







***Online Assessment Tracking Database***




Sam Houston State University (SHSU)  
*2014 - 2015*

**Educational Leadership, Department Of**

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<b>Goal</b>	<b>Increase Enrollment</b>  To increase enrollment via recruitment and retention of qualified and motivated students.
<b>Objective (P)</b>	<b>Increase Enrollment</b>  To increase enrollment via recruitment and retention of qualified and motivated students.
<b>KPI Performance Indicator</b>	<b>Enrollment And Retention</b>  Enrollment numbers and retention rates and persistence. Our goal is to increase annually in these areas.  Last year, the taskforce for recruitment workon on numerous strategies to increase enrollment in the master's programs with limited success. These efforts will be ongoing and additional strategies will also be implemented.
<b>Result</b>	<b>Enrollmenbt And Retention</b>   Based on headcount in programs, see supporting documents.
<b>Action</b>	<b>Head Count</b>  The department faculty and leadership will schedule meetings to identify the factors that contributed to increases and decreases in enrollment. The focus will be on strategic planning that will result in a clear set of goals and objectives related to enrollment and retention of students in all programs.

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<b>Goal</b>	<b>Excellence In Teaching, Research, And Service</b>  The Department Faculty will strive for excellence in Teaching, Research, and Service.
<b>Objective (P)</b>	<b>FES</b>  All faculty will engage in research, teaching, and service.
<b>KPI Performance Indicator</b>	<b>Faculty Evaluation System</b>  Faculty are evaluated per University guidelines on research, teaching, and service. Faculty must be actively engaged in sustained efforts that demonstrate effective research (evidenced by an average of at least one publication per year), teaching (evidenced by student evaluation scores on IDEA that meet department expectations), and service (evidenced by documented service activities to the department, college, university, and academic community at large). 100% of faculty in the department will meet or exceed the minimum expectations in all three areas.

We committed this year for new faculty to be mentored by seasoned faculty to ensure their success in these areas.

<b>Action</b>	<b>Excellence I in Teaching, Research, And Service</b>  Faculty will continue to engage in an array of activities related to teaching, service, and scholarly research.
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<b>Goal</b>	<b>Customer Satisfaction</b>  Customer Satisfaction among the various constituencies
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<b>Objective (P)</b>	<b>Constituent Satisfaction</b>  Constituents will be satisfied with department programs.
<b>KPI Performance Indicator</b>	<b>Feedback From Advisory Committee</b>  <p>An advisory committee for each master's and doctoral level program will provide feedback regarding their satisfaction with the EDLC programs and specializations. All programs (100% of department programs) will implement advisory council feedback as a component of continuous improvement efforts.</p> <p>Each department has attempted to incorporate advisory committee feedback. We are eager to see the results.</p>
<b>Result</b>	<b>Advisory Councils</b>  All department programs have active advisory committees meeting regularly.
<b>Action</b>	<b>Advisory Councils</b>  We will continue to engage with members of our advisory councils in an effort to improve programs.

<b>Goal</b>	<b>Enhance Academic Program Quality</b>  Enhance the quality and effectiveness of the academic programs
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<b>Objective (L)</b>	<b>Enhance Academic Program Quality</b>  Graduates will be competent in specialization content area and skills appropriate to their discipline. Students will demonstrate their level of competence by passing certification exams.
<b>Indicator</b>	<b>TEXES</b>  Student scores on program-specific TEXES (state certification) exams
<b>Criterion</b>	<b>TEXES Scores</b>  <p>90% of test takers will earn the required score on the corresponding TEXES exam to achieve certification</p> <p>Last year the Counseling and Superintendent program</p>

students met the 90% goal while the Principal program students only achieved 70%. We are eager to determine whether our interventions had any impact to raise the 70% toward the 90%

### Finding

### Findings

Our students attained a 100% and and 93% on the TExES superintendent and principal exams, respectively.

### Action

### TExES Results

Our faculty will continue to offer preparation workshops for candidates in the principal and superintendent preparation programs. As our actions have proven to be highly successful in the past, we will continue to utilize those activities.

## Previous Cycle's "Plan for Continuous Improvement"

The Department is formally splitting into two departments this year, the Department of Educational Leadership and the Department of Counselor Education. Fair and equitable division of all resources (including financial and human resources) will be a key component of this split. The use of scholarships from department funds has been and will continue to be a key component of recruitment efforts. Targeted efforts in venues that are meaningful for distinct program areas will be utilized as a key recruitment strategy. Efforts will be geared to attracting quality students as opposed to simply increasing numbers. Faculty success in the areas of research, service, and teaching will also continue to be an area of focus. Department faculty development activities will be conducted monthly, and individual meetings with faculty will be held as needed. Mentors for four new faculty hired this academic year will be assigned. All programs will host advisory councils this year and will implement feedback from those committees as a component of continuous improvement. TExES scores will be monitored after each test administration to help gauge gaps in student success or to identify areas of need.

**Please detail the elements of your previous "Plan for Continuous Improvement" that were implemented. If elements were not implemented please explain why, along with any contextual challenges you may have faced that prevented their implementation.**

1. We implemented an effective faculty mentoring program
2. The efforts by faculty to continue to provide excellent teaching, relevant and quality service, and exemplary research will be continued. We will continue to provide the necessary resources for faculty to maintain their status as outstanding members of the SHSU faculty.
3. We will continue and strengthen the role of advisory councils. We will seek to enhance the breadth and depth of their contributions to the department.

**Plan for Continuous Improvement - Please detail your plan for improvement that you have developed based on what you learned from your 2014 - 2015 Cycle Findings.**

The following actions will be taken in an effort to ensure continuous improvement in the Department of Educational Leadership.

1. Continue to provide opportunities for candidates to prepare for the TExES exams.
2. Our faculty mentoring program will continue. We hired 3 new faculty members for this year, and we expect them to benefit from mentoring with senior faculty members.
3. We will revisit and review our program offerings to ensure that we have the proper balance between number of faculty and number of students.
4. Faculty will be provided resources to elevate their teaching, service, and research.