Report:	Assessment Plan Details for: Educational Leadership
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Workspace:	Operational Plan & Assessment Report - OPAR
Assessment Plan:	2010-11Cycle: Assessment Plan and Assessment Findings
Assessment Plan Template:	OPAR Assessment Plan
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Measures and Findings

Educational Leadership Unit Goals

1. Increase retention and graduation rates

The EDLE department will achieve and sustain retention and graduation rates that are at least among the top 20 schools which has a cohort structure for the Ed. D program in Educational Leadership. (Priority 1; UNCT: 4.2; 4.3; & Conceptual Framework Themes # 1, 2, 3, 5, 7). The EDLE department will graduate MSA student cohorts 16 & 17 in two years with a 90% graduation rate. The department will also retain Ed. D cohorts 16 & 17 during their two years of course work with a 90% rate and will graduate at least five students per year in the Ed. D program.

1. Improve graduation rates

In the 2010/2011 academic year, 100% of the students admitted to the MSA & Ed. D programs will receive advisement. At least 90% of the MSA students who entered the program in Fall 2008 will graduate from the program in May 2011. The Ed. D program will meet or exceed the university expectations for students receiving doctoral degrees.

Mapped to:

- FSU Strategic Priorities, Initiatives, and Indicators: 1.1.5.,
- USA- SACS- Comprehensive Standards (Section 3): 3.3.1.3

Measures & Findings

Academic Advisement
Program level; Direct - Other

Details/Description: Provide advisement for students in the MSA and Ed.D. program.

Acceptable Target: 100% of the MSA & Ed. D students enrolled in cohorts 16 & 17 will receive academic advisement and complete a curriculum plan. At least 90% of the MSA students who entered the program in Fall 2008 will graduate from the program in May 2011. The Ed. D program will graduate at least 5 students during the academic years.

Implementation Plan (timeline): Fall 2010 through Spring 2011

Key/Responsible Personnel: Chair, director of Ed. D & coordinator of MSA program and EDLE faculty

Supporting Attachments:

Findings for Academic Advisement

Summary of Findings: The mid-year review data reflects that 100% percent of the students have received advisement for the Fall 2010. Over 90% of the students in the MSA will graduate in the Spring 2011. Current projections are that the Ed. D. students graduating from the doctoral program will meet or exceed the university expectations.

Acceptable Target Achievement: Met

Recommendations :

Reflections/Notes :

Substantiating Evidence:

2. Enhance student learning

The EDLE department will continuously improve teaching, academic support, faculty and student collaborative research, and co-curricular programs to enhance student learning.

2. Improve teaching

In the 2010/2011 academic year, MSA students in the Research Methodology course will submit initial drafts and revised forms of an action research proposal via Task Stream. The students will develop an action research proposal aligned with the MSA program requirements and NCDPI School Executive Pre-Service standards. At least one faculty member will collaborate with a graduate student to publish and/or present at a conference for the 2010/2011 academic year. The department will conduct at least one

Measures & Findings

Faculty and Student Collaboration

Details/Description: Faculty and students will collaboratively present at a conference or publish a scholarly article.

Acceptable Target: At least 2 faculty members will collaborate with an Ed.D student to publish and/or present at a conference.

Implementation Plan (timeline): July 2011

Findings for Faculty and Student Collaboration

Summary of Findings: At the mid-year review students in the MSA program successfully submitted course artifacts via taskstream in the required courses. At least two faculty members in the department have published and or presented with Doctoral students at national conferences.

Acceptable Target Achievement: Met

symposium featuring a major educational scholar.

Mapped to:

- FSU Strategic Priorities, Initiatives, and Indicators: 1.2.6., 1.5.2.,
- USA- SACS- Comprehensive Standards (Section 3): 3.3.1.1

Key/Responsible Personnel: Faculty

Supporting Attachments:

Recommendations :

Reflections/Notes :

Substantiating Evidence:

Symposium

Details/Description: The department will develop an academically stimulating environment for students and faculty by organizing an educational symposium. The syposium will afford students and faculty to interact with nationally/internationally renown scholars.

Acceptable Target: The department will conduct at least one symposium featuring a major educational scholar.

Implementation Plan (timeline): May 2011

Key/Responsible Personnel: Research and Community Engagement Committee, Department Chair

Supporting Attachments:

Findings for Symposium

Summary of Findings: This goal had not been achieved at the time of the Mid-Year review.

Acceptable Target Achievement: Not Met

Recommendations : Two faculty members will be assigned the task of leading the organization of the symposium.

Reflections/Notes : Discussions about the syposium were raised by the department chair about accomplishing this goal.

Substantiating Evidence:

Task Stream Artifacts

Details/Description: Students in the revised M.S.A program will submit artifacts to taskstream.

Acceptable Target: In the 2010/2011 academic year, 100 % MSA students in the newly revised program will submit course required artifacts via Task Stream.

Implementation Plan (timeline): May 2011

Key/Responsible Personnel: Faculty, MSA Coordinator, Department Chair

Supporting Attachments:

Findings for Task Stream Artifacts

Summary of Findings: 100% of the students in the MSA program successfully submitted artifacts to taskstream for all required courses.

Acceptable Target Achievement: Met

Recommendations :

Reflections/Notes :

Substantiating Evidence:

3. Attract and retain highly-qualified faculty and staff

The EDLE department will attract and retain highly-qualified faculty and staff by improving working conditions.

Faculty/Staff Recruitment and Retention

The Department of Educational Leadership will improve the working conditions of the faculty by providing support to attend at least one conference. Assigning faculty to courses that are specific to their area of expertise and research interest. Support Administrative Support staff by conducting monthly meetings to ascertain support needs/issues of concern. Actively recruit highly qualified faculty by disseminating informational materials at two national conferences.

Mapped to:

- FSU Strategic Priorities, Initiatives, and Indicators: 1.3.1., 1.3.3., 1.3.4.,
- USA- SACS- Comprehensive Standards (Section 3): 3.3.1.2

Measures & Findings

Faculty/Staff Recruitment and Retention

Program level; Indirect - Survey

Details/Description: Develop a survey instrument to ascertain working conditions of faculty.

Acceptable Target: 80% of the faculty will report that they are satisfied with the courses they are assigned as well as departmental support for professional development.

Implementation Plan (timeline): Fall 2010 through Spring 2011

Key/Responsible Personnel: Chair

Supporting Attachments:

Findings for Faculty/Staff Recruitment and Retention

Summary of Findings: The survey has not been developed to assess the faculty's satisifaction with the courses they have been assigned.

Acceptable Target Achievement: Not Met

Recommendations : The assistant chair will be responsible for developing a survey instrument. In addition, the assistant chair will be asked to distribute the survey to faculty during the spring semester. The survey will include faculty satisfaction for the Fall 2010 and Spring 2011 semester.

Reflections/Notes :

Substantiating Evidence:

4. Improvement in student/customer services

The EDLE department will foster continuous improvements in student/customer services in response to data on student satisfaction.

4. Improve satisfaction survey scores

During the 2010/2011 academic year, at least 90% of graduate students in the MSA & Ed. D. programs and students taking the EDUC 310, 330 and 340 courses will report on the Student Satisfaction Survey that the Department of Educational Leadership promotes a student friendly and academically supportive environment. At least 90% of the graduate students will provide feedback through the Student Instructional Report and department surveys that the department values customer service.

Mapped to:

- FSU Strategic Priorities, Initiatives, and Indicators: 1.5.1., 1.5.2.,
- USA- SACS- Comprehensive Standards (Section 3): 3.3.1.3

Measures & Findings

Satisfaction Survey
Program level; Indirect - Survey

Details/Description: The Student Instructional Report will reflect satisfaction that the Department of Educational Leadership promotes a student friendly and academically supportive enviornment.

Acceptable Target: The report should indicate that at least 80% of the students enrolled in courses offered by the Department of Educational Leadership are satisfied with the unit's student friendly environment and academic support.

Implementation Plan (timeline): Fall 2010 through Spring 20111

Key/Responsible Personnel: Chair;director, Ed. D; coordinator, MSA program and EDLE faculty

Supporting Attachments:

Findings for Satisfaction Survey

Summary of Findings: The data regarding student satisfaction has not been completely assessed to effectively determine if the department has achieved this goal.

Acceptable Target Achievement:

Recommendations :

Reflections/Notes :

Substantiating Evidence:

5. Partnership with the community and public schools

The EDLE faculty, students, and staff will serve as catalysts for change in partnership with the community and public schools through outreach programs, including revised internship experience process. The department has completed the MSA Revision process and will begin to revise the doctoral program which is scheduled to begin in the Fall 2010 semester and completed by the end of the Spring 2011 semester.

5. Increase service to public schools and communities

During the 2010/2011 academic year, the Department of Educational Leadership faculty will increase service to public schools by partnering at least one school in Cumberland County.

Mapped to:

- FSU Strategic Priorities, Initiatives, and Indicators: 5.1.1., 5.3.3., 5.4.3.,
- USA- SACS- Comprehensive Standards (Section 3): 3.3.1.5

Measures & Findings

Service to Public Schools and Communities
Program level; Direct - Other

Details/Description: Using artifacts from school visits, symposiums, and committee meetings the department will document it's service to public schools and the local communities.

Acceptable Target: At lease one syposium will be sponsored by the department and at least one faculty member will conduct a workshop for one of the partnership schools.

Implementation Plan (timeline): Fall 2010 through Spring 2011

Key/Responsible Personnel: Chair; director, Ed. D program, coordinator, MSA program and EDLE faculty

Supporting Attachments:

Findings for Service to Public Schools and Communities

Summary of Findings: The mid-year review reflects that faculty in the department have not been actively involved with providing service to public schools.

Acceptable Target Achievement: Not Met

Recommendations : The department chair will examine ways to develop a relationship with at least one school. This relationship will provide faculty members with opportunities to become involved with service.

Reflections/Notes : Concerns were raised about faculty involvment with the public schools during the February meeting. The department will examine ways to address this concern by reaching out to at least one school.

Substantiating Evidence:

6. Effective marketing

The EDLE department will effectively market programs and events in a timely and efficient manner for recruiting potential students.

3. Effective marketing

The EDLE department and staff will

Measures & Findings

maintain a professional environment and customer service atmosphere as students inquire about the program. The staff will provide valuable customer service and materials for prospective students. The department's website will be updated to highlight faculty and student accomplishments. New brochures will be made to highlight the MSA and Ed.D program. A DVD highlighting both the MSA and Ed.D program will be developed and distributed to local schools, colleges, community colleges, and community leaders.

Mapped to:

- FSU Strategic Priorities, Initiatives, and Indicators: 1.1.1., 1.4.0.,
- USA- SACS- Comprehensive Standards (Section 3): 3.3.1.2

Department
Program level; Indirect - Other

Details/Description: The department will create a recruitment DVD and enhance the deparment's website for marketing purposes to increase the number of students enrolled in the MSA and Ed.D.programs

Acceptable Target: The number of students enrolled in the MSA program will increase from 14 students to 18. The Ed.D program will increase enrollment from 12 students to 15 for the Fall 2011-2012 academic year.

Implementation Plan (timeline): Fall 2010 through Spring 2011

Key/Responsible Personnel: Chair

Supporting Attachments:

Findings for Department

Summary of Findings: At the mid-year review the department's website was used to recruit students into the MSA and Ed.D. program. New brochures have been developed for the department. However these brochures have not been printed at the time of the review. There are still some concerns about enhancing the website to reflect faculty, alumni, etc. on the website. A DVD has not been developed for the Ed.D. program.

Acceptable Target Achievement:

Recommendations : The department chair has initiated the development of new brochures for the department. During the February meeting faculty suggested that the website have a section that would essentially capture/highlight the department. This section on the website would replace the need for a DVD.

Reflections/Notes : Two informational sessions are being planned this semester for the MSA and Ed.D. programs.

Substantiating Evidence:

7. Improve collaboration for experiential learning

The EDLE department will coordinate collaboration and partnerships to support academic achievement and provide students with experiential learning through structured internships.

6. Increase online and military offerings

During the 2010/2011 academic year, the Department of Educational Leadership will maintain regional partnerships with community colleges and Fort Bragg through on-line/face-to-face course offerings for EDUC 310, 330, and 340. Develop online courses for the Ed.D program.

Mapped to:

- FSU Strategic Priorities, Initiatives, and Indicators: 1.4.3., 1.4.5., 5.1.2.,
- USA- SACS- Comprehensive Standards (Section 3): 3.3.1.5

Measures & Findings

Online Ed.D

Details/Description: The deparment will maintain the two course offerings at Fort Bragg. Additionally, one online course will be developed for the Ed.D. program.

Acceptable Target: The deparment will maintain the two course offerings at Fort Bragg. Additionally, one online course will be developed for the Ed.D. program.

Implementation Plan (timeline):

Key/Responsible Personnel:

Supporting Attachments:

Findings for Online Ed.D

Summary of Findings: The department has maintained course offerings to regional partners.

Acceptable Target Achievement: Met

Recommendations :

Reflections/Notes :

Substantiating Evidence: