in today’s schools/organizations
- Identify ways that leaders are expected to live and behave within organizations
- Articulate a concise, complete, and compelling vision of their initiative
- Outline a plan to achieve their vision
- Diagnose misalignments in processes, structures, and systems that prevent achieving their desired results
- Design processes that are streamlined, effective, efficient, and flexible
- Identify the right people to work within the right structure in order to accomplish tasks of the organization

**ATTENDANCE REQUIREMENTS:**

Students enrolled at one of the university's external campuses should make every effort to attend all class meetings. All absences must be explained to the instructor, who will then determine whether the omitted work may be made up. When a student reaches that number of absences considered by the instructor to be excessive, the instructor will so advise the student and file an unsatisfactory progress report with the external campus executive director/dean. Any student who misses 25 percent or more of the regularly scheduled class meetings may receive a grade of F in the course. Additional attendance policies for each course, as defined by the instructor in the course syllabus, are considered a part of the university's attendance policy. A student may petition the Academic Council for exceptions to the above stated policies by filing a written request for an appeal to the vice president of academic affairs.

(WBU Hawaii/American Samoa Addendum) Students who miss the first class meeting without providing a written explanation to the instructor will be automatically dropped from the roster as a “no-show.” Students who know in advance that they will be absent from the first class meeting and who wish to remain in the class must inform the instructor in order to discuss possible arrangements for making up absences.

**ACADEMIC INTEGRITY:**

[Link to Statement on Academic Integrity](#)

**ARTIFICIAL INTELLIGENCE:**

Generative AI tools permitted in specific context and with proper citations:

- Students are allowed to use, reference, or incorporate generative AI tools into specific assignments for this course. When used, students must properly cite the generative AI tool in their submitted work.
- While there is no true substitute for direct help and instruction for your instructor, students may be allowed to use generative AI tools to provide further explanations of course content, readings, and other assignments. Any use of generative AI tools to help further explain or translate content must be properly referenced and cited.
- Specific parameters for generative AI usage are provided by the instructor.
- Any use of generative AI tools outside of the approved instructor parameters will be considered a form of plagiarism and academic dishonesty.

**DISABILITY STATEMENT:**

In compliance with the Americans with Disabilities Act of 1990 (ADA), it is the policy of Wayland Baptist University that no otherwise qualified person with a disability be excluded from participation in, be denied the benefits of, or be subject to discrimination under any educational program or activity in the university. The Coordinator of Counseling Services serves as the coordinator of students with a disability and should be contacted concerning accommodation requests at (806) 291-3765. Documentation of a disability must accompany any request for accommodations.

**COURSE REQUIREMENTS and GRADING CRITERIA:**

The University classroom is an environment designed for the free exchange of ideas, therefore demonstrating respect toward each other is vital to creating rich discussions that draw from research and data to further our knowledge in this field. We will show respect for one another by exhibiting civility in our exchanges. In the education field, communicating ideas to colleagues, parents, and administrators with clear and error-free English is a priority. Your ability to express your knowledge of educational concepts and theories within the conventions of academic discourse will be assessed through presentations and written assignments. Integration of information from lectures, readings, and discussions will be taken into consideration as will correct and appropriate format and construction.

**Each week:** In class, students participate in presentations and other assignments/activities. Online, students participate in student-led discussion board activities, check weekly assignments, and turn in work. The schedule below indicates the reading schedule and noteworthy assignments that are due. Note: textbook readings must be completed before the class to encourage discussion and participation.

**Grading Criteria:**

<b>Activity</b>	<b>Possible Points</b>
Class Participation (25 pts/Wk)	200
Weekly article posts/discussion (7 @ 25 pts. Each)	175
Chapter Presentation	25
Research Paper	80
Research Paper Presentation	20
<b>TOTAL POINTS</b>	<b>500</b>

**Grading Scale:**

- |           |                         |          |                             |
|-----------|-------------------------|----------|-----------------------------|
| <b>A</b>  | 450-500 points (100-90) | <b>D</b> | 300-349 points (69-60)      |
| <b>B</b>  | 400-449 points (89-80)  | <b>F</b> | Below 300 points (Below 60) |
| <b>C</b>  | 350-399 points (79-70)  |          |                             |
| <b>I</b>  | Incomplete              |          |                             |
| <b>W</b>  | Approved Withdrawal     |          |                             |
| <b>WP</b> | Approved Withdrawal     |          |                             |
| <b>WF</b> | Withdrawal Failing      |          |                             |

**Grade Appeal Statement:** “Students shall have protection through orderly procedures against prejudices or capricious academic evaluation. A student who believes that he or she has not been held to realistic academic standards, just evaluation procedures, or appropriate grading, may appeal the final grade given in the course by using the student grade appeal process described in the Academic Catalog. Appeals may not be made for advanced placement examinations or course bypass examinations. Appeals are limited to the final course grade, which may be upheld, raised, or lowered at any stage of the appeal process. Any recommendation to lower a course grade must be submitted through the Vice President of Academic Affairs/Faculty Assembly Grade Appeals Committee for review and approval. The Faculty Assembly Grade Appeals Committee may instruct that the course grade be upheld, raised, or lowered to a more proper evaluation.”

**TENTATIVE SCHEDULE**

<b>Week/Date</b>	<b>Topic Activities &amp; Discussions</b>	<b>Readings &amp; Assignments due the following week</b>
Week 1 11 August	- Review of Syllabus - Introduction of course and text - Assignment of Weekly Discussion Leaders	Read: Chapters 1-2 Post on Blackboard an Article on “Power and Authority” Complete 2 Stars & a Wonder

<b>Week/Date</b>	<b>Topic Activities &amp; Discussions</b>	<b>Readings &amp; Assignments due the following week</b>
Week 2 18 August	Presentations & Discussion: Chapters 1-2 Article Discussions: "Power and Authority"	Read: Chapter 3 Post on Blackboard an Article on "Communication in Leadership" Complete 2 Stars & a Wonder
Week 3 25 August	Presentations & Discussion: Chapter 3 Article Discussions: "Communication in Leadership"	Read: Chapter 4 Post on Blackboard an Article on "Personal Challenges in Leadership" Complete 2 Stars & a Wonder
Week 4 1 September	Presentations & Discussion: Chapter 4 Post on Blackboard an Article on "Personal Challenges in Leadership"	Read: Chapter 5 Post on Blackboard an Article on "Managing Conflict" Complete 2 Stars & a Wonder
Week 5 8 September	Presentations & Discussion: Chapter 5 Post on Blackboard an Article on "Managing Conflict"	Read: Chapter 6 Post on Blackboard an Article on "Accountability in Leadership" Complete 2 Stars & a Wonder
Week 6 15 September	Presentations & Discussion: Chapter 6 Post on Blackboard an Article on "Accountability in Leadership"	Read: Chapter 7 Post on Blackboard an Article on "Followership" Complete 2 Stars & a Wonder
Week 7 22 September	Presentations & Discussion: Chapters 12-14 Post on Blackboard an Article on "Followership"	Read: Chapter 8 Post on Blackboard an Article on "Ethical Leadership" Complete 2 Stars & a Wonder
Week 8 29 September	Presentations & Discussion: Chapter 8 Post on Blackboard an Article on "Ethical Leadership" Research Topic Presentation	☺ <b><u>Final Project due NLT 5 OCT 2025</u></b>

## **ADDITIONAL INFORMATION**

### **Blackboard Article Discussion and Interactions**

In-Class Interactions: In-class meeting schedule is posted in Blackboard. Students are expected to participate in lively discussion and classroom activities. Students can earn up to 10 points per week for class participation. Please review the discussion board requirements in Blackboard. Points are subtracted for: Lateness, less than the word count, and comments not relevant to the discussion. Each response must be approximately 100 words without any direct

quoting. Each week students will provide feedback to colleagues on the Article Topic assigned each week, utilizing the “Two Stars and a Wonder” protocol. Be sure to cite any scholarly sources used.

- Two Stars: provide positive comments for two features of the article that you appreciate
- Wonder: a question, suggestion, or comment you have regarding the article.

Blackboard Discussion Leader Responsibilities: Weekly, students take turns weekly serving as the Discussion Leader. The discussion leader provides the class a link to the article of the week and poses a question, reflection, or thought regarding the article for colleagues to comment on. As the Discussion Leader, you will facilitate comments using positive, professional, substantive, and scholarly voice. Responses/facilitation with other students is a minimum of three.

Blackboard Discussion Colleague Responsibilities: Students will participate in dialogue with colleagues via Blackboard. Read, analyze and comment based on the question posed from the Discussion Leader. Respond to the other students. Provide the article link for your responses to students.

Discussion Board Schedule: For the discussion board, your initial response is due each week on NLT **WEDNESDAY**, 11:59PM (HST). Your two follow-on responses are due by **FRIDAY**, 11:59PM (HST). This will allow enough time for colleagues to add their “Two Stars and a Wonder.”

### **Chapter Reading Discussions**

Students will discuss chapter highlights from the readings in the assigned text. Students are expected each week to participate in the discussion in class. Discussions are not meant to “teach” the material as the audience has already read the material but should highlight key concepts and engage the class in a discussion/activity around the material in order to deepen everyone’s knowledge.

### **Final Project**

To be discussed in class

### **Final Project Presentation**

The timeframe for the power point presentation is 5-7 min.

### **Other Important Information:**

1. Class participation is a very important part of education. This class requires active class participation.
2. Assignments are due on the deadlines given.
3. Late assignments will not be accepted.

4. Written work will be graded according to the rubrics provided.
5. All written assignments should be Times New Roman 12-point font type, double-spaced and using APA Manuscript Writing Style, unless otherwise noted.
6. Presentations will be graded according to the rubrics provided.
7. Unless noted as a group assignment, all work should be original work of the individual student.
8. Academic honesty is expected of all students. Plagiarism, cheating, and other acts that lack academic honesty may result in a zero on the particular assignment as well as a referral to the Dean for disciplinary action.
9. Questions concerning grades received should be resolved within one week after the assignment has been returned.
10. Students will need to use the Internet to access some assignments.
11. Always contact the professor if you need assistance.
12. May God Bless You

**Additional information as desired by the faculty member:** Professor reserves the right to alter the schedule as needed. All work is due within the week assigned unless otherwise noted. Late work will only be accepted with prior coordination with the professor. If you miss a class, you cannot earn the in-class participation points unless prior authorization is given and supported with documentation (military training, TDY, medical, family emergency, etc.). If approved by the professor, additional work will then be given to earn the in-class participation points.