2012-13 Cycle

Assessment Findings

Finding per Measure

2: Degree Attainment

Increase recruitment, persistence, and graduation rates

To increase enrollment numbers, retention, and graduation rates

1: Increase enrollment

- Enroll at least 200 transfer students during 2012-2013.
- Enroll at least 150 first time freshman during 2012-2013.
- Admit at least 50 students to graduate level programs during the 2012-2013 academic year.

Measure: WebFocus Enrollment Report; DPI CSV file
Other level; Direct - Other

Details/Description: "Application", "Admit", and "Enrolled" data are provided through WebFocus Reporting System housed in, and managed by, the Office of Institutional Research. Unit heads access census data each semester or annually using filter dates.

* Increase MSA enrollees from 8 in 2011-2012 to at least 15 in 2012-2013.
* Admit at least 50 students to Teacher Education programs in 2012-2013.
* Maintain transfer enrollment of at least 200 students in 2012-2013.
* Maintain first time freshman enrollment of at least 150 in 2012-2013
* Admit at least 50 students to graduate level programs

Implementation Plan (timeline): Recruitment will occur during the entire academic year and results will be reflected in the final enrollment numbers assessed in February 2013.

Key/Responsible Personnel: Director of SOEAARC, Graduate Program Coordinators, Chairpersons, Faculty, Associate Dean, Dean

Findings for WebFocus Enrollment Report; DPI CSV file

Summary of Findings: 332 transfer students were enrolled during both semesters, an increase of 132 over the projected number.

112 first time freshman were enrolled in 2012-2013 academic year; which did not meet the projection of 150 by 38 students

72 students were admitted to graduate programs. This number include admits to MSA and Ed.D. programs and reflects an increase of 22 over the projected 50 admits

77 candidates were admitted to Teacher Education in 2012-2013 academic year; an increase of 27 over the projected 50 admits

Enrollment to Ed. D. programs not yet concluded. Applications close on June 30 with expectations that at least 13 students will be admitted, but enrollments numbers are uncertain

13 MSA candidates have been admitted to the fall 2013 semester with admission interviews closing on June 30
Results: Acceptable Target Achievement: Met

Recommendations: Separate measures so as to indicate achievement of each target. In this instance 3 of the 4 targets were achieved.

Reflections/Notes: Will upload CSV file once validated and submitted with IHE Report; CSV file indicates all students admitted to TE at all academic levels as well as document all completers, including LO completers. Webfocus has not been active as indicated by Mr. Walker. Once activated file will be uploaded. In the meanwhile an enrollment report was submitted from Ms. Carolyn Ortiz in IR.

Substantiating Evidence:
- 2011-2013 enrollment numbers (Word Document (Open XML))
- Graduate Admits by Program - August ’12 to May ’13 (Word Document (Open XML))
3: Increase Completion Numbers

- Increase completion numbers from the 120 reported in 2011-2012 to at least 140 in 2012-2013.
- Increase overall graduation rate reported by Academic Affairs by 2.2% from 15.8% reported in 2011-2012.
- Increase the 2011-2012 graduation rate as reported on the Academic Department Metrics Report for each department as detailed below:
  - EDLE from 26.3 to 27.0
  - ELEM from 14.9 to 17.0
  - MSSS from 18.2 to 19.0

Measure: Retention Dashboard (Graduation Rate); Institutional Research List of Completers
Program level; Direct - Other

Details/Description: Graduation data are collected annually by Academic Affairs and reported to departments through Blackboard on the Retention Dashboard Spreadsheet

Acceptable Target: The SOE will report an overall graduation rate of at least 18%, an increase of 2.2% over the graduation rate reported for the 2011-2012 academic year.

The SOE completion numbers will increase from 120 in 2011-2012 to 140 in 2012-2013. This will reflect an overall increase of the SOE graduation rate as reported by Academic Affairs by at least 20 graduates over the 2011-2012 result.

Implementation Plan (timeline): Completion data will be reported by May 31, 2011.

Key/Responsible Personnel: Faculty Advisors, Chairpersons, Associate Dean, Dean

Findings for Retention Dashboard (Graduation Rate); Institutional Research List of Completers

Summary of Findings: The SOE has met and exceeded the completion numbers as projected for this academic year. Completion numbers of Facilitators of Learning for 2012-1013 academic year is 150 plus 17 Licensure Only students for an increase of 30 graduates and 3 Licensure Only students

We did not meet our graduation rate as reported by the Division of Academic Affairs on the Academic Department Metrics Report. Graduation rate for the SOE as reported by the Division of Academic Affairs is 15.8%, no change from the previous year.

We did not meet our graduation rate as reported by the Division of Academic Affairs on the Academic Department Metrics Report. Graduation rates for each department are

EDLE = 17.2%, a decrease of 9.1% from the previous year
ELEM = 14.5%, a decrease of .4% from the previous year
MSSS = 17%; a decrease of 1.2% from the previous year

Results: Acceptable Target Achievement: Not Met

Recommendations: Purge non-education majors and majors with GPA fallen below 2.5 for two consecutive semesters from the SOE enrollment data set; purged data will provide a clearer measure of the completion rate of students who have the academic potential to succeed as a teacher and maintain the required 2.5 GPA for program admission and retention.

The SOE will report overall completion numbers (headcount) rather than percentage by department. The persistence percentages will be reported by each department and the average SOE persistence rate will be reported under a separate outcome. This will accommodate distinct and clean data and measures.

Reflections/Notes: Develop policy statement on maintaining 2.5 GPA for SOE, which is different from the current policy of requiring 2.0 GPA for FSU and applied to SOE. Students with over 100 earned credits and 2.0 GPA is highly unlikely to achieve the required GPA of 2.5 for continuation in the SOE.

Substantiating Evidence:

- EDLE Retention/Graduation Dashboard (Excel Workbook (Open XML))
- ELEM Retention/Graduation data (Excel Workbook (Open XML))
- Fall 2012 SOE List of Graduates (Excel Workbook (Open XML))
- MSSS Retention/Graduation Dashboard (Excel Workbook (Open XML))
- SOE Retention/Graduation Dashboard Data (Excel Workbook (Open XML))
- unverified spring 2013 list of SOE graduate (Microsoft Excel)

This Findings is associated with the following Actions:

Increase Completion Numbers
(Strategies; 2012-13 Cycle)
4: Decrease Number of Students with GPA below 2.5
• Increase the GPA of at least 20 students with GPA below 2.5

**Measure:** GPA - EMT Retain
Other level; Direct - Other

**Details/Description:** GPA is housed in Banner; SOEAARC staff, with access to EMT Retain, run query to determine the number of enrolled students with GPA below the required 2.5. Results are reported to the Dean's Office each semester.

**Acceptable Target:** At least 20 of students will document an increase in GPA. At least 50 Success Plans will be completed and the same number of students participate in Supplemental Activities designed to reflect an increase in academic achievement reflected in GPA.

**Implementation Plan (timeline):** Measure of target will be tracked through May 30, 2013.

**Key/Responsible Personnel:** Dean, Associate Dean, Chairperson, Faculty Advisors, SOEAARC Advisors

**Findings for GPA - EMT Retain**

**Summary of Findings:** Students with GPA below 2.5 were transferred to academic departments. Only 2 Success Plans were developed in the SOEAARC and these students participated in supplemental activities based on these plans.

Seven (7) students with GPA below 2.5 were advised in the SOEAARC and were listed on the grade-alert with GPA below 2.5.

**Results:** Acceptable Target Achievement: Not Met

**Recommendations:** An Appeals Subcommittee of the Teacher Education Committee was launched, with the intent that a policy statement will be placed in the fall 2013 catalog indicating that education majors who have a semester with GPA below 2.5 will be placed on academic probation. If the student has two consecutive semesters with a GPA below 2.5, that student will be placed on academic suspension from the SOE and must complete an appeals process in order to continue in the teacher education program. This process will significantly lower the number of students with 2.5 GPA.

There are students with GPA below 2.5, in some instances below 1.0, who have completed over 90 credits. It is more effective to counsel these students to another major and to apply the progression in the major standards. We will continue to monitor low GPA, but the process will be adjusted as will the OPAR outcome.

Instead of tracking the number of students with GPA below 2.5, it is more effective to track the annual average teacher admission GPA. This will move the unit towards the expectation of the accrediting body that we must report at least an average admission GPA of 3.00.

**Reflections/Notes:** The TEC decision effective fall 2012 is that students with greater than 45 SCH would be advised by academic departments, except for first time transfer students, who will be advised by SOEAARC for at least one semester, regardless of SCH. Department advisors are encouraged to advise to change major as necessary. As a result of this decision department were presented with just under 200 academic files of students who had GPA below 2.5, which is necessary for admission to teacher education.

This Findings is associated with the following Actions:

Decrease number of prospective education majors with GPA below 2.5
(Strategy; 2012-13 Cycle)

3: Educational Support

**Support to enhance student learning**
The SOE will deliver instruction and provide academic support that will enhance student learning

1: Improve Graduating Senior Survey

**Measure:** Graduating Senior Survey
Program level; Indirect - Survey

**Details/Description:** The Graduating Senior Survey is an on-line instrument administered each semester by the Division of Academic Affairs to graduating seniors. Survey results are analyzed and reported to academic departments by Academic Affairs through the Provost's Office. Data are posted to Blackboard in Academic Affairs Budget Workshop, Course Document, at Graduating Senior Survey Link. The possible ratings are 1 to 4.

**Acceptable Target:** Overall Graduating Senior Survey scores across all departments and summarized for the SOE, will increase from 2.95 as reported in 2011-2012 to 3.10 in the 2012-2013 academic year.
Implementation Plan (timeline): By June 30, 2013
Key/Responsible Personnel: All faculty, chairpersons, associate dean, dean

Findings for Graduating Senior Survey

Summary of Findings: The measure of receiving prompt feedback from faculty reflected a score of 3.74 over the 2.95 received the previous year, a .79 increase. The projected increase was to a 3.10. We have exceeded this projection by .64.

Results: Acceptable Target Achievement: Exceeded

Recommendations: Continue to require a draft submission of all assessments so as to provide feedback on the appropriate completion of the assessment to maximize students' success.

Reflections/Notes: Faculty have been consistent in providing feedback to students and the benefits of external blind reviewer is also beneficial.

Substantiating Evidence:

Findings is associated with the following Actions:

Improve Graduating Senior Survey Learning Scores
(Strategy; 2012-13 Cycle)

Measure: SOE Quality of Teacher Education Programs Survey; UNCGA New Teacher Satisfaction Survey

Details/Description: The SOE developed survey is administered to completers to determine program quality and teacher effectiveness, employment history, and professional development needs, among others. The survey, developed by the Assessment Committee is administered annually through Qualtrics to completers. Results are analyzed by the Assessment Coordinator and reported to the Dean's Office by semester.

The University of North Carolina General Administration (UNCGA) developed and administered a survey to completers to determine belief in the level to which the teacher education program has prepared each to meet the North Carolina Department of Public Instruction (NCDPI) Professional Teaching Standards. Each institution receives mean scores of survey results annually from UNCGA. Survey results are on Likert Scale from 1-5, with 5 identified as "Strongly Agree".

Acceptable Target: On the measure of "Overall, I was satisfied with the SOE program at FSU that prepared me for my career in education" completers will continue to reflect a rating of at least 80% "agree" or "strongly agree."

On the measure of "I would recommend others to select the SOE to attain their degree or licensure" completers will continue to reflect a rating of at least 80% "agree" or "strongly agree."

On the survey administered by UNCGA the FSU SOE will use the 2011-2012 new teacher survey ratings noted below as baseline data for the 2012-2013 academic year. New ratings will be at least the baseline score, on a scale with 5 as the highest value, reported by each standards noted below:

Standard 1: Teacher Leadership = 3.8
Standard 2: Classroom Environment = 4.0
Standard 3: Content Knowledge = 4.0
Standard 4: Learning Facilitation = 4.0
Standard 5: Reflective Adaptation = 3.8

Implementation Plan (timeline): * Assessment Office will submit SOE electronic surveys to spring 2012 completers by November 2012.

* Assessment Office will submit SOE electronic surveys to fall 2012 completers by March 2013.

* Analyze results by April 2013
* Share results with faculty and Administrative Leadership Team by May 2013

Key/Responsible Personnel: Assessment Coordinator, Assessment Committee, Administrative Leadership Team, Faculty, Dean, UNCGA

Findings for SOE Quality of Teacher Education Programs Survey; UNCGA New Teacher Satisfaction Survey

Printed on: 01/24/2014 02:39:23 PM (EST)
Summary of Findings: The fall 2012 SOE Quality of Teacher Education Program Survey was administered by the SOE Assessment Office in fall 2012. Of the 108 students who completed the survey:
* 85% indicated receiving sufficient academic guidance from the SOE advisor
* 88% indicated that SOE advisor is accessible
* 92% indicated that advisor is well informed regarding program policies, etc
* 89% satisfied with overall relationship with advisor
* 90% satisfied with the multi-cultural perspective of the faculty
All results are above the 80% satisfaction noted above.

* 87% satisfied with SOE experience
* 85% would recommend others to select FSU to earn degree or licensure

The UNCGA Recent Graduate Survey submitted for the 2012-2013 academic year resulted in very low response rate and as such no results were provided to the Council of Education Deans' Meeting on Friday, May 24, 2013. There should be a combined report developed for sharing in fall.

UNCGA research reflect that SOE graduates continue to have a positive impact on students' learning, especially in secondary mathematics.

While the data is NOT made accessible for public review as validity and reliability issues are addressed, the Department of Public Instruction made available to each IHE's the impact of its recent graduates on classroom effectiveness - Standards 1 - 6. Standard 6 measures impact on students' growth by teacher evaluations. Result reflect that FSU graduates have a positive impact on students' growth and have shown effectiveness in the classroom.

Results: Acceptable Target Achievement: Exceeded

Recommendations: UNCGA has decided to pull its survey for revision. As a result, survey data will not be available and will not be used as a measure.

Reflections/Notes: UNCGA is experiencing difficulties in securing feedback from students, which resulted in multiple submissions seeking responses. This data source may have to be removed from the Operational Plan until the external data collection process has been systematized.

Substantiating Evidence:
- McCrel Recent Graduate Effectiveness/Growth Data (Adobe Acrobat Document)
- Recent Graduate Survey Results (Adobe Acrobat Document)
- SOE Achievements (Adobe Acrobat Document)
- SOE Quality of TE Survey Results (Adobe Acrobat Document)
- UNCGA Program Effectiveness Research Results (Adobe Acrobat Document)

This Findings is associated with the following Actions:
Improved Quality of Teacher Education Programs
(Strategies; 2012-13 Cycle)

Measure: SOE Advisement Survey: Academic Affairs Department Metrics Report
Other level; Indirect - Survey

Details/Description: Students' response to questions on services provided by each academic department may be directly related to enrollment, retention, and completion numbers. A survey to determine students' satisfaction with the advisement process is administered each semester by the Division of Academic Affairs and also the SOE Academic Advisement and Retention Center (SOEAARC). Advisement Survey Results, reported in percentage, are analyzed and provided annually to departments by the Division of Academic Affairs. Advisement Survey Results provided by Academic Affairs are available on the Academic Department Metrics Report and housed in the Academic Affairs Budget Workshop Blackboard site. The survey administered by SOEAARC is scored on a 1-5 Likert Scale with five (5) as the highest possible score. Results are analyzed by the SOE Assessment Office and reported to the SOEAARC and the Dean's Office.

Acceptable Target: Maintain student satisfaction as reported by Academic Affairs and reflected on Academic Department Metrics Report for each area:
* ELEM at least 83%
* MSSS at least 70%
* SOE overall satisfaction at least 77.5%

Maintain at least an overall satisfaction rating of 4.00 on a 5.0 scale on the SOE Satisfaction Survey instrument.
Implementation Plan (timeline): Results will be reviewed by May 2013

Key/Responsible Personnel: Academic Affairs, Dean, Chairpersons, Assessment Coordinator, Director SOEAARC

Findings for SOE Advisement Survey: Academic Affairs Department Metrics Report

Summary of Findings: Fall 2012 Advising Survey Results as conducted by the division of Academic Affairs reveal:

EDLE = 100% satisfaction by the 22 students completing the survey. There are 87 students enrolled in the department, which reflects a 25% response rate.

ELEM = 80.32% satisfaction by the 143 students completing the survey. There are 435 students enrolled in the department, which reflects a 33% response rate.

MSSS = 93.69% satisfaction by the 95 students completing the survey. There are 188 students enrolled in the department, which reflects a 50% response rate.

Of the three departments, MSSS has the greatest response rate and subsequently the highest student satisfaction rating in the SOE.

SOE = 87.01 overall satisfaction by the 260 students completing the survey

All areas except elementary education surpassed the projected survey satisfaction results. Elementary education satisfaction fell from 81.2% to 80.32%, still above 80% satisfaction but below the projected results.

Results: Acceptable Target Achievement: Met

Recommendations: Indicating maintenance of at least 80% for each program area is a more realistic goal

Reflections/Notes:

Substantiating Evidence:
- AA Advising Survey Results (Excel Workbook (Open XML))
- SOE Advisement Survey Results (Adobe Acrobat Document)

This Findings is associated with the following Actions:

4: Student Satisfaction on Advisement Survey
( Strategies; 2012-13 Cycle)

4: Research and Professional Development:

To provide support to the SOE faculty and staff
To enhance the intellectual contributions of the faculty through presentations at conferences and peer reviewed publications

Measure: Digital Measures Report on Faculty Intellectual Contributions

Details/Description: Faculty members will document conference attendance, conference presentations, and scholarly publications in Digital Measures. Faculty Annual Reports will be run in Digital Measures to document individual faculty accomplishments during July 1, 2012 through June 30, 2013. An Ad Hoc Report on all scholarly accomplishments for all faculty in the SOE is also processed in Digital Measures.

Acceptable Target: Faculty members in the SOE will
* attend at least 10 different Professional Development Activities.
* complete at least 5 presentations at conferences.
* submit at least 10 intellectual contributions for publication

Implementation Plan (timeline): By June 2013

Key/Responsible Personnel: Division of Academic Affairs, Dean, Associate Dean, Faculty

Findings for Digital Measures Report on Faculty Intellectual Contributions
Summary of Findings: Faculty members attended multiple professional development activities, including professional development activities offered by State, FSU, and accrediting bodies. Travel requests and Sign in Sheets serve as documentation that faculty members participated in greater than 10 professional development activities.

Faculty made multiple presentations at local, national, and international conferences. Over 90 presentations were made by faculty in the SOE as reflected in Digital Measures.

Faculty members submitted multiple intellectual contributions as documented in Digital Measures; 17 were published and an additional 16 accepted for publication.

Results: Acceptable Target Achievement: Exceeded

Recommendations :

Reflections/Notes :

Substantiating Evidence:

DPI Imagining Conversations Sign-in Sheets (Adobe Acrobat Document)
LINN Flyer (Adobe Acrobat Document)
LINN Practicum (Adobe Acrobat Document)
MCEC Registration Document LINN Workshop 7 20 2012 (File)
SOE Faculty Intellectual Contributions (Rich Text)
SOE Faculty Professional Development/Conferences/Presentations (Rich Text)

This Findings is associated with the following Actions:
Enhance Faculty Intellectual Contributions
(Strategies; 2012-13 Cycle)

Increase Staff Involvement in Professional Development

To provide opportunities for staff to become involved in at least 3 professional opportunities designed to enhance their skills; to increase academic outlook through enrollment in a course each by at least 2 staff members

Measure: Sign-in Sheets; PD participation; Course Enrollment
Other level; Direct - Other

Details/Description: Staff will submit, to the dean's office each semester, documentation of course enrollment and participation in professional development activities

Acceptable Target: All staff members will participate in at least 3 professional development workshops during the 2012-2013 academic year.

At least two staff members will enroll in courses to enhance their academic skills

Implementation Plan (timeline): Results will be reviewed by June 2013

Key/Responsible Personnel: Dean, Chairperson, Staff

Findings for Sign-in Sheets; PD participation; Course Enrollment

Summary of Findings: Multiple Staff members participated in multiple professional development activities offered by the Division of Business and Finance, ITTS, and the Office of Human Resources. Trainings include Banner, Bronco EBuy, Budget workshop, and technology support.

Ms. Phyllis Carter and Ms. Kathleen Marsh have maintained continued enrollment in course work towards a BS degree.

Results: Acceptable Target Achievement: Met

Recommendations :

Reflections/Notes :

Substantiating Evidence:

Staff Tuition Waiver Forms (Adobe Acrobat Document)

This Findings is associated with the following Actions:
Support Staff Development
(Strategies; 2012-13 Cycle)
5: Enhance Community Engagement

Research Agenda
To launch a research agenda through the revitalization of the SOE Office of Research Initiative that will support faculty research projects

Increase Collaborative Research
An approved research agenda will be supported by external funding and result in at least 2 collaborative research projects

- **Measure:** Digital Measures Report on Intellectual Contributions (Reflecting Collaborations)
  Other level; Direct - Other

  Details/Description: Faculty members will document involvement in research projects - collaborative and individual research - in Digital Measures. Ad Hoc Reports will be developed in Digital Measures to document the research projects initiated by SOE Faculty.

  **Acceptable Target:** At least 3 collaborative research projects will be initiated.

  **Implementation Plan (timeline):** Projects will be submitted by May 2013

  **Key/Responsible Personnel:** Associate Dean, Director of Office of Research Initiative, Faculty Members

Findings for Digital Measures Report on Intellectual Contributions (Reflecting Collaborations)

  **Summary of Findings:** At least 17 collaborative research projects were undertaken in the SOE. Collaborations resulted in publications between Drs. Thompson and Shamberger; between Drs. Charles and Dickens; between Drs. Charles and Eley; Between Drs. Ford and Smith-Burton, Drs. Dickens and Kosterman, among others.

  The Office of Research Initiative hosted the first annual SOE Research Symposium in June 2012 and the second is scheduled for June 21, 2013.

  **Results:** Acceptable Target Achievement: Exceeded

  **Recommendations:**

  **Reflections/Notes:**

  **Substantiating Evidence:**
  - SOE Faculty Intellectual Contributions (Collaborations) Digital Measures (Rich Text)
  - SOE Summer Research Symposium (Adobe Acrobat Document)

  This Findings is associated with the following Actions:

Increased Collaborative Research (Strategies; 2012-13 Cycle)

6: Continuous Improvement

Community outreach to students, parents, and educators
To increase the services provided to P-12 students, parents, and educators from the Sandhills region

To Increase Service to P-12 Students
To offer at least 4 professional development activities to P-12 students enrolled at a school in the region, especially at a Professional Development School Partner site

- **Measure:** Digital Measures Report on Services to Public Schools; IHE Report
  Other level; Direct - Other

  Details/Description: Faculty will report service to P-12 children in Digital Measures. An Ad Hoc Report will be run in Digital Measures to verify reported services.

  SOE Office of Student Services will complete a table detailing services to P-12 children, which will be reported in IHE Report submitted to NCDPI each June.

  **Acceptable Target:** At least 4 academic enrichment activities will be planned and implemented for P-12 students with at least 200 students served through these activities.

  **Implementation Plan (timeline):** Activities will be implemented by June 2013.

  **Key/Responsible Personnel:** Dean, Associate Dean, PDS Coordinator, Chairpersons, Faculty

Findings for Digital Measures Report on Services to Public Schools; IHE Report
### Summary of Findings

The SOE Hosted the 2013 Cumberland County Battle of the Books Competition with over 400 children participated in the two-week activity.

The Pre-College Program (Mathematics and Science Education Center) hosted the Parent Mathematics and Science Night with over 300 children and parents in attendance.

Over 50 students at elementary schools participated in reading enrichment activities sponsored by the Endowed Professor.

Over 35 students participated in enrichment activity hosted by the Raise the Reader Club led by faculty in the Department of Elementary Education.

**Results:** Acceptable Target Achievement: Exceeded

**Recommendations:**

**Reflections/Notes:** The final IHE School Services table will be uploaded as evidence once completed for submission to DPI.

**Substantiating Evidence:**

![SOE IHE School Services Table (Adobe Acrobat Document)](image)

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**This Findings is associated with the following Actions:**

**Provide service to P-12 students**

(Strategies; 2012-13 Cycle)

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**To Increase Service to Parents**

To provide 3 service opportunities that are designed to assist parents in developing strategies to support their children

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**Details/Description:** Faculty will report service to parents in Digital Measures. An Ad Hoc Report will be run in Digital Measures to document the number of services reported.

**Acceptable Target:** At least 3 workshops will be implemented to support parents with at least 50 parent participants recorded overall.

**Implementation Plan (timeline):** The activities will be implemented by June 2013.

**Key/Responsible Personnel:** Dean, Wells Fargo Endowed Chair, Faculty

**Findings for Digital Measures Report on Services to Public Schools**

**Summary of Findings:** More than three (3) Parent Empowerment Workshops were offered by the SOE. The workshops were developed by the Endowed Professor and implementations were completed in pairs by the Endowed professor and other faculty members.

**Results:** Acceptable Target Achievement: Exceeded

**Recommendations:**

**Reflections/Notes:**

**Substantiating Evidence:**

![Parent Empowerment Workshop Sign-in Sheets (Adobe Acrobat Document)](image)

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**To Increase Service to Educators**

To provide at least 4 skills based workshops to educators, with an emphasis on reaching SOE alumni, determined through needs-based surveys

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**Details/Description:** Faculty will report service to in-service educators in Digital Measures. SOE Ad Hoc Report will be run in Digital Measures to verify reported services.

SOE Office of Student Services will complete a table detailing services to in-service educators, which will be reported in IHE Report submitted to NCDPI each June.

**Acceptable Target:** At least 4 workshops will be planned during the 2012-2013 academic year that will serve at least 85 educators from the county and supporting region.

**Implementation Plan (timeline):** Workshops will be implemented by June 2013.

**Key/Responsible Personnel:** Dean, Associate Dean, PDS Coordinator, Chairpersons, Faculty Members
**Findings for Digital Measures; IHE Report**

**Summary of Findings:** SOE planned and hosted the Imagining Conversations, which was attended by 41 participants from the 11 LEAs as well as community college and FSU Faculty.

FSU/SOE Hosted the High School Counselor Conference with over 200 Counselors attending. The event was coordinated through the SOE Recruitment Director.

Workshops for future school leaders were held in various counties.

Two workshops, Living in the New Normal (LINN) (a one-day and a separate 2-day workshop), were offered to faculty and public educators in collaboration with Military Child Education Coalition.

**Results:** Acceptable Target Achievement: Met

**Recommendations:**

**Reflections/Notes:** IHE Report is not completed as yet. Once Service to Public School table is completed by the Assessment Office, the final document will be uploaded as evidence of the SOE meeting this measure.

**Substantiating Evidence:**

- Appreciation Letter - NC High School Counselors PD (Adobe Acrobat Document)
- DPI Imagining Conversation Sign-in Sheets (Adobe Acrobat Document)
- Draft IHE School Services Report (Word Document (Open XML))
- LINN 2-day workshop (Adobe Acrobat Document)
- MCEC Flyer (Adobe Acrobat Document)
- MCEC Registration Sheet 7 20 2012 (File)

This Findings is associated with the following Actions:

**Service to Educators**

( Strategies; 2012-13 Cycle)