Memorandum of Understanding

Candidate Name: Catherine R. Gentry
Organization Name: Davidson County Schools

Candidate's Organizational Position: Principal – Davidson Early College High School

High Point University is offering a Doctoral Degree in Educational Leadership (Ed.D.), which is designed to develop the leadership capacity of candidates from a variety of organizational positions and roles. The focus of this program will be to solve problems of practice by combining the latest research findings with the cultural, political, and demographic context of your organization. The desired outcomes of this program are to develop the potential of our graduates and provide a body of work that addresses the everyday issues faced by leaders in your organization.

The above candidate is applying for the Doctoral Degree Program in Educational Leadership at High Point University. This program will span approximately 3-4 years and require the candidate to attend weekend (Friday/Saturday) classes each semester that focus on varied aspects of educational leadership. At the end of the third year, the candidate will complete an internship experience, which exposes him/her to many facets of leadership within your organization. In addition, the candidate will complete a dissertation in practice, which will be designed to solve a problem of practice within your organization. This will require the candidate to develop a comprehensive strategic plan based on the most current research findings and designed to accommodate the variables/demographics, which are unique to your organization.

This candidate will be applying for one of approximately 20 positions open in an upcoming cohort. Each applicant will be considered based on several variables which include: knowledge and skills; leadership experience; leadership disposition; and professional support. A significant indicator for future success will include the organization’s willingness to support the candidate by:

- Serving (or appointing a designee to serve) on the candidate’s Dissertation in Practice (DiP) committee at the during the internship and subsequent phase of implementation and evaluation
- Allowing the candidate to determine a problem of practice pertinent to your organization and complete a review of the literature based on relevant research findings
- Allowing the candidate to engage in an internship designed to provide observational opportunities and interactive relationships with varied organizational leaders to develop a leadership strategic plan (This proposal must be approved by the candidate’s dissertation in practice (DiP) committee which will include you or your designee.)
- Allowing the candidate to interact with district employees to gain sufficient data for the development of a strategic plan to address the organizational problem of practice
Please Note
Ideally, the development of this strategic plan may provide new ideas that help your organization. The development of this strategic plan, however, in no way obligates the organization to adopt any portion of this plan. The primary purpose is to provide an opportunity for the candidate to lead the development of a research-based strategic plan and to implement short-term interventions (initiatives) designed to provide data for future discussion.

Organizational CEO Statement of Support
I have read the above candidate requirements for the Ed.D. in Educational Leadership at High Point University. At the conclusion of his/her course of study, I agree to allow the candidate listed above to complete an internship experience under the supervision of a university advisor. This internship will be mutually developed and approved by the university supervisor and my organizational designee. I also agree to allow the candidate to complete a DIP based on the need to solve a problem of practice within the organization. This DIP will be the development of a comprehensive strategic plan that will be designed by the student with the approval of the university committee and my designee.

Dr. Lory Morrow – Superintendent, Davidson County Schools
Name and Title – Organizational CEO

Signature – Organizational CEO Date

F. In addition to the 5 key evidences, a Certification of Capacity, which addresses the competencies identified in the North Carolina Standards for Superintendents, is to be submitted by each candidate.

High Point University will require each candidate who applies for the Superintendent’s License Review to submit a Certificate of Capacity, which addresses the key competencies of:
Communication; Change Management; Conflict Management; Creative Thinking; Customer Focus; Delegation; Dialogue/Inquiry; Emotional Intelligence; Judgment; Organizational Ability; Personal Ethics and Values; Responsiveness; Results Orientation; Sensitivity; Time Management; Visionary.