

Virginia State University

Annual Assessment Report Academic Programs

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

Academic Department:	Department of Education	Degree Program:	Master of Educational Administration & Supervision – PK 12 – Licensure Track
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**
Includes general competency areas that are program specific (e.g. Communication, Critical thinking, Theoretical Application, Professionalism, etc.)	Describe what the student will KNOW, be able to DO, and VALUE as a result of their matriculation. All outcomes MUST be Program Specific & Measurable Include the Action Verb + Learning Content Area + Criteria/Condition (See Guide)	Tool : Instrument used to collect student data, i.e. Student Portfolio, Project, Exams, Survey, Internship, Practicum, Thesis/Dissertation, etc. Method : How will students' accomplishments or success be determined? The use of a Rubric or Matrix to assess specific knowledge gained or skill attainment)	Actual Results based on student performances Percentage of students that achieved the passing score. (DO Not Use Grades) Analysis/Interpretation: All additional related findings should also be included. Was the Criteria Met? Yes or No	Indicate what will be done with the information attained. Describe how this information will be used to make changes to improve your program If necessary what additional actions/steps that will be taken to bring about the needed improvements

Cultural	PLSLO 1:	Assessment Tool:	Comprehensive Exam: For the FA	Based on the current
Competency	Candidates will know	• Comprehensive Exam (EDAS	2020 semester, the Licensure	analysis of data there are
Skills	how to promote the	579)	Comprehensive Exam was	eight areas of identified
	success of all students	Internship Summative	administered to two candidates (n=2).	continued improvement that
	through a school culture	Assessment (EDAS 679)	Data Analysis from the Candidate	align with the
	and instructional program	``````````````````````````````````````	Written Comprehensive Exam	comprehensive exam course
	conducive to student	Assessment Method:	administered in Fall of 2020 indicates	in the Master of Educational
	learning and staff	Rubrics	that 50% of the candidates (n=1) scored	Administration &
	professional growth,		at an overall level of "Exemplary" or	Supervision – PK 12 –
	regardless of gender,	Comprehensive Exam: 80% of	above (Avg: 3.82). 50 % of the	Licensure Track. For
	ethnicity, race,	Candidates will be rated at the level	candidates (n=1) scored at an overall	PLSLO #1, 100% of our
	socioeconomics and	of "Proficient" (overall score of 3 on	level of "Proficient" or above (Avg:	candidates (n=2) assessed at
	exceptionalities.	the four point rubric scale) or above	3.53). The mean score for both	or above the Proficient level.
		on their ability to analyze problems	candidates (n=2) was 3.64 at the	The mean score between the
		and develop effective solutions in	Exemplary Level.	two candidates was a
		written responses to selected		3.64/4.0. Looking forward
		Comprehensive Examination	Domains Assessing PLSLO #1	at the needs of the
		question(s) (PLSLO #1).	Domains Assessing I LSEO #1	candidates, programs, school
			• 100% Identifies Correlates of	divisions that we serve, and
		Internship Summative	Effective Schools	statewide Standards, the
		Assessment: 80% of Candidates		decision has been made to
		will be rated at the "Proficient" level	• 100% Understands School	substitute the comprehensive
		(overall score of 3 on the four point	Improvement Process	exam for preparation for the School Leaders Licensure
		rubric scale) or above on their		Assessment (SLLA) and
		knowledge and ability to effectively	• 100% Knowledge of Free &	electronic portfolio.
		perform the leadership proficiencies	Appropriate Public Education	electronic portiono.
		embodied in PLSLO #1.		The candidate in the
			• 100% Reflects on Use of Data	Internship key assessments
				performed at the Proficiency
			• 100% Eliminating Disconnect	levels designated in all
			impacting school culture	indicators assessing PLSLO
				#1 except:
			• 100% Understanding Mission	1) Held Pre-Observation
			and Vision	Conference;
				2) Demonstrates post
			• 100% Promoting Community	conference; and
			Buy-in to the vision	3) Developed a post
				conference professional
			• 100% Demonstrates sensitivity	growth plan
			to diversity	(It is important to note in
				this particular instance, it

Plan (2.0)The review and redesign process has been

	Comprehensive Exam Data Analysis 100% of students (n=2) were at Prof. or better: 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: • Holds Pre-Observation conference • Demonstrates post conference • Developed a post conference • Developed a post conference professional growth plan Criterion Met: Comprehensive Exam: Yes Internship Summative Assessment: No - (There were significant challenges to the candidate completing Internship tasks due to the COVID restrictions.)	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. 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.
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Instructional	PLSLO 2:	Assessment Tool:	Comprohensive Even. For the EA	Based on the current
Management Skills	Candidates understand the principles of effective instruction, organizational/operational facilities management and community relations to facilitate an effective and safe learning environment.	 Assessment Tool: Comprehensive Exam (EDAS 579) Internship Summative Assessment (EDAS 679) Assessment Method: Rubrics 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). 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. 	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. Domains Assessing PLSLO #2 100% 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	 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: Demonstrating understanding of Human and Fiscal Resources – strategic planning related to budgeting for human, fiscal, and material resources; and Identifying the problem and responding to the needs of the community 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.

	• 100% Identifies the problem	The candidate in the
	and the role of the community	Internship key assessments
	in the implementation of plan	performed at the Proficiency
		levels designated in all
	• 100% Eliminating Disconnect	indicators assessing PLSLO
	impacting school culture	#2 except:
		1) Held Pre-
	• 100% Understanding Mission	Observation
	and Vision	Conference;
		2) Demonstrates post
	• 100% Promoting Community	conference; and
	Buy-in to the vision	3) Developed a post
		conference
	• 50% Identify the problem and	professional growth
	responding to the needs of the	plan
	community	(It is important to note in
		this particular instance, it
	• 100% Demonstrates sensitivity	was difficult for the
	to diversity	candidate to meet this
		indicator due to the COVID restrictions and
	Internship: For the FA 2020 semester,	the experiential nature of
	the Internship was completed by one	the internship.)
	candidate (n=1). Data Analysis from	the internship.)
	the Internship completed in Fall of 2020	In previous annual
	indicates that 100% of the candidates	assessment reports, it has
	(n=1) scored at an overall level of "Basic" or above (Mean: 2.66).	been reported that: <i>the entire</i>
	Basic of above (Weall, 2.00).	program has been
		continually under a redesign
	Domains Assessing PLSLO #2	to improve content,
		instructional strategies and
	• 0% Held Pre-Observation	teaching methods, and to
	Conference (2.0)	provide continually
	• 100% Designed an Observation	authentic experiences for
	Tool (3.0)	our candidates. This
		redesign of the program has
	• 100% Completed Observation in a Professional Manner Part 1	undergone intense scrutiny
	(4.0)	and alignment to the
	(4.0)	professional standards for educational leaders (PSEL),
		<i>CAEP standards</i> , <i>NELP</i>
		standards, and Department
		Sumurus, und Depurtment

	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: • Holds Pre-Observation conference • Demonstrates post conference professional growth plan Criterion Met: Comprehensive Exam: Yes Internship Summative Assessment: No – (There were significant challenges to the candidate completing Internship tasks due to the COVID restrictions.)	where candidates rated below proficient levels of performance.

Ethical	PLSLO 3:	Assessment Tool:	Comprehensive Exam: For the FA	Based on the current
Leadership	Candidates are committed	Comprehensive Exam (EDAS	2020 semester, the Licensure	analysis of data there are
Skills	to acting with integrity,	• Comprehensive Exam (EDAS 579)	Comprehensive Exam was	twelve areas of identified
SKIIIS	fairness and in an ethical	 Internship Summative 	administered to two candidates (n=2).	continued improvement that
	manner and as well to	Assessment (EDAS 679)	Data Analysis from the Candidate	align with the
	model values, beliefs, and	Assessment (EDAS 079)	Written Comprehensive Exam	comprehensive exam course
	attitudes that inspire	Assessment Method:	administered in Fall of 2020 indicates	in the Master of Educational
	others to higher levels of	Rubrics	that 50% of the candidates $(n=1)$ scored	Administration &
	performance.	KUDTICS	at an overall level of "Exemplary" or	Supervision – PK 12 –
	performance.	Comprehensive Exam: 80% of	above (Avg: 3.82). 50 % of the	Licensure Track. For
		Candidates will be rated at the level	candidates (n=1) scored at an overall	PLSLO #3, 100% of our
		of "Proficient" (overall score of 3 on	level of "Proficient" or above (Avg:	candidates $(n=2)$ assessed at
		the four point rubric scale) or above	3.53). The mean score for both	or above the Proficient level
		on their ability to analyze problems	candidates $(n=2)$ was 3.64 at the	with the exception of two
		and develop effective solutions in	Exemplary Level.	indicators:
		written responses to selected	1 2	1) Demonstrating
		Comprehensive Examination		understanding of
		question(s) (PLSLO #3).	Domains Assessing PLSLO #3	Human and Fiscal
		1 ()()	a 1000/ Hautifier Completer of	Resources –
		Internship Summative	100% Identifies Correlates of Effective Schools	strategic planning
		Assessment: 80% of Candidates	Effective Schools	related to budgeting
		will be rated at the "Proficient" level	• 50% Demonstrating	for human, fiscal,
		(overall score of 3 on the four point	understanding of Human and	and material
		rubric scale) or above on their	Fiscal Resources – strategic	<i>resources</i> ; and
		knowledge and ability to effectively	planning related to budgeting for	2) Identifying the
		perform the leadership proficiencies	human, fiscal, and material	problem and
		embodied in PLSLO #3.	resources	responding to the
				needs of the
			• 100% Reflects on Use of Data	community
				The mean score between the
			• 100% Communication of plan	two candidates was a
			[based on data]	3.64/4.0. Looking forward
				at the needs of the
			• 100% Makes recommendations	candidates, programs, school
			to improve teaching and learning	divisions that we serve, and
			based on assessment	statewide Standards, the
				decision has been made to
			• 100% Identifies the problem and	substitute the comprehensive
			the role of the community in the	exam for preparation for the School Leaders Licensure
			implementation of plan	Assessment (SLLA) and
				electronic portfolio.

100% Eliminating Disconnect	The candidate in the
impacting school culture	Internship key assessments
	performed at the Proficiency
• 100% Leadership Styles	levels designated in all indicators assessing PLSLO
• 100% Understanding Mission	#3 except:
 100% Understanding Mission and Vision 	1) Held Pre-
	Observation
• 100% Promoting Community	Conference;
Buy-in to the vision	2) Demonstrates post
	<i>conference; and</i>
• 50% Identify the problem and	3) Developed a post conference
responding to the needs of the	professional growth
community	plan
• 100% Demonstrates sensitivity	(It is important to note in
to diversity	this particular instance, it
	was difficult for the candidate to meet this
Internship: For the FA 2020 semester,	indicator due to the
the Internship was completed by one	COVID restrictions and
candidate (n=1). Data Analysis from the Internship completed in Fall of 2020	the experiential nature of
indicates that 100% of the candidates	the internship.)
(n=1) scored at an overall level of	
"Basic" or above (Mean: 2.66).	In previous annual
	assessment reports, it has been reported that: <i>the entire</i>
Domains Assessing PLSLO #3	program has been
	continually under a redesign
• 0% Held Pre-Observation	to improve content,
Conference (2.0)	instructional strategies and
• 100% Designed an Observation	teaching methods, and to
Tool (3.0)	provide continually authentic experiences for
• 100% Completed Observation	our candidates. This
in a Professional Manner Part 1	redesign of the program has
(4.0)	undergone intense scrutiny
	and alignment to the
• 100% Completed Observation	professional standards for
in a Professional Manner Part 2	educational leaders (PSEL),
(4.0)	CAEP standards, NELP
	standards, and Department

 (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) Comprehensive Exam Data Analysis 50 % of students (n=1) were less than Proficient in the following areas: 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 Internship Summative Assessment 	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.
Data Analysis100% of students (n=1) performed at thebasic level in their internshipProfessional Growth Plan Activity in thefollowing areas:• Holds Pre-Observationconference• Demonstrates post conference	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

	• Developed a post conference	where candidates rated
	professional growth plan	below proficient levels of
		performance.
	Criterion Met: Comprehensive Exam:	
	Yes	
	Internship Summative Assessment: No	
	- (There were significant challenges to	
	the candidate completing Internship	
	tasks due to the COVID restrictions.)	

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Instructional Leadership Skills	PLSLO 4: Candidates will be able to assist teachers in the effective delivery of content in order to ensure student mastery.	 Assessment Tool: Comprehensive Exam (EDAS 579) Internship Summative Assessment (EDAS 679) Assessment Method: Rubrics 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). 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. 	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.Domains Assessing PLSLO #4• 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% Makes recommendations to improve teaching and learning based on assessment• 100% Leadership Styles• 100% Understanding Mission 	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: <i>Demonstrating understanding of Human</i> <i>and Fiscal Resources</i> – <i>strategic planning</i> <i>related to budgeting for</i> <i>human, fiscal, and</i> <i>material resources</i> 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. The candidate in the Internship key assessments performed at the Proficiency levels designated in all
			• 100% Demonstrates sensitivity to diversity	levels designated in all indicators assessing PLSLO #4 except:

	1) Held Pre-
	Observation
	Conference;
Internship: For the FA 2020 semester,	2) Demonstrates post
the Internship was completed by one	conference; and
candidate (n=1). Data Analysis from	3) Developed a post
the Internship completed in Fall of 2020	conference
indicates that 100% of the candidates	professional growth
(n=1) scored at an overall level of	plan
"Basic" or above (Mean: 2.66).	(It is important to note in
	this particular instance, it
Domains Assessing PLSLO #4	was difficult for the
Domains Assessing I Listo III4	candidate to meet this
• 0% Held Pre-Observation	indicator due to the
Conference (2.0)	COVID restrictions and
• 100% Designed an Observation	the experiential nature of
Tool (3.0)	the internship.)
	T · 1
• 100% Completed Observation	In previous annual
in a Professional Manner Part 1	assessment reports, it has
(4.0)	been reported that: <i>the entire</i>
	program has been
• 100% Completed Observation	continually under a redesign
in a Professional Manner Part 2	to improve content,
(4.0)	instructional strategies and to
	teaching methods, and to provide continually
• 100% Provided Written	authentic experiences for
Analysis and Summary Part 1	our candidates. This
(4.0)	redesign of the program has
	undergone intense scrutiny
• 100% Provided Written	and alignment to the
Analysis and Summary Part 2	professional standards for
(4.0)	educational leaders (PSEL),
	CAEP standards, NELP
• 100% Provided Written	standards, and Department
Analysis and Summary Part 3	PLSLOs. All aspects of the
(4.0)	program have been under
• 100% Demonstrated Post-	consistent review by faculty,
Conference Professional	district and exemplary
Conduct Part 1 (2.0)	partners (i.e. from needing
	more diversified topics,
	more arversified topics,

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• 100% Developed a Post-	course materials and
Conference Professional	resources, assessments for
Growth Plan (2.0)	candidates, better
	assessments of key
Comprehensive Exam Data Analysis	experiences, instructor
50 % of students ($n=1$) were less than	strengths in delivering
Proficient in the following areas:	instruction, and course
	alignment to standards).
• Demonstrating understanding of	The review and redesign
Human and Fiscal Resources –	process has been
strategic planning related to	comprehensively reviewing
budgeting for human, fiscal, and	the admissions, onboarding,
material resources	and residency processes.
	Scrutiny of these areas will
Internship Summative Assessment	help us to improve the
Data Analysis	assessments and as we
100% of students $(n=1)$ performed at the	update our databases, we
basic level in their internship	will more accurately collect
Professional Growth Plan Activity in the	data on how well our
following areas:	candidates have mastered
	standards and competencies
Holds Pre-Observation	for which the program
conference	intends for candidates to
 Demonstrates post conference 	have upon graduation. This
• Developed a post conference	continual improvement
professional growth plan	process is still occurring.
Criterion Met: Comprehensive Exam:	The redesigned program has
Yes	been launched. For any
	students remaining, who
Internship Summative Assessment: No	need to complete the
– (There were significant challenges to	comprehensive exam and
the candidate completing Internship	internship courses for the
tasks due to the COVID restrictions.)	grandfathered current
	program, we will focus on
	the identified five indicators
	where candidates rated
	below proficient levels of
	performance.

Research Skills 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.	 Assessment Tool: Comprehensive Exam (EDAS 579) Internship Summative Assessment (EDAS 679) Assessment Method: Rubrics 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). 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. 	 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. Domains Assessing PLSLO #5 100% 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% Communication of plan [based on data] I 00% Identifies the problem and the role of the community in the implementation of plan 	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: <i>1) Demonstrating understanding of</i> <i>Human and Fiscal</i> <i>Resources</i> – <i>strategic planning</i> <i>related to budgeting</i> <i>for human, fiscal,</i> <i>and material</i> <i>resources</i> ; and <i>2) Identifying the</i> <i>problem and</i> <i>responding to the</i> <i>needs of the</i> <i>community</i> 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
		the role of the community in the implementation of plan	School Leaders Licensure Assessment (SLLA) and electronic portfolio.

•	100% Eliminating Disconnect	The candidate in the
	impacting school culture	Internship key assessments performed at the Proficiency
•	100% Leadership Styles	levels designated in all indicators assessing PLSLO
•	100% Understanding Mission and Vision	#5 except: 1) Held Pre- Observation
•	100% Promoting Community Buy-in to the vision	Conference; 2) Demonstrates post conference; and
•	50% Identify the problem and responding to the needs of the community	3) Developed a post conference professional growth plan
•	100% Demonstrates sensitivity to diversity	(It is important to note in this particular instance, it was difficult for the
the Int candid the Int indicat	ship: For the FA 2020 semester, ternship was completed by one date (n=1). Data Analysis from ernship completed in Fall of 2020 tes that 100% of the candidates	candidate to meet this indicator due to the COVID restrictions and the experiential nature of the internship.)
	scored at an overall level of " or above (Mean: 2.66).	In previous annual assessment reports, it has been reported that: <i>the entire</i>
<u>Domai</u> •	ins Assessing PLSLO #5 0% Held Pre-Observation Conference (2.0) 100% Designed an Observation Tool (3.0)	program has been continually under a redesign to improve content, instructional strategies and teaching methods, and to provide continually
•	100% Completed Observation in a Professional Manner Part 1 (4.0)	authentic experiences for our candidates. This redesign of the program has undergone intense scrutiny and alignment to the
•	100% Completed Observation in a Professional Manner Part 2 (4.0)	professional standards for educational leaders (PSEL), CAEP standards, NELP standards, and Department

Conference Professional Conduct Part 1 (2.0) • 100% Developed a Post- Conference Professional Growth Plan (2.0) Comprehensive Exam Data Analysis 50% of students (n=1) were less than Proficient in the following areas: • 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 Internship Summative Assessment Data Analysis 100% of students (n=1) performed at the basic level in their internship Professional Growth Plan Activity in the	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. The redesigned program has been launched. For any students remaining, who need to complete the
 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 	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

	 Developed a post conference professional growth plan Criterion Met: Comprehensive Exam: Yes Internship Summative Assessment: No (There were significant challenges to the candidate completing Internship tasks due to the COVID restrictions.) 	where candidates rated below proficient levels of performance.

**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