

Educational Leadership, Department of
Assessment Plan Summary

Educational Leadership, Department of

Customer Satisfaction

Goal Description:

Customer Satisfaction among the various constituencies

RELATED ITEMS/ELEMENTS

RELATED ITEM LEVEL 1

Constituent Satisfaction

Performance Objective Description:

Constituents will be satisfied with department programs.

RELATED ITEM LEVEL 2

Feedback From Advisory Committee

KPI Description:

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.

Each department has attempted to incorporate advisory committee feedback. We are eager to see the results.

Results Description:

Each program maintains an advisory committee that provides feedback and suggestions for program and curriculum improvement. Two of the advisory committees are mandated by the Texas Education Agency - Principal Preparation and Superintendent Preparation. Coordinators of the other programs schedule meetings with outside advisors on a regular basis.

Enhance Academic Program Quality

Goal Description:

Enhance the quality and effectiveness of the academic programs

RELATED ITEMS/ELEMENTS

RELATED ITEM LEVEL 1

Enhance Academic Program Quality

Learning Objective Description:

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.

RELATED ITEM LEVEL 2

TExES: Certification Pass Rates

Indicator Description:

Student scores on program-specific TExES (state certification) exams

Criterion Description:

90% of test takers will earn the required score on the corresponding TExES exam to achieve certification

Last year the Counseling and Superintendent program 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%

Findings Description:

In AY 2015-2016, the total pass rate for the EC-12 Principal exam was 82.10%. There were 28 tests taken and 23 were passed.

The total pass rate for the EC-12 Superintendent exam was 100%. There were 3 tests taken and all passed.

RELATED ITEM LEVEL 3

Action for TExES exams

Action Description:

We will increase our efforts in providing TExES preparation courses and trainings for candidates.

Excellence In Teaching, Research, And Service

Goal Description:

The Department Faculty will strive for excellence in Teaching, Research, and Service.

RELATED ITEMS/ELEMENTS -----

RELATED ITEM LEVEL 1

FES

Performance Objective Description:

All faculty will engage in research, teaching, and service.

RELATED ITEM LEVEL 2

Faculty Evaluation System

KPI Description:

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.

Results Description:

The Faculty Evaluation System (FES) will remain the vehicle for determining tenure, promotion, post-tenure, and merit. Faculty who are eligible for tenure, promotion, and post-tenure review are notified by the Chair of their eligibility date. The FES documents are submitted by all faculty members to Blackboard for review by the DPTAC committee. Reviews take place in early spring and candidates receive notification of their application in late spring. The FES provides for evaluation of teaching, research, and service. The IDEA evaluation, along with the Chair's evaluation of teaching, determine the level (percentage) of merit a faculty member receives. Beginning in calendar year 2017, a new FES will be implemented. The primary distinction is that faculty will be evaluated on a 10-point scale rather than the current five-point scale. This is a college-wide change, and we are not certain of the impact the new system will have on tenure, promotion, post-tenure, and merit decisions. Our goal is to have 100% of faculty participating in the FES.

Increase Enrollment

Goal Description:

To increase enrollment via recruitment and retention of qualified and motivated students.

RELATED ITEMS/ELEMENTS -----

RELATED ITEM LEVEL 1

Increase Enrollment

Performance Objective Description:

To increase enrollment via recruitment and retention of qualified and motivated students.

RELATED ITEM LEVEL 2

Enrollment And Retention

KPI Description:

Enrollment numbers and retention rates and persistence. Our goal is to increase annually in these areas. Last year, the taskforce for recruitment worked on 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.

Results Description:

The Department of Educational Leadership will continue to emphasize the importance of enrollment and retention of students. We will request a professional marketing/recruiter to coordinate the recruitment and marketing activities of the department

Continuous Improvement Plan

Previous Cycle's Plan For Continuous Improvement (Do Not Modify):

Our plan was to increase our efforts in offering TExES preparation courses and workshops for candidates.

Update of Progress to the Previous Cycle's PCI:

We recognize the importance of providing opportunities for candidates to review and prepare for the TExES. We provided numerous workshops for candidates at various locations within the region.

Update to Previous Cycle's Plan for Continuous Improvement

Previous Cycle's Plan For Continuous Improvement (Do Not Modify):

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.

Update of Progress to the Previous Cycle's PCI:

The faculty continues to provide opportunities for candidates to prepare for the TeXES exam in both certification areas -Principal and Superintendent. Embedded in all classes and especially emphasized during practicum are opportunities for candidates to prepare for the exam. Candidates for the superintendent certification are invited to attend a preparation workshop that is offered over two consecutive weekends. The Chair will seek additional resources to assist with field observations and evaluations of principal certification candidates. Current and emerging TEA guidelines for Educator Preparation programs will likely necessitate the hiring of additional adjuncts (to do field observations) and administrative support staff.

RELATED ITEM LEVEL 1