



## Course Syllabus: Organizational and Administrative Leadership in Early Care

### **West College of Education**

ECED 4413 Section x10

Fall 2025 Part of Term A: August 25, 2025-October 17, 2025

#### Contact Information

Instructor: Beth Barnard

Office: Bridwell 309

Student Hours: Tuesdays 9:30 am - 11:30am, Wednesdays 10 am -  
11:30 am, Thursdays 10 am - 11:30am, by appointment

Office phone: (940) 397-4063

E-mail: [Elizabeth.barnard@msutexas.edu](mailto:Elizabeth.barnard@msutexas.edu)

#### Instructor Response Policy

The best way to contact me is via email. I will check my email daily between 8:00 AM and 5:00 PM, Monday through Friday. Every effort will be made to respond within 24 hours; however, this does not apply to weekends or holidays. You are welcome to visit my office during office hours (see above), or we can set up a time to talk virtually, on the phone, or in person outside those hours. I am typically pretty flexible.

#### Textbook & Instructional Materials

Encouraged (not required) Goffin, B. (2023). *Planning & administering early childhood programs* (7th ed.). Pearson.

#### Course Description

This course provides a comprehensive overview of the organization, leadership, and management of early care and preschool programs. The course will cover personnel, fiscal, and facilities oversight and management; professional ethics; NAEYC's Code of Ethical Conduct for Early Childhood Program Administrators; state law and licensing regulations; program marketing; program evaluation, and staff training/professional development.

#### Course Objectives/Learning Outcomes/Course Competencies

Satisfactory completion of the course will document that students have demonstrated the ability to:

1. Identify and demonstrate understanding of ethical responsibilities to children, families, personnel, sponsoring agencies, governing bodies, community, society, and the field of early childhood education as identified

int he NAEYC Ethical Code of Conduct (Ethical Code of Conduct for Program Administrators, NAEYC 1-3)

2. Explain, identify, and demonstrate understanding of policies, procedures, and systems that support stable staff and strong personnel, fiscal , and program management so all children, families, and staff have high-quality experiences (NAEYC 10).
3. Explain, identify and demonstrate understanding of Texas state law and licensing regulations related to preschool and early care settings including: staff-child ratios, training and facilities requirements and oversight, fiscal responsibilities, procedural documentation and record keeping, food handling and safety, professional development, and program evaluation.
4. Create an overall budget for a preschool and early care program.
5. Identify and create a program marketing plan for a preschool and early care program.

#### Study Hours and Tutoring Assistance

Instructor is available to meet by appointment. Please email Mrs Beth with any questions you have. Responses/answers will be provided via email or a time can be set up for a phone call or appointment.

#### Student Handbook

Refer to: [Student Handbook](#)

#### Academic Misconduct Policy & Procedures

Academic Dishonesty: Cheating, collusion, and plagiarism (the act of using source material of other persons, either published or unpublished, without following the accepted techniques of crediting, or the submission for credit of work not the individual's to whom credit is given). Additional guidelines on procedures in these matters may be found in the Office of Student Conduct.

[Office of Student Conduct](#)

#### Artificial Intelligence

Advances in Artificial Intelligence (AI) have now provided generative and creative applications such as Chat GPT, Google Bard, Guru, Microsoft Copilot, and others. Certainly, these tools can be quite useful in the learning process; however, the content they generate does not represent the effort and learning of the student. Submitting AI generated work in place of the original and genuine work of the student will be considered a form of academic misconduct.

#### Grading/Assessment

Course Grade-

Table 1: Total points for final grade.

Grade	Points
A	441-490
B	392-440
C	343-391
D	294-342
F	Less than 294

<u>Module</u>	<u>Points</u>
Module 1: Foundations of Early Childhood Program Leadership & Ethics	20 points
Module 2: Personnel Management and Staff Stability	60 points
Module 3: Texas State Law and Licensing Regulations	100 points
Module 4: Fiscal Management and Budgeting	100 points
Module 5: Facilities Oversight and Program Evaluation	60 points
Module 6: Program Marketing and Community Engagement	100 points
Final Reflections	50 points

### Submitted Work

Correct spelling and use of appropriate grammatical skills are expected on each written assignment or project. Most of the assignments/projects will be typed

and utilize an appropriate style (*Times New Roman, 12 point font, double spaced*). Assignments that are handwritten need to be eligible, neat and clean. **Unacceptable work will be returned, un-graded, or lead to reduction in grade.** In addition, plagiarized or copied word will receive a grade of ZERO with no make-up allowed.

#### Extra Credit

No extra credit assignments will be given or accepted.

#### Written Work

All written work should be completed in a professional style. Using correct spelling and grammar are important writing skills you must know well because your students will learn from you. Therefore, all written assignments will have 10% -20% of the grade based on spelling and grammar. Expectations are for quality work.

#### Important Dates

Last day for term schedule changes: Check date on [Academic Calendar](#).

Deadline to file for graduation: Check date on [Academic Calendar](#).

Last Day to drop with a grade of "W:" Check date on [Academic Calendar](#).

Refer to: [Drops, Withdrawals & Void](#)

#### Desire-to-Learn (D2L)

Extensive use of the MSU D2L program is a part of this course. Each student is expected to be familiar with this program as it provides a primary source of communication regarding assignments, examination materials, and general course information. You can log into [D2L](#) through the MSU Homepage. If you experience difficulties, please contact the technicians listed for the program or contact your instructor.

#### Attendance

Students are expected to attend all meetings of the classes in which they are enrolled. Although in general students are graded on intellectual effort and performance rather than attendance, absences may lower the student's grade where class attendance and class participation are deemed essential by the faculty member. In those classes where attendance is considered as part of the grade, the instructor should so inform students of the specifics in writing at the beginning of the semester in a syllabus or separate attendance policy statement. An instructor who has an attendance policy must keep records on a daily basis. The instructor must give the student a verbal or written warning prior to being dropped from the class. Instructor's records will stand as evidence of absences. A student with excessive absences may be dropped from a course by the instructor. Any individual faculty member or college has the authority to establish an attendance policy, providing the policy is in accordance with the General University Policies.

### Online Computer Requirements

Taking an online class requires you to have access to a computer (with Internet access) to complete and upload your assignments. It is your responsibility to have (or have access to) a working computer in this class. ***Assignments and tests are due by the due date, and personal computer technical difficulties will not be considered reason for the instructor to allow students extra time to submit assignments, tests, or discussion postings.*** Computers are available on campus in various areas of the buildings as well as the Academic Success Center. **Your computer being down is not an excuse for missing a deadline!!** There are many places to access your class! Our online classes can be accessed from any computer in the world that is connected to the internet. Contact your instructor immediately upon having computer trouble. If you have technical difficulties in the course, there is also a student helpdesk available to you. The college cannot work directly on student computers due to both liability and resource limitations however they are able to help you get connected to our online services. For help, log into [D2L](#).

### Inclement Weather

In the event of Inclement Weather, please check D2L for updates to class responsibilities and calendar.

### Change of Schedule

A student dropping a course (but not withdrawing from the University) within the first 12 class days of a regular semester or the first four class days of a summer semester is eligible for a 100% refund of applicable tuition and fees. Dates are published in the [Schedule of Classes](#) each semester.

### Refund and Repayment Policy

A student who withdraws or is administratively withdrawn from Midwestern State University (MSU) may be eligible to receive a refund for all or a portion of the tuition, fees and room/board charges that were paid to MSU for the semester. HOWEVER, if the student received financial aid (federal/state/institutional grants, loans and/or scholarships), all or a portion of the refund may be returned to the financial aid programs. As described below, two formulas (federal and state) exists in determining the amount of the refund. (Examples of each refund calculation will be made available upon request).

### Services for Students with Disabilities

In accordance with Section 504 of the Federal Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, Midwestern State University endeavors to make reasonable accommodations to ensure equal opportunity for qualified persons with disabilities to participate in all educational, social, and recreational programs and activities. After notification of acceptance, students requiring accommodations should make application for such assistance through Disability Support Services, located in the Clark Student Center, Room 168, (940) 397-4140. Current documentation of a disability will be required in order to

provide appropriate services, and each request will be individually reviewed. For more details, please go to [Disability Support Services](#).

## College Policies

### Campus Carry Rules/Policies

Refer to: [Campus Carry Rules and Policies](#)

### Smoking/Tobacco Policy

College policy strictly prohibits the use of tobacco products in any building owned or operated by MSU TEXAS. Adult students may smoke only in the outside designated-smoking areas at each location.

### Alcohol and Drug Policy

To comply with the Drug Free Schools and Communities Act of 1989 and subsequent amendments, students and employees of Midwestern State are informed that strictly enforced policies are in place which prohibits the unlawful possession, use or distribution of any illicit drugs, including alcohol, on university property or as part of any university-sponsored activity. Students and employees are also subject to all applicable legal sanctions under local, state and federal law for any offenses involving illicit drugs on University property or at University-sponsored activities.

## Campus Carry

Effective August 1, 2016, the Campus Carry law (Senate Bill 11) allows those licensed individuals to carry a concealed handgun in buildings on public university campuses, except in locations the University establishes has prohibited. The new Constitutional Carry law does not change this process. Concealed carry still requires a License to Carry permit, and openly carrying handguns is not allowed on college campuses. For more information, visit [Campus Carry](#).

## Active Shooter

The safety and security of our campus is the responsibility of everyone in our community. Each of us has an obligation to be prepared to appropriately respond to threats to our campus, such as an active aggressor. Please review the information provided by MSU Police Department regarding the options and strategies we can all use to stay safe during difficult situations. For more information, visit [Safety / Emergency Procedures](#). Students are encouraged to watch the video entitled "Run. Hide. Fight." which may be electronically accessed via the University police department's webpage: ["Run. Hide. Fight."](#)

## Obligation to Report Sex Discrimination under State and Federal Law

Midwestern State University is committed to providing and strengthening an educational, working, and living environment where students, faculty, staff, and visitors are free from sex discrimination of any kind. State and federal law

require University employees to report sex discrimination and sexual misconduct to the University's Office of Title IX. As a faculty member, I am required to report to the Title IX Coordinator any allegations, personally observed behavior, or other direct or indirect knowledge of conduct that reasonably may constitute sex discrimination or sexual misconduct, which includes sexual assault, sexual harassment, dating violence, or stalking, involving a student or employee. After a report is made, the office of Title IX will reach out to the affected student or employee in an effort to connect such person(s) with resources and options in addressing the allegations made in the report. You are also encouraged to report any incidents to the office of Title IX. You may do so by contacting:

Laura Hetrick  
Title IX Coordinator  
Sunwatcher Village Clubhouse  
940-397-4213  
[laura.hetrick@msutexas.edu](mailto:laura.hetrick@msutexas.edu)

You may also file an online report 24/7 at [Online Reporting Form](#)  
Should you wish to visit with someone about your experience in confidence, you may contact the MSU Counseling Center at 940-397-4618. For more information on the University's policy on Title IX or sexual misconduct, please visit [Title IX Website](#)

#### Grade Appeal Process

Update as needed. Students who wish to appeal a grade should consult the Midwestern State University [MSU Catalog](#)

#### Notice

Changes in the course syllabus, procedure, assignments, and schedule may be made at the discretion of the instructor.

<u>Week - Dates</u>	<u>Topic/Chapter</u>	<u>To Do</u>
Week 1: August 25 - Aug 31, 2025	Welcome/Introductions	Become familiar with our course - Welcome slide in google
Week 2: September 1 - Sep 7, 2025	Module 1: Foundations of Early Childhood Program Leadership & Ethics	Discussion Board (20 points)
Week 3: September 8 - Sep 14, 2025	Module 2: Personnel Management and Staff Stability	Case study analysis (60 points)

Week 4: September 15 - Sep 21, 2025	Module 3: Texas State Law and Licensing Regulations	Texas Early Care Regulation Presentation (100 points)
Week 5: September 22 - Sep 28, 2025	Module 4: Fiscal Management and Budgeting	Budget Creation Project (100 points)
Week 6: September 29 - Oct 5, 2025	Module 5: Facilities Oversight and Program Evaluation	Program Evaluation Plan (60 points)
Week 7: October 6 - Oct 12, 2025	Module 6: Program Marketing and Community Engagement	Family Communication Plan (100 points)
Week 8: October 13 - Oct 17, 2025	Final Week	Final Reflections (50 points)