

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.

Attached Files

- [\[icon\] Advisory Board Meeting Minutes - 2017](#)
- [\[icon\] SupMinutes Advisory Committee 102616](#)
- [\[icon\] Superintendent Advisory Council](#)

Results Description:

Design: We have started using more real world scenarios and case studies to provide the students with more opportunities to be able to be better problem solvers as will be required in the new Performance Assessment for School Leaders (PASL). This year, we will be collaborating more with our Campus Business Management instructor to make sure we are covering program needs with budget codes, how to implement budgets, budgets for special programs and what is allowable.

Delivery: We are beginning to implement virtual meetings in our EDAD program online courses to be able to observe and evaluation the students interactions and verbal contributions. Most of the EDAD program is online. However, we currently have 2 courses that are offered f2f because of the information and content that is shared, communicated, and for the interactions and observations that are required.

Evaluation: We are in the process of developing the much need Communication for Ed Leaders EDAD 5352 course that was approved for the upcoming academic year. In the Principal Practicum EDAD 6362 course, we observe the candidates interacting with various stakeholders in their observations. Also, with the virtual meetings, we are able to observe and hear the students interact with their classmates and instructor and listen to their contributions and address their questions; and in the face to face courses we are able to do the same observations in person.

Policy: We are communicating with the EDAD students of the policy changes that apply to them and are making them aware of the requirements for the Principal Certification 068 exam and the upcoming new exam 268 and the PASL. We will be using the new Field Supervisor Coaching model for the Principal Practicum candidates as required by TEA. We will be working on adding crisis management, school safety, and critical conversations to the existing courses and the new communication course.

Attached Files

- [\[icon\] Principal Certification Advisory Council Meeting 102616.principal.cert](#)

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
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:
For the 2016-2017 school year in our preliminary results, 44 out of 51 principal candidates passed the state principal exam. Our final results for the year (Sept. 1 through August 31) from TEA will not be available until Sept or early Oct.

Based on these preliminary findings, 86.27% of our candidates passed the principal exam.

Updated-Information

Principal Tests taken = 53 / Passed = 46 and TEA’s calculated rate = 86.8%.
Superintendent Tests taken = 20 / Passed = 18 and TEA’s calculated rate = 90%

The goal of 85% was met.

RELATED ITEM LEVEL 3

Pass Rates
Action Description:
The Educational Leadership department will enhance efforts at increasing the overall pass rates of the candidates in the principal preparation and superintendent preparation programs. Because of the recent rule change from SBEC, EPPs are responsible for candidate's pass rates on the first two attempts of the certification exam. A process will be put in place to address concerns after the first unsuccessful attempt of any candidate.

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:
All faculty members engaged in teaching, research, and service and were evaluated using the DFES model. The DFES committee conducted a review and evaluation of the job performance of each faculty member, utilizing a 10-point scale instead of the traditional 5-point scale. The Chair's assessment was averaged with those made by the DFES. Two faculty members were rated below minimum expectations- one on teaching and another on service. As Chair, I rated both members as meeting expectations. However, for one faculty

member, the average was below four and for the other faculty member the result was meeting minimum expectations. Therefore, 17 out of 18 faculty members met minimum expectations.

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.

Attached Files

 [_Enrollemnt&RetentionAY16-17](#)

Results Description:

Results attached

Attached Files

 [_Enrollemnt_ RetentionAY16_17](#)

Update to Previous Cycle's Plan for Continuous Improvement

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

New Plan for Continuous Improvement was not created in 2015-2016 cycle.

Update of Progress to the Previous Cycle's PCI:

Because there was no plan in the 15-16 year, there is no update of the progress. There has been a change in leadership in this department, and a new plan will be implemented for the 17-18 year.

Strategic Plan

Closing Summary:

The College of Education will finalize and implement a new Strategic Plan in the 2017-2018 AY. The Department of Educational Leadership is developing a unit Strategic Plan that will support the 9 Goals established by the College Strategic Planning Team. This new plan will be tracked within the Campus Labs system, allowing the department to monitor progress on the plan. To that end, the Goals and Objectives in the Campus Labs system will be modified to reflect the new Educational Leadership Goals and Objectives. The new Strategic Plan will be the catalyst for continuous improvement.
