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ENG102

CSU-Global

**Closing the Gap between College and Career**

**Introduction**

The article by Kearney & Herrington (2013), is research that entailed two professors from the US, who teach educational leadership in different universities. The researchers assess the school leadership program's importance to local learning centers that hire their graduates as school administrators. The article was published in March 2013 at the National Council of Professors of Educational Administration. The article title is “The Role of Inquiry in Closing the Gap between University Experience and Assistant Principal Career Transition through Simulated Realistic Job Preview.” The main purpose of the article is to establish the importance of the educational administration program, its effectiveness, and the measures that can be taken to improve the program.

**Summary**

The authors sought to establish the relevance and importance of the educational leadership program to the community level. Therefore, the authors conducted interviews with graduates of the program who work as administrators in various institutions. The authors had two primary questions that wanted to ask. The first question sought to establish how well the program performed in ensuring the graduates were prepared for their position as school administrators. The second question sought to inquire if there are suggestions for improving the program. With this knowledge, the authors can then learn the various ways in which the program has been helpful and how the program can be improved.

The authors also discussed what constitutes the quality of educational leadership. The authors state that in most evaluations, the quality of educational leadership is evaluated on an individual basis. For instance, the University of Louisville employs a technique where their principal must nominate the applicants is they are to be accepted in the leadership program. The university employs the logic that the principal is well equipped in assessing the future leadership skills of existing teachers. Another example is East Tennessee State University, where the students are required to have completed 540 hours of internship experiences to be eligible for the leadership program. The required hours of internship are significantly higher than of the national average, which, according to the university, translates to better skills. Kearney & Herrington (2013) acknowledge that various learning institutions have different educational leadership program assessments across the United States.

The authors also note that there is a clear need that educational leadership programs need to be more closely tied and associated with their local school district’s needs. Through applying a leadership discipline such as the Realistic Job Preview (RJP), institutions can close the gap between what is taught and what the job market expects from the students. Through the RJP, institutions can strive to ensure candidates are taught all the aspects of a job before being released into the field. According to Kearney & Herrington (2013), by creating a more realistic job preview, aspiring candidates can learn how to tackle different situations found in realistic jobs, thus making them more competent.

**Response**

I agree with the authors that bridging the gap between college and career is essential for students if they are to get a job and advance their career development. Different institutions employ different techniques in doing this. I found the Realistic Job Preview to be an effective technique in preparing students of what the job market entails. By creating realistic job experiences, students and candidates can get to experience different challenges and learn ways to navigate them, as if they were in the real field. In doing this, it improves its efficiency in the industry (Kearney & Herrington, 2013). The author does an excellent job by highlighting some of the techniques used by several universities in evaluating leadership quality. The authors also argue that the application of realistic job experiences can significantly help produce competent candidates and students. In doing this, the students will have the necessary skills in their field.

**Conclusion**

The authors argue that the gap between college and career need to be shortened to allow students to have better productivity and efficiency in their duties. I think the article failed to include the input of professionals and leaders in the industry, who can help prepare realistic job experience for the candidates. Having a person in the field involved in such a program can significantly create a realistic picture, thus empowering them.

References

Kearney, W. S., & Herrington, D. E. (2013). The Role of Inquiry in Closing the Gap between University Experience and Assistant Principal Career Transition through Simulated Realistic Job Preview. *Education Leadership Review,* 14(1), 69-82.