



Virginia State University
Annual Assessment Report Academic Programs

Assessment Year: Fall 2020 – Spring 2021 (Annual Report)

Academic Department:	<u>Department of Education</u>	Degree Program:	<u>Master of Educational Administration & Supervision – PK 12 – Licensure Track</u>
Department Chair :	<u>Dr. James Norman</u>	Report Submitted by:	<u>Dr. Pascal Barreau</u>

Competency Area	Student Learning Outcome	Means of Assessment & Criteria	Results	Use of Results/Action Plan for Improvement**
<p><i>Includes general competency areas that are program specific (e.g. Communication, Critical thinking, Theoretical Application, Professionalism, etc.)</i></p>	<p><i>Describe what the student will KNOW, be able to DO, and VALUE as a result of their matriculation.</i></p> <p>All outcomes MUST be Program Specific & Measurable</p> <p>Include the Action Verb + Learning Content Area + Criteria/Condition (See Guide)</p>	<p>Tool: Instrument used to collect student data, i.e. Student Portfolio, Project, Exams, Survey, Internship, Practicum, Thesis/Dissertation, etc.</p> <p>Method: How will students' accomplishments or success be determined? <i>The use of a Rubric or Matrix to assess specific knowledge gained or skill attainment)</i></p>	<p>Actual Results based on student performances <i>Percentage of students that achieved the passing score.</i> <i>(DO Not Use Grades)</i></p> <p>Analysis/Interpretation: All additional related findings should also be included.</p> <p>Was the Criteria Met? Yes or No</p>	<p><i>Indicate what will be done with the information attained. Describe how this information will be used to make changes to improve your program</i> <i>If necessary what additional actions/steps that will be taken to bring about the needed improvements</i></p>

<p>Cultural Competency Skills</p>	<p>PLSLO 1: Candidates will know how to promote the success of all students through a school culture and instructional program conducive to student learning and staff professional growth, regardless of gender, ethnicity, race, socioeconomics and exceptionalities.</p>	<p>Assessment Tool:</p> <ul style="list-style-type: none"> • Comprehensive Exam (EDAS 579) • Internship Summative Assessment (EDAS 679) <p>Assessment Method: Rubrics</p> <p>Comprehensive Exam: 80% of Candidates will be rated at the level of "Proficient" (overall score of 3 on the four point rubric scale) or above on their ability to analyze problems and develop effective solutions in written responses to selected Comprehensive Examination question(s) (PLSLO #1).</p> <p>Internship Summative Assessment: 80% of Candidates will be rated at the "Proficient" level (overall score of 3 on the four point rubric scale) or above on their knowledge and ability to effectively perform the leadership proficiencies embodied in PLSLO #1.</p>	<p>Comprehensive Exam: For the FA 2020 semester, the Licensure Comprehensive Exam was administered to two candidates (n=2). Data Analysis from the Candidate Written Comprehensive Exam administered in Fall of 2020 indicates that 50% of the candidates (n=1) scored at an overall level of "Exemplary" or above (Avg: 3.82). 50 % of the candidates (n=1) scored at an overall level of "Proficient" or above (Avg: 3.53). The mean score for both candidates (n=2) was 3.64 at the Exemplary Level.</p> <p><u>Domains Assessing PLSLO #1</u></p> <ul style="list-style-type: none"> • 100% Identifies Correlates of Effective Schools • 100% Understands School Improvement Process • 100% Knowledge of Free & Appropriate Public Education • 100% Reflects on Use of Data • 100% Eliminating Disconnect impacting school culture • 100% Understanding Mission and Vision • 100% Promoting Community Buy-in to the vision • 100% Demonstrates sensitivity to diversity 	<p>Based on the current analysis of data there are eight areas of identified continued improvement that align with the comprehensive exam course in the Master of Educational Administration & Supervision – PK 12 – Licensure Track. For PLSLO #1, 100% of our candidates (n=2) assessed at or above the Proficient level. The mean score between the two candidates was a 3.64/4.0. Looking forward at the needs of the candidates, programs, school divisions that we serve, and statewide Standards, the decision has been made to substitute the comprehensive exam for preparation for the School Leaders Licensure Assessment (SLLA) and electronic portfolio.</p> <p>The candidate in the Internship key assessments performed at the Proficiency levels designated in all indicators assessing PLSLO #1 except:</p> <p><i>1) Held Pre-Observation Conference;</i> <i>2) Demonstrates post conference; and</i> <i>3) Developed a post conference professional growth plan</i></p> <p>(It is important to note in this particular instance, it</p>
--	--	--	---	--

			<p>Internship: For the FA 2020 semester, the Internship was completed by one candidate (n=1). Data Analysis from the Internship completed in Fall of 2020 indicates that 100% of the candidates (n=1) scored at an overall level of “Basic” or above (Mean: 2.66).</p> <p><u>Domains Assessing PLSLO #1</u></p> <ul style="list-style-type: none"> • 0% Held Pre-Observation Conference (2.0) • 100% Designed an Observation Tool (3.0) • 100% Completed Observation in a Professional Manner Part 1 (4.0) • 100% Completed Observation in a Professional Manner Part 2 (4.0) • 100% Provided Written Analysis and Summary Part 1 (4.0) • 100% Provided Written Analysis and Summary Part 2 (4.0) • 100% Provided Written Analysis and Summary Part 3 (4.0) • 100% Demonstrated Post-Conference Professional Conduct Part 1 (2.0) • 100% Developed a Post-Conference Professional Growth Plan (2.0) 	<p>was difficult for the candidate to meet this indicator due to the COVID restrictions and the experiential nature of the internship.)</p> <p>In previous annual assessment reports, it has been reported that: <i>the entire program has been continually under a redesign to improve content, instructional strategies and teaching methods, and to provide continually authentic experiences for our candidates. This redesign of the program has undergone intense scrutiny and alignment to the professional standards for educational leaders (PSEL), CAEP standards, NELP standards, and Department PLSLOs. All aspects of the program have been under consistent review by faculty, district and exemplary partners (i.e. from needing more diversified topics, course materials and resources, assessments for candidates, better assessments of key experiences, instructor strengths in delivering instruction, and course alignment to standards). The review and redesign process has been comprehensively reviewing</i></p>
--	--	--	---	---

			<p>Comprehensive Exam Data Analysis <i>100% of students (n=2) were at Prof. or better:</i></p> <p>Internship Summative Assessment Data Analysis <i>100% of students (n=1) performed at the basic level in their internship</i> <i>Professional Growth Plan Activity in the following areas:</i></p> <ul style="list-style-type: none"> • Holds Pre-Observation conference • Demonstrates post conference • Developed a post conference professional growth plan <p>Criterion Met: Comprehensive Exam: Yes</p> <p>Internship Summative Assessment: No – (There were significant challenges to the candidate completing Internship tasks due to the COVID restrictions.)</p>	<p><i>the admissions, onboarding, and residency processes. Scrutiny of these areas will help us to improve the assessments and as we update our databases, we will more accurately collect data on how well our candidates have mastered standards and competencies for which the program intends for candidates to have upon graduation. This continual improvement process is still occurring.</i></p> <p>The redesigned program has been launched. For any students remaining, who need to complete the comprehensive exam and internship courses for the grandfathered current program, we will focus on the identified five indicators where candidates rated below proficient levels of performance.</p>
--	--	--	---	--

<p>Instructional Management Skills</p>	<p>PLSLO 2: Candidates understand the principles of effective instruction, organizational/operational facilities management and community relations to facilitate an effective and safe learning environment.</p>	<p>Assessment Tool:</p> <ul style="list-style-type: none"> • Comprehensive Exam (EDAS 579) • Internship Summative Assessment (EDAS 679) <p>Assessment Method: Rubrics</p> <p>Comprehensive Exam: 80% of Candidates will be rated at the level of "Proficient" (overall score of 3 on the four point rubric scale) or above on their ability to analyze problems and develop effective solutions in written responses to selected Comprehensive Examination question(s) (PLSLO #2).</p> <p>Internship Summative Assessment: 80% of Candidates will be rated at the "Proficient" level (overall score of 3 on the four point rubric scale) or above on their knowledge and ability to effectively perform the leadership proficiencies embodied in PLSLO #2.</p>	<p>Comprehensive Exam: For the FA 2020 semester, the Licensure Comprehensive Exam was administered to two candidates (n=2). Data Analysis from the Candidate Written Comprehensive Exam administered in Fall of 2020 indicates that 50% of the candidates (n=1) scored at an overall level of "Exemplary" or above (Avg: 3.82). 50 % of the candidates (n=1) scored at an overall level of "Proficient" or above (Avg: 3.53). The mean score for both candidates (n=2) was 3.64 at the Exemplary Level.</p> <p><u>Domains Assessing PLSLO #2</u></p> <ul style="list-style-type: none"> • 100% Identifies Correlates of Effective Schools • 100% Understands School Improvement Process • 50% Demonstrating understanding of Human and Fiscal Resources – strategic planning related to budgeting for human, fiscal, and material resources • 100% Reflects on Use of Data • 100% Communication of plan [based on data] • 100% Makes recommendations to improve teaching and learning based on assessment 	<p>Based on the current analysis of data there are twelve areas of identified continued improvement that align with the comprehensive exam course in the Master of Educational Administration & Supervision – PK 12 – Licensure Track. For PLSLO #2, 100% of our candidates (n=2) assessed at or above the Proficient level with the exception of two indicators:</p> <ol style="list-style-type: none"> <i>1) Demonstrating understanding of Human and Fiscal Resources – strategic planning related to budgeting for human, fiscal, and material resources; and</i> <i>2) Identifying the problem and responding to the needs of the community</i> <p>The mean score between the two candidates was a 3.64/4.0. Looking forward at the needs of the candidates, programs, school divisions that we serve, and statewide Standards, the decision has been made to substitute the comprehensive exam for preparation for the School Leaders Licensure Assessment (SLLA) and electronic portfolio.</p>
---	--	---	---	---

			<ul style="list-style-type: none"> • 100% Identifies the problem and the role of the community in the implementation of plan • 100% Eliminating Disconnect impacting school culture • 100% Understanding Mission and Vision • 100% Promoting Community Buy-in to the vision • 50% Identify the problem and responding to the needs of the community • 100% Demonstrates sensitivity to diversity <p>Internship: For the FA 2020 semester, the Internship was completed by one candidate (n=1). Data Analysis from the Internship completed in Fall of 2020 indicates that 100% of the candidates (n=1) scored at an overall level of “Basic” or above (Mean: 2.66).</p> <p><u>Domains Assessing PLSLO #2</u></p> <ul style="list-style-type: none"> • 0% Held Pre-Observation Conference (2.0) • 100% Designed an Observation Tool (3.0) • 100% Completed Observation in a Professional Manner Part 1 (4.0) 	<p>The candidate in the Internship key assessments performed at the Proficiency levels designated in all indicators assessing PLSLO #2 except:</p> <ol style="list-style-type: none"> 1) <i>Held Pre-Observation Conference;</i> 2) <i>Demonstrates post conference; and</i> 3) <i>Developed a post conference professional growth plan</i> <p>(It is important to note in this particular instance, it was difficult for the candidate to meet this indicator due to the COVID restrictions and the experiential nature of the internship.)</p> <p>In previous annual assessment reports, it has been reported that: <i>the entire program has been continually under a redesign to improve content, instructional strategies and teaching methods, and to provide continually authentic experiences for our candidates. This redesign of the program has undergone intense scrutiny and alignment to the professional standards for educational leaders (PSEL), CAEP standards, NELP standards, and Department</i></p>
--	--	--	---	--

			<ul style="list-style-type: none"> • 100% Completed Observation in a Professional Manner Part 2 (4.0) • 100% Provided Written Analysis and Summary Part 1 (4.0) • 100% Provided Written Analysis and Summary Part 2 (4.0) • 100% Provided Written Analysis and Summary Part 3 (4.0) • 0% Demonstrated Post-Conference Professional Conduct Part 1 (2.0) • 0% Developed a Post-Conference Professional Growth Plan (2.0) <p>Comprehensive Exam Data Analysis 50 % of students (n=1) were less than Proficient in the following areas:</p> <ul style="list-style-type: none"> • Demonstrating understanding of Human and Fiscal Resources – strategic planning related to budgeting for human, fiscal, and material resources • Identify the problem and responding to the needs of the community 	<p><i>PLSLOs. All aspects of the program have been under consistent review by faculty, district and exemplary partners (i.e. from needing more diversified topics, course materials and resources, assessments for candidates, better assessments of key experiences, instructor strengths in delivering instruction, and course alignment to standards). The review and redesign process has been comprehensively reviewing the admissions, onboarding, and residency processes. Scrutiny of these areas will help us to improve the assessments and as we update our databases, we will more accurately collect data on how well our candidates have mastered standards and competencies for which the program intends for candidates to have upon graduation. This continual improvement process is still occurring.</i></p> <p>The redesigned program has been launched. For any students remaining, who need to complete the comprehensive exam and internship courses for the grandfathered current program, we will focus on the identified five indicators</p>
--	--	--	--	--

			<p>Internship Summative Assessment Data Analysis <i>100% of students (n=1) performed at the basic level in their internship</i> <i>Professional Growth Plan Activity in the following areas:</i></p> <ul style="list-style-type: none">• Holds Pre-Observation conference• Demonstrates post conference• Developed a post conference professional growth plan <p>Criterion Met: Comprehensive Exam: Yes</p> <p>Internship Summative Assessment: No – (There were significant challenges to the candidate completing Internship tasks due to the COVID restrictions.)</p>	<p>where candidates rated below proficient levels of performance.</p>
--	--	--	--	---

<p>Ethical Leadership Skills</p>	<p>PLSLO 3: Candidates are committed to acting with integrity, fairness and in an ethical manner and as well to model values, beliefs, and attitudes that inspire others to higher levels of performance.</p>	<p>Assessment Tool:</p> <ul style="list-style-type: none"> • Comprehensive Exam (EDAS 579) • Internship Summative Assessment (EDAS 679) <p>Assessment Method: Rubrics</p> <p>Comprehensive Exam: 80% of Candidates will be rated at the level of "Proficient" (overall score of 3 on the four point rubric scale) or above on their ability to analyze problems and develop effective solutions in written responses to selected Comprehensive Examination question(s) (PLSLO #3).</p> <p>Internship Summative Assessment: 80% of Candidates will be rated at the "Proficient" level (overall score of 3 on the four point rubric scale) or above on their knowledge and ability to effectively perform the leadership proficiencies embodied in PLSLO #3.</p>	<p>Comprehensive Exam: For the FA 2020 semester, the Licensure Comprehensive Exam was administered to two candidates (n=2). Data Analysis from the Candidate Written Comprehensive Exam administered in Fall of 2020 indicates that 50% of the candidates (n=1) scored at an overall level of "Exemplary" or above (Avg: 3.82). 50 % of the candidates (n=1) scored at an overall level of "Proficient" or above (Avg: 3.53). The mean score for both candidates (n=2) was 3.64 at the Exemplary Level.</p> <p><u>Domains Assessing PLSLO #3</u></p> <ul style="list-style-type: none"> • 100% Identifies Correlates of Effective Schools • 50% Demonstrating understanding of Human and Fiscal Resources – strategic planning related to budgeting for human, fiscal, and material resources • 100% Reflects on Use of Data • 100% Communication of plan [based on data] • 100% Makes recommendations to improve teaching and learning based on assessment • 100% Identifies the problem and the role of the community in the implementation of plan 	<p>Based on the current analysis of data there are twelve areas of identified continued improvement that align with the comprehensive exam course in the Master of Educational Administration & Supervision – PK 12 – Licensure Track. For PLSLO #3, 100% of our candidates (n=2) assessed at or above the Proficient level with the exception of two indicators:</p> <ol style="list-style-type: none"> 1) <i>Demonstrating understanding of Human and Fiscal Resources – strategic planning related to budgeting for human, fiscal, and material resources; and</i> 2) <i>Identifying the problem and responding to the needs of the community</i> <p>The mean score between the two candidates was a 3.64/4.0. Looking forward at the needs of the candidates, programs, school divisions that we serve, and statewide Standards, the decision has been made to substitute the comprehensive exam for preparation for the School Leaders Licensure Assessment (SLLA) and electronic portfolio.</p>
---	--	---	---	---

			<ul style="list-style-type: none"> • 100% Eliminating Disconnect impacting school culture • 100% Leadership Styles • 100% Understanding Mission and Vision • 100% Promoting Community Buy-in to the vision • 50% Identify the problem and responding to the needs of the community • 100% Demonstrates sensitivity to diversity <p>Internship: For the FA 2020 semester, the Internship was completed by one candidate (n=1). Data Analysis from the Internship completed in Fall of 2020 indicates that 100% of the candidates (n=1) scored at an overall level of “Basic” or above (Mean: 2.66).</p> <p><u>Domains Assessing PLSLO #3</u></p> <ul style="list-style-type: none"> • 0% Held Pre-Observation Conference (2.0) • 100% Designed an Observation Tool (3.0) • 100% Completed Observation in a Professional Manner Part 1 (4.0) • 100% Completed Observation in a Professional Manner Part 2 (4.0) 	<p>The candidate in the Internship key assessments performed at the Proficiency levels designated in all indicators assessing PLSLO #3 except:</p> <ol style="list-style-type: none"> 1) <i>Held Pre-Observation Conference;</i> 2) <i>Demonstrates post conference; and</i> 3) <i>Developed a post conference professional growth plan</i> <p>(It is important to note in this particular instance, it was difficult for the candidate to meet this indicator due to the COVID restrictions and the experiential nature of the internship.)</p> <p>In previous annual assessment reports, it has been reported that: <i>the entire program has been continually under a redesign to improve content, instructional strategies and teaching methods, and to provide continually authentic experiences for our candidates. This redesign of the program has undergone intense scrutiny and alignment to the professional standards for educational leaders (PSEL), CAEP standards, NELP standards, and Department</i></p>
--	--	--	--	--

			<ul style="list-style-type: none"> • 100% Provided Written Analysis and Summary Part 1 (4.0) • 100% Provided Written Analysis and Summary Part 2 (4.0) • 100% Provided Written Analysis and Summary Part 3 (4.0) • 100% Demonstrated Post-Conference Professional Conduct Part 1 (2.0) • 100% Developed a Post-Conference Professional Growth Plan (2.0) <p>Comprehensive Exam Data Analysis 50 % of students (n=1) were less than Proficient in the following areas:</p> <ul style="list-style-type: none"> • Demonstrating understanding of Human and Fiscal Resources – strategic planning related to budgeting for human, fiscal, and material resources • Identify the problem and responding to the needs of the community <p>Internship Summative Assessment Data Analysis 100% of students (n=1) performed at the basic level in their internship Professional Growth Plan Activity in the following areas:</p> <ul style="list-style-type: none"> • Holds Pre-Observation conference • Demonstrates post conference 	<p><i>PLSLOs. All aspects of the program have been under consistent review by faculty, district and exemplary partners (i.e. from needing more diversified topics, course materials and resources, assessments for candidates, better assessments of key experiences, instructor strengths in delivering instruction, and course alignment to standards). The review and redesign process has been comprehensively reviewing the admissions, onboarding, and residency processes. Scrutiny of these areas will help us to improve the assessments and as we update our databases, we will more accurately collect data on how well our candidates have mastered standards and competencies for which the program intends for candidates to have upon graduation. This continual improvement process is still occurring.</i></p> <p>The redesigned program has been launched. For any students remaining, who need to complete the comprehensive exam and internship courses for the grandfathered current program, we will focus on the identified five indicators</p>
--	--	--	--	--

			<ul style="list-style-type: none">Developed a post conference professional growth plan <p>Criterion Met: Comprehensive Exam: Yes</p> <p>Internship Summative Assessment: No – (There were significant challenges to the candidate completing Internship tasks due to the COVID restrictions.)</p>	where candidates rated below proficient levels of performance.
--	--	--	---	--

<p>Instructional Leadership Skills</p>	<p>PLSLO 4: Candidates will be able to assist teachers in the effective delivery of content in order to ensure student mastery.</p>	<p>Assessment Tool:</p> <ul style="list-style-type: none"> • Comprehensive Exam (EDAS 579) • Internship Summative Assessment (EDAS 679) <p>Assessment Method: Rubrics</p> <p>Comprehensive Exam: 80% of Candidates will be rated at the level of "Proficient" (overall score of 3 on the four point rubric scale) or above on their ability to analyze problems and develop effective solutions in written responses to selected Comprehensive Examination question(s) (PLSLO #4).</p> <p>Internship Summative Assessment: 80% of Candidates will be rated at the "Proficient" level (overall score of 3 on the four point rubric scale) or above on their knowledge and ability to effectively perform the leadership proficiencies embodied in PLSLO #4.</p>	<p>Comprehensive Exam: For the FA 2020 semester, the Licensure Comprehensive Exam was administered to two candidates (n=2). Data Analysis from the Candidate Written Comprehensive Exam administered in Fall of 2020 indicates that 50% of the candidates (n=1) scored at an overall level of "Exemplary" or above (Avg: 3.82). 50 % of the candidates (n=1) scored at an overall level of "Proficient" or above (Avg: 3.53). The mean score for both candidates (n=2) was 3.64 at the Exemplary Level.</p> <p><u>Domains Assessing PLSLO #4</u></p> <ul style="list-style-type: none"> • 100% Identifies Correlates of Effective Schools • 50% Demonstrating understanding of Human and Fiscal Resources – strategic planning related to budgeting for human, fiscal, and material resources • 100% Reflects on Use of Data • 100% Makes recommendations to improve teaching and learning based on assessment • 100% Leadership Styles • 100% Understanding Mission and Vision • 100% Demonstrates sensitivity to diversity 	<p>Based on the current analysis of data there are seven areas of identified continued improvement that align with the comprehensive exam course in the Master of Educational Administration & Supervision – PK 12 – Licensure Track. For PLSLO #4, 100% of our candidates (n=2) assessed at or above the Proficient level with the exception of one indicator:</p> <p><i>Demonstrating understanding of Human and Fiscal Resources – strategic planning related to budgeting for human, fiscal, and material resources</i></p> <p>The mean score between the two candidates was a 3.64/4.0. Looking forward at the needs of the candidates, programs, school divisions that we serve, and statewide Standards, the decision has been made to substitute the comprehensive exam for preparation for the School Leaders Licensure Assessment (SLLA) and electronic portfolio.</p> <p>The candidate in the Internship key assessments performed at the Proficiency levels designated in all indicators assessing PLSLO #4 except:</p>
---	--	---	---	---

			<p>Internship: For the FA 2020 semester, the Internship was completed by one candidate (n=1). Data Analysis from the Internship completed in Fall of 2020 indicates that 100% of the candidates (n=1) scored at an overall level of “Basic” or above (Mean: 2.66).</p> <p><u>Domains Assessing PLSLO #4</u></p> <ul style="list-style-type: none"> • 0% Held Pre-Observation Conference (2.0) • 100% Designed an Observation Tool (3.0) • 100% Completed Observation in a Professional Manner Part 1 (4.0) • 100% Completed Observation in a Professional Manner Part 2 (4.0) • 100% Provided Written Analysis and Summary Part 1 (4.0) • 100% Provided Written Analysis and Summary Part 2 (4.0) • 100% Provided Written Analysis and Summary Part 3 (4.0) • 100% Demonstrated Post-Conference Professional Conduct Part 1 (2.0) 	<p>1) <i>Held Pre-Observation Conference;</i> 2) <i>Demonstrates post conference; and</i> 3) <i>Developed a post conference professional growth plan</i></p> <p>(It is important to note in this particular instance, it was difficult for the candidate to meet this indicator due to the COVID restrictions and the experiential nature of the internship.)</p> <p>In previous annual assessment reports, it has been reported that: <i>the entire program has been continually under a redesign to improve content, instructional strategies and teaching methods, and to provide continually authentic experiences for our candidates. This redesign of the program has undergone intense scrutiny and alignment to the professional standards for educational leaders (PSEL), CAEP standards, NELP standards, and Department PLSLOs. All aspects of the program have been under consistent review by faculty, district and exemplary partners (i.e. from needing more diversified topics,</i></p>
--	--	--	--	---

			<ul style="list-style-type: none"> • 100% Developed a Post-Conference Professional Growth Plan (2.0) <p>Comprehensive Exam Data Analysis 50 % of students (n=1) were less than Proficient in the following areas:</p> <ul style="list-style-type: none"> • Demonstrating understanding of Human and Fiscal Resources – strategic planning related to budgeting for human, fiscal, and material resources <p>Internship Summative Assessment Data Analysis 100% of students (n=1) performed at the basic level in their internship Professional Growth Plan Activity in the following areas:</p> <ul style="list-style-type: none"> • Holds Pre-Observation conference • Demonstrates post conference • Developed a post conference professional growth plan <p>Criterion Met: Comprehensive Exam: Yes</p> <p>Internship Summative Assessment: No – (There were significant challenges to the candidate completing Internship tasks due to the COVID restrictions.)</p>	<p><i>course materials and resources, assessments for candidates, better assessments of key experiences, instructor strengths in delivering instruction, and course alignment to standards). The review and redesign process has been comprehensively reviewing the admissions, onboarding, and residency processes. Scrutiny of these areas will help us to improve the assessments and as we update our databases, we will more accurately collect data on how well our candidates have mastered standards and competencies for which the program intends for candidates to have upon graduation. This continual improvement process is still occurring.</i></p> <p>The redesigned program has been launched. For any students remaining, who need to complete the comprehensive exam and internship courses for the grandfathered current program, we will focus on the identified five indicators where candidates rated below proficient levels of performance.</p>
--	--	--	---	--

<p>Research Skills</p>	<p>PLSLO 5: Candidates know and can use multiple sources of information and data to identify, clarify, and address barriers to student learning and facilitate decision-making.</p>	<p>Assessment Tool:</p> <ul style="list-style-type: none"> • Comprehensive Exam (EDAS 579) • Internship Summative Assessment (EDAS 679) <p>Assessment Method: Rubrics</p> <p>Comprehensive Exam: 80% of Candidates will be rated at the level of "Proficient" (overall score of 3 on the four point rubric scale) or above on their ability to analyze problems and develop effective solutions in written responses to selected Comprehensive Examination question(s) (PLSLO #5).</p> <p>Internship Summative Assessment: 80% of Candidates will be rated at the "Proficient" level (overall score of 3 on the four point rubric scale) or above on their knowledge and ability to effectively perform the leadership proficiencies embodied in PLSLO #5.</p>	<p>Comprehensive Exam: For the FA 2020 semester, the Licensure Comprehensive Exam was administered to two candidates (n=2). Data Analysis from the Candidate Written Comprehensive Exam administered in Fall of 2020 indicates that 50% of the candidates (n=1) scored at an overall level of "Exemplary" or above (Avg: 3.82). 50 % of the candidates (n=1) scored at an overall level of "Proficient" or above (Avg: 3.53). The mean score for both candidates (n=2) was 3.64 at the Exemplary Level.</p> <p><u>Domains Assessing PLSLO #5</u></p> <ul style="list-style-type: none"> • 100% Identifies Correlates of Effective Schools • 50% Demonstrating understanding of Human and Fiscal Resources – strategic planning related to budgeting for human, fiscal, and material resources • 100% Reflects on Use of Data • 100% Communication of plan [based on data] • 100% Makes recommendations to improve teaching and learning based on assessment • 100% Identifies the problem and the role of the community in the implementation of plan 	<p>Based on the current analysis of data there are twelve areas of identified continued improvement that align with the comprehensive exam course in the Master of Educational Administration & Supervision – PK 12 – Licensure Track. For PLSLO #5, 100% of our candidates (n=2) assessed at or above the Proficient level with the exception of two indicators:</p> <ol style="list-style-type: none"> <i>1) Demonstrating understanding of Human and Fiscal Resources – strategic planning related to budgeting for human, fiscal, and material resources; and</i> <i>2) Identifying the problem and responding to the needs of the community</i> <p>The mean score between the two candidates was a 3.64/4.0. Looking forward at the needs of the candidates, programs, school divisions that we serve, and statewide Standards, the decision has been made to substitute the comprehensive exam for preparation for the School Leaders Licensure Assessment (SLLA) and electronic portfolio.</p>
-------------------------------	--	--	---	---

			<ul style="list-style-type: none"> • 100% Eliminating Disconnect impacting school culture • 100% Leadership Styles • 100% Understanding Mission and Vision • 100% Promoting Community Buy-in to the vision • 50% Identify the problem and responding to the needs of the community • 100% Demonstrates sensitivity to diversity <p>Internship: For the FA 2020 semester, the Internship was completed by one candidate (n=1). Data Analysis from the Internship completed in Fall of 2020 indicates that 100% of the candidates (n=1) scored at an overall level of “Basic” or above (Mean: 2.66).</p> <p><u>Domains Assessing PLSLO #5</u></p> <ul style="list-style-type: none"> • 0% Held Pre-Observation Conference (2.0) • 100% Designed an Observation Tool (3.0) • 100% Completed Observation in a Professional Manner Part 1 (4.0) • 100% Completed Observation in a Professional Manner Part 2 (4.0) 	<p>The candidate in the Internship key assessments performed at the Proficiency levels designated in all indicators assessing PLSLO #5 except:</p> <ol style="list-style-type: none"> 1) <i>Held Pre-Observation Conference;</i> 2) <i>Demonstrates post conference; and</i> 3) <i>Developed a post conference professional growth plan</i> <p>(It is important to note in this particular instance, it was difficult for the candidate to meet this indicator due to the COVID restrictions and the experiential nature of the internship.)</p> <p>In previous annual assessment reports, it has been reported that: <i>the entire program has been continually under a redesign to improve content, instructional strategies and teaching methods, and to provide continually authentic experiences for our candidates. This redesign of the program has undergone intense scrutiny and alignment to the professional standards for educational leaders (PSEL), CAEP standards, NELP standards, and Department</i></p>
--	--	--	--	--

			<ul style="list-style-type: none"> • 100% Provided Written Analysis and Summary Part 1 (4.0) • 100% Provided Written Analysis and Summary Part 2 (4.0) • 100% Provided Written Analysis and Summary Part 3 (4.0) • 100% Demonstrated Post-Conference Professional Conduct Part 1 (2.0) • 100% Developed a Post-Conference Professional Growth Plan (2.0) <p>Comprehensive Exam Data Analysis 50 % of students (n=1) were less than Proficient in the following areas:</p> <ul style="list-style-type: none"> • Demonstrating understanding of Human and Fiscal Resources – strategic planning related to budgeting for human, fiscal, and material resources • Identify the problem and responding to the needs of the community <p>Internship Summative Assessment Data Analysis 100% of students (n=1) performed at the basic level in their internship Professional Growth Plan Activity in the following areas:</p> <ul style="list-style-type: none"> • Holds Pre-Observation conference • Demonstrates post conference 	<p><i>PLSLOs. All aspects of the program have been under consistent review by faculty, district and exemplary partners (i.e. from needing more diversified topics, course materials and resources, assessments for candidates, better assessments of key experiences, instructor strengths in delivering instruction, and course alignment to standards). The review and redesign process has been comprehensively reviewing the admissions, onboarding, and residency processes. Scrutiny of these areas will help us to improve the assessments and as we update our databases, we will more accurately collect data on how well our candidates have mastered standards and competencies for which the program intends for candidates to have upon graduation. This continual improvement process is still occurring.</i></p> <p>The redesigned program has been launched. For any students remaining, who need to complete the comprehensive exam and internship courses for the grandfathered current program, we will focus on the identified five indicators</p>
--	--	--	--	--

			<ul style="list-style-type: none"> Developed a post conference professional growth plan <p>Criterion Met: Comprehensive Exam: Yes</p> <p>Internship Summative Assessment: No – (There were significant challenges to the candidate completing Internship tasks due to the COVID restrictions.)</p>	<p>where candidates rated below proficient levels of performance.</p>
--	--	--	---	---

*****The use of results/action plan from this year should be reflected in the next year's assessment report to validate your continuous improvement efforts***