University Goal 3: Academic Improvement a. Provide exemplary classroom instruction and appropriate technology environment b. Provide a supportive intellectual environment and the appropriate practical professional and research training for graduate students Ph. D. Program in Educational Leadership Goals Goal 1: To produce exemplary professionals with a broad range understanding of (a) research, theory, practice, leadership, (b) an ability to utilize appropriate technology in multiple environments, and (c) engage in problem solving approaches relevant to education and related fields. Goal 4: To develop an instructional program that employs the widest range of pedagogies (including, but not limited to, problem based instruction and other techniques based on the constructivist model). To deliver the knowledge base of the profession and professional practices. Goal 6: To provide instruction and resources to facilitate the development of candidates research skills and mastery of educational practices in the discipline.

Program Mission/Goals
Mission Statement: The Mission of the Educational Leadership program is to provide learning experiences in a best practices, constructivist, and reflective environment that facilitates candidates development of a repertoire of performance capabilities and values that enable them to satisfy public education’s demand for well-prepared educational leaders. Program Standards 1. Leadership: Demonstrate a comprehensive understanding of multiple leadership theories and engage in leader behavior as articulated by the knowledge base. Knowledge, Skills, and Disposition Indicators K. Candidate demonstrates an awareness and understanding of the multiple leadership theories S. Candidate applies leadership theories in the organizational context D. Candidate recognizes the role of leadership and the implications leadership behavior in the organizational context 2. Communication: Demonstrate ability to communicate effectively in oral and written forms. Knowledge, Skills, and Disposition Indicators K. Candidate understands the various forms of communication S. Candidate demonstrates the ability to engage in effective communication in a variety of settings. Candidate demonstrates ability to use appropriate media in communications. D. Candidate is aware of the impact of communication on individuals and demonstrates sensitivity in the selection of symbols used to convey messages. 3. Educational Policy: Demonstrate an understanding of the (a) policy making process at the local, state, and federal levels, (b) requirements of implementing policy, and (c) the consequences of policy implementation Knowledge, Skills, and Disposition Indicators K. Candidate understands the origins of educational policy, what educational policy intends to accomplish, and the origins of educational policy making S. Candidate demonstrates the ability to recognize a societal problem and with processes through which educational policy is enacted in the political and social arenas. D. Candidate demonstrates awareness of the impact of educational policy implementation. 4. Legal Environment: Demonstrate an understanding of law as it applies to leadership and governance of schools and other educational entities. Demonstrate an awareness of legal issues as these impact educational organizations. Knowledge, Skills, and Disposition Indicators K. Candidate knows and can articulate the major legal decisions that affect education in the United States. Candidates are aware of the legal decisions recorded by laws in an organized body that can apply legal decisions in the organizational context. D. Candidate behavior demonstrates respect for the rights of others and propensity to abide by legal decisions. Candidate demonstrates behavior to fulfill the legal obligations required in the school environment and organizational context.

Outcome 1
Formulate Outcome

Ascertain Criteria for Success
Direct
1. 80% of candidates will pass the Comprehensive Examination on the first administration. 2. 90% of candidates will successfully defend the Prospectus. 3. 100% of candidates will successfully defend the Dissertation. 4. 90% of Candidates will pass the Ph. D. Leadership portion of the Comprehensive Examination on the first administration. 5. 100% of Candidates reaching the Dissertation defense stage will successfully defend the dissertation. 6. 80% of candidates will score B (80%) or better on the Organizational Study. 7. 80% of candidates will score B (80%) or better on the Presentation. 8. 80% of candidates will score B (80%) or better on the Organizational Reading/Research Paper. 9. 80% of the candidates will score B (80%) or better on the Field Experience. 10. 80% of the candidates will score B (80%) or better on the Profile: Effective Organization. 11. 80% of the candidates will score B (80%) or better on the Interview. 12. 80% of candidates will score B (80%) or better on the Interview. 13. 80% of candidates will score B (80%) or better on the Article Critique. 14. 80% of candidates will score B (80%) or better on the School Visits Narrative.

Indirect

1. 80% of the employers will positively respond to item A & B (Specific job-related knowledge and Specific job-related skill) on the Follow-up Employers Questionnaire. 2. 80% of the graduates will rate Part III A.1 as very good or excellent from the Ph.D. Graduate Follow-up Survey.

Measure Performance

Direct


Indirect

1. The Follow-up Employers Questionnaire. 2. The Ph.D. Graduate Follow-up Survey.

Observe and Summarize Results

Direct

Direct Measure(s) Fall 2008 1. Seventy percent of doctoral candidates passed the Ph. D. Comprehensive Examination administered November 18 and 19, 2008. 2. Four candidates (100%) successfully defended their doctoral research prospects in December 2008. 3. EDA 6064 not offered in Fall 2008. 4. EDA 6074 not offered in Fall 2008. 5. EDA 6061 not offered in Fall 2008. 6. Spring 2009 1. Twenty-three applicants with a GPA between 3.7 and 1.7. 2. Three doctoral candidates (100%) passed the Ph. D. Comprehensive Examination administered March 19, 2009. 3. No candidates defended the dissertation prospectus Spring 2009. 4. One candidate (100%) successfully defended the doctoral dissertation on April 20, 2009. Livetext artifacts EDA 6064 Artifact 10: Organization Study. 50% of students scored an “A” (100-90) on the Organizational Study 36% of students scored a “B” (89-80) on the Organizational Study 7% of students scored a “C” (79-70) on the Organizational Study 7% of students scored an “F” (Incomplete) on the Organizational Study EDA 6074 not offered in Fall 2009. EDA 6061 not offered in Spring 2009.

Indirect

Indirect Measure(s) Fall 2008 1. One Ph. D. Candidate graduated in Fall 2008. No Employer satisfaction questionnaire received. 2. One Ph. D. candidate submitted a Graduate Follow up survey. Spring 2009 1. No Ph. D. candidates graduated in Spring 2009. 2. No Employer satisfaction questionnaire received. 3. No Ph. D. candidates submitted a Graduate Follow up survey.

Use Results for Improvement

Direct Measure(s) Fall 2008 1. Comprehensive Examination results were shared with candidates and faculty members. Examination question content was reviewed for item improvement. Discussion of content. 2. The dissertation prospectus process is functioning appropriately. Doctoral candidates will be encouraged to complete the prospectus. Major professors will need to work closely with candidates at this point in the dissertation process. Indirect Measure(s) Fall 2008 1. No employer data collected from single program graduate Fall 2008 2. Continue to collect data from the Ph.D. Graduate Follow-up Survey to inform program improvements. The Fall 2008 graduate strongly disagreed with Part III A. 1 statement. Spring 2009 1. Comprehensive Examination results were shared with candidates and faculty members. Examination question content was reviewed for item improvement. 2. The dissertation prospectus process is functioning appropriately. Doctoral candidates will be encouraged to complete the prospectus. Major professors will need to work closely with candidates at this point in the dissertation process. 3. Several procedural changes were made in the dissertation process. A copy of the dissertation will be given to the Dean of the College of Education during the 10-day public display window. The dissertation defense announcement will also appear on FAMUINFO as an e-mail to the University community.

Indirect

Strengthen Program (Action Plan)

Fall 2008 Review and revise as necessary the Comprehensive Examination’s procedures and questions. Program faculty members will review candidates Comprehensive Examination failure rate and suggest improvement and remediation interventions. Continue to collect data from candidates and employers for program improvements. Review graduates responses to the Follow up survey and propose program improvements. Program faculty members will (a) review course requirements and update syllabus on a semester basis, (b) enhance course content and candidate experiences through field experiences, (c) provide opportunities for candidates to engage in research and writing for professional growth and development, (d) provide assessment feedback to candidates in a timely manner, and (e) require candidates to demonstrate competency at the higher levels of thinking, (i.e., analysis, synthesis, and evaluation). Spring 2009 Review and revise as necessary the Comprehensive Examination’s procedures and questions. Program faculty members will review candidates Comprehensive Examination failure rate and suggest improvement and remediation interventions. Continue to collect data from candidates and employers for program improvements. Review graduates responses to the Follow up survey and propose program improvements. Program faculty members will (a) review course requirements and update syllabus on a semester basis, (b) enhance course content and candidate experiences through field experiences, (c) provide opportunities for candidates to engage in research and writing for professional growth and development, (d) provide assessment feedback to candidates in a timely manner, and (e) require candidates to demonstrate competency at the higher levels of thinking, (i.e., analysis, synthesis, and evaluation).
Formulate Outcome

Ascertain Criteria for Success
Direct
1. 80% of candidates will pass the Comprehensive Examination on the first administration. 2. 90% of candidates will successfully defend the Prospectus. 3. 100% of candidates will successfully defend the Dissertation. 4. All candidates admitted to the Ph. D. program in Educational Leadership must complete and pass a writing sample evaluation component (90% proficiency according to Rubric). 5. 100% of Candidates reaching the Dissertation defense stage will successfully defend the dissertation. (a) The dissertation is a demonstration of the ability to communicate effectively in writing and (b) The dissertation defense is an opportunity for the candidate to demonstrate effective oral communication. 6. 80% of the candidates will score B (80%) or better on the Research Paper. 7. 80% of the candidates will score B (80%) or better on the Professional Development Activity. 8. 80% of the candidates will score B (80%) or better on the Article Critiques. 9. 80% of the candidates will score B (80%) or better on the Oral Presentation. 10. 80% of the candidates will score B (80%) or better on the Written Memorandum. 11. 80% of the candidates will score B (80%) or better on the Printed Materials.

Indirect
1. 80% of the employers will positively respond to item C & D (Oral and Written Communications) on the Follow-up Employers Questionnaire. 2. 80% of the graduates will rate Part III A.1 as very good or excellent from the Ph.D. Graduate Follow-up Survey.

Measure Performance
Direct

Indirect
1. The Follow-up Employers Questionnaire. 2. The Ph.D. Graduate Follow-up Survey

Observe and Summarize Results
Direct
Direct Measure(s) Fall 2008 1. Seventy percent of Doctoral candidates passed the Ph. D. Comprehensive Examination. 2. One Hundred percent (4) of candidates defending the dissertation prospectus passed. 3. Nine candidates (70%) passed the writing sample evaluation in August 2008 and were admitted to the program. 4. One candidate successfully defended the dissertation in Fall 2008. 5. EDA 6216 was taught by an adjunct professor and used different course assignments. 6. EDA 6215 Criteria for candidate success was met. 1. 90% of the students scored a B(80%) on the Media Plan. 2. 100% of the students scored a B(80%) on the School Profile. 3. 90% of the students scored a B(80%) on the Printed Materials (Brochure or WEB page) Spring 2009. 4. Twenty-three applicants were administered a writing sample for Cohort Fall 2009. Level values, 5 the highest and 1 the lowest ranged from 4.7 to 1.7. 2. Three doctoral candidates (100%) passed the Ph. D. Comprehensive Examination administered March 19, 2009. 3. No candidates defended the dissertation prospectus Spring 2009. 4. One candidate (100%) successfully defended the doctoral dissertation on April 20, 2009. Livetext artifacts EDA 6215 and EDA 6216 were not offered Spring 2009 EDA 6216 Artifact 1 Research Paper EDA 6216 Artifact 2 Professional Development Activity EDA 6216 Artifact 3 Article Critiques EDA 6215 Artifact 22 School Profile EDA 6215 Artifact 23 Media Campaign EDA 6215 Artifact 24 Printed Materials

Indirect
Indirect Measure(s) Fall 2008 1. No employer data collected from single program graduate Fall 2008 2. Continue to collect data from the Ph.D. Graduate Follow-up Survey to inform program improvements. The Fall 2008 graduate strongly disagreed with Part III A.1 statement. Spring 2009 1. No Ph. D. candidates graduated in Spring 2009. 2. No Employer satisfaction questionnaire received. 3. No Ph. D. candidates submitted a Graduate Follow up survey.

Use Results for Improvement
Fall 2008 Assessment results from all direct and indirect measures will be reviewed and analyzed by program faculty members. All instances where candidates did not meet assessment criteria will be considered as areas for instructional improvement. Spring 2009 1. No Ph. D. candidates graduated in Spring 2009. 2. No Employer satisfaction questionnaire received. 3. No Ph. D. candidates submitted a Graduate Follow up survey.

Strengthen Program (Action Plan)
Fall 2008 Program faculty members will (a) review course requirements and update syllabus on a semester basis, (b) enhance course content and candidate experiences through field experiences, (c) provide opportunities for candidates to engage in research and writing for professional growth and development, (d) provide assessment feedback to candidates in a timely manner, and (e) require candidates to demonstrate competency at the higher levels of thinking, (i.e., analysis, synthesis, and evaluation). Spring 2009 Program faculty members will (a) review course requirements and update syllabus on a semester basis, (b) enhance course content and candidate experiences through field experiences, (c) provide opportunities for candidates to engage in research and writing for professional growth and development, (d) provide assessment feedback to candidates in a timely manner, and (e) require candidates to demonstrate competency at the higher levels of thinking, (i.e., analysis, synthesis, and evaluation).

Outcome # 3
Formulate Outcome

Ascertain Criteria for Success
Direct
Outcome # 4

Formulate Outcome

Program Standard 4 Legal Environment. Demonstrate an understanding of law as it applies to leadership and governance of schools and other educational entities. Demonstrate an awareness of legal issues as these impact educational organizations. CF Standards CF: 4.5 (S), 5.1 (K)

Artifacts

- Artifact 31: Case Briefs
- Artifact 32: Research Paper
- Artifact 33: Legal Issues Portfolio

Strengthen Program (Action Plan)

Fall 2008 Program faculty members will (a) review course requirements and update syllabus on a semester basis, (b) enhance course content and candidate experiences through field experiences, (c) provide opportunities for candidates to engage in research and writing for professional growth and development, (d) provide assessment feedback to candidates in a timely manner, and (e) require candidates to demonstrate competency at the higher levels of thinking, (i.e., analysis, synthesis, and evaluation). Spring 2009 Program faculty members will (a) review course requirements and update syllabus on a semester basis, (b) enhance course content and candidate experiences through field experiences, (c) provide opportunities for candidates to engage in research and writing for professional growth and development, (d) provide assessment feedback to candidates in a timely manner, and (e) require candidates to demonstrate competency at the higher levels of thinking, (i.e., analysis, synthesis, and evaluation).

Measure Performance

Direct


Indirect

1. The Follow-up Employers Questionnaire. 2. The Ph.D. Graduate Follow-up Survey.

Observe and Summarize Results

Direct

1. 80% of candidates will pass the Comprehensive Examination on the first administration. 2. 90% of candidates will successfully defend the Prospectus. 3. 100% of candidates will successfully defend the Dissertation. 4. 80% of the candidates will score B (80%) or better on the Interview. 5. 80% of the candidates will score B (80%) or better on the Research Paper. 6. 80% of the candidates will score B (80%) or better on the Article Critique. 7. 80% of the candidates will score B (80%) or better on the Policy Analysis Paper. 8. 80% of the candidates will score B (80%) or better on the Article Critique (International).

Indirect

1. 80% of the employers will positively respond to item G (Critical Thinking) on the Follow-up Employers Questionnaire. 2. 80% of the graduates will rate Part III A.1 as very good or excellent from the Ph.D. Graduate Follow-up Survey.

Use Results for Improvement

Fall 2008 Assessment results from all direct and indirect measures will be reviewed and analyzed by program faculty members. All instances where candidates did not meet assessment criteria will be considered as areas for instructional improvement. Spring 2009 Individual outcomes on all course requirements were disseminated to candidates. Results were discussed for improvement. Achievement outcomes for all requirements will be reviewed for relevance. Consideration will be given to the infusion of new course content related to policy.

Outcome # 4

Formulate Outcome

Program Standard 4 Legal Environment. Demonstrate an understanding of law as it applies to leadership and governance of schools and other educational entities. Demonstrate an awareness of legal issues as these impact educational organizations. CF Standards CF: 4.5 (S), 5.1 (K) Artifect 31: Case Briefs. Artifect 32: Research Paper Artifect 33: Legal Issues Portfolio
### Ascertain Criteria for Success

**Direct**

1. 80% of candidates will pass the Comprehensive Examination on the first administration.
2. 90% of candidates will successfully defend the Prospectus.
3. 100% of candidates will successfully defend the Dissertation.
4. 80% of the candidates will score B (80%) or better on the Case briefs.
5. 80% of the candidates will score B (80%) or better on the Research Paper.
6. 80% of the candidates will score B (80%) or better on the Legal Issues Portfolio.

**Indirect**

1. 80% of the graduates will rate Part III A.1 as very good or excellent from the Ph.D. Graduate Follow-up Survey.
2. 80% of the employers will positively respond to item A (Specific Job Related Knowledge) on the Follow-up Employers Questionnaire.

### Measure Performance

**Direct**


**Indirect**

1. The Ph.D. Graduate Follow-up Survey. 2. The Follow-up Employers Questionnaire

### Observe and Summarize Results

**Direct**

Fall 2008 1. Seventy percent of Doctoral candidates passed the Ph.D. Comprehensive Examination. 2. One Hundred percent (4) of candidates defending the dissertation prospectus passed. 3. Nine candidates passed the writing sample evaluation in August 2008 and were admitted to the program. 4. One candidate successfully defended the dissertation in Fall 2008. EDA 7233 Not offered Fall 2008 Spring 2009 1. Twenty-three applicants were administered a writing sample for Cohort Fall 2009. Level values, 5 the highest and 1 the lowest ranged from 4.7 to 1.2. 2. Three doctoral candidates (100%) passed the Ph.D. Comprehensive Examination administered March 19, 2009. 3. No candidates defended the dissertation prospectus Spring 2009. 4. One candidate (100%) successfully defended the doctoral dissertation on April 20, 2009. Livetext artifacts EDA 7233. The specified livetext artifacts were not used as course requirements.

**Indirect**

Fall 2008 1. No employer data collected from single program graduate Fall 2008 2. Continue to collect data from the Ph.D. Graduate Follow-up Survey to inform program improvements. The Fall 2008 graduate strongly disagreed with Part III A. 1 statement. Spring 2009 1. No Ph.D. candidates graduated in Spring 2009. 2. No Employer satisfaction questionnaire received.

### Use Results for Improvement

Fall 2008 Assessment results from all direct and indirect measures will be reviewed and analyzed by program faculty members. All instances where candidates did not meet assessment criteria will be considered as areas for instructional improvement. Spring 2009 No course assessment was conducted for EDA 7233. The writing sample will be used as an admission requirement and to ascertain applicants ability to engage in doctoral level course work, research, and composition.

### Strengthen Program (Action Plan)

Fall 2008 Program faculty members will (a) review course requirements and update syllabus on a semester basis, (b) enhance course content and candidate experiences through field experiences, (c) provide opportunities for candidates to engage in research and writing for professional growth and development, (d) provide assessment feedback to candidates in a timely manner, and (e) require candidates to demonstrate competency at the higher levels of thinking, (i.e., analysis, synthesis, and evaluation).

Spring 2009 Program faculty members will (a) review course requirements and update syllabus on a semester basis, (b) enhance course content and candidate experiences through field experiences, (c) provide opportunities for candidates to engage in research and writing for professional growth and development, (d) provide assessment feedback to candidates in a timely manner, and (e) require candidates to demonstrate competency at the higher levels of thinking, (i.e., analysis, synthesis, and evaluation).

### Outcome # 5

#### Formulate Outcome

Program Standard 5 Educational Technology. Demonstrate familiarity with and awareness of various technology devices. Demonstrate the ability use various technologies in the leadership role. Demonstrate an understanding of the role of various technologies in organizational communication and achieving organizational goals. CF Standards 2.1, 2.3, 2.4, 2.5 Artifact 1: Research Paper Artifact 2: Professional Development Activity Artifact 3: Article Summaries/Critique

#### Ascertain Criteria for Success

**Direct**

1. 80% of candidates will pass the Comprehensive Examination on the first administration. 2. 90% of candidates will successfully defend the Prospectus. 3. 100% of candidates will successfully defend the Dissertation. 4. 80% of the candidates will score B (80%) or better on the Research Paper. 5. 80% of the candidates will score B (80%) or better on the Professional Development Activity. 6. 80% of the candidates will score B (80%) or better on the Article Summaries/Critique.

**Indirect**

1. 80% of the employers will positively respond to item F (Technological Skills) on the Follow-up Employers Questionnaire. 2. 80% of the graduates will rate Part III E.9 as very good or excellent from the Ph.D. Graduate Follow-up Survey

#### Measure Performance

**Direct**
<table>
<thead>
<tr>
<th>Observe and Summarize Results</th>
<th>Direct</th>
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<tbody>
<tr>
<td>Fall 2008 1. Seventy percent of Doctoral candidates passed the Ph. D. Comprehensive Examination. 2. One Hundred percent (4) of candidates defending the dissertation prospectus passed. 3. Nine candidates passed the writing sample evaluation in August 2008 and were admitted to the program. 4. One candidate successfully defended the dissertation in Fall 2008. 5. EDA 6216 was taught by an adjunct professor and used different course assignments. Spring 2009 1. Twenty-three applicants were administered a writing sample for Cohort Fall 2009. Level values, 5 the highest and 1 the lowest ranged from 4.7 to 1.7. 2. Three doctoral candidates (100%) passed the Ph. D. Comprehensive Examination administered March 19, 2009. 3. No candidates defended the dissertation prospectus Spring 2009. 4. One candidate (100%) successfully defended the doctoral dissertation on April 20, 2009. EDA 6216 was not offered Spring 2009.</td>
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<td>Indirect</td>
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<tr>
<td>Fall 2008 1. No employer data collected from single program graduate Fall 2008 2. Continue to collect data from the Ph.D. Graduate Follow-up Survey to inform program improvements. The Fall 2008 graduate strongly disagreed with Part III A. 1 statement. Spring 2009 1. No Ph. D. candidates graduated in Spring 2009. 2. No Employer satisfaction questionnaire received.</td>
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<tr>
<th>Use Results for Improvement</th>
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<tbody>
<tr>
<td>Fall 2008 Assessment results from all direct and indirect measures will be reviewed and analyzed by program faculty members. All instances where candidates did not met assessment criteria will be considered as areas for instructional improvement Spring 2009 No course assessment was conducted for EDA 6216. The writing sample will be used as an admission requirement and to ascertain applicants’ ability to engage in doctoral level course work, research, and composition.</td>
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<th>Strengthen Program (Action Plan)</th>
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<tr>
<td>Fall 2008 Program faculty members will (a) review course requirements and update syllabus on a semester basis, (b) enhance course content and candidate experiences through field experiences, (c) provide opportunities for candidates to engage in research and writing for professional growth and development, (d) provide assessment feedback to candidates in a timely manner, and (e) require candidates to demonstrate competency at the higher levels of thinking, (i.e., analysis, synthesis, and evaluation). Spring 2009 Program faculty members will (a) review course requirements and update syllabus on a semester basis, (b) enhance course content and candidate experiences through field experiences, (c) provide opportunities for candidates to engage in research and writing for professional growth and development, (d) provide assessment feedback to candidates in a timely manner, and (e) require candidates to demonstrate competency at the higher levels of thinking, (i.e., analysis, synthesis, and evaluation).</td>
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<th>Outcome # 6</th>
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<td>Program Standard 6 Globalization. Demonstrate an understanding of leadership in the global society, i.e., norms, customs, and leadership perspectives in the international arena.</td>
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<th>Formulate Outcome</th>
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<tr>
<th>Ascertain Criteria for Success</th>
<th>Direct</th>
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<tbody>
<tr>
<td>1. 80% of candidates will pass the Comprehensive Examination on the first administration. 2. 90% of candidates will successfully defend the Prospectus. 3. 100% of candidates will successfully defend the Dissertation. 4. 80% of the candidates will score B (80%) or better on the Policy Analysis paper. 5. 80% of the candidates will score B (80%) or better on the Article Critique (International). 6. 80% of the candidates will score B (80%) or better on the Distance Education project. 7. 80% of candidates will score B (80%) on the Research Paper.</td>
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<tr>
<td>Indirect</td>
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<tr>
<td>1. 80% of the employers will positively respond to item M (Diversity) on the Follow-up Employers Questionnaire</td>
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<th>Measure Performance</th>
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<tr>
<td>Indirect</td>
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<tr>
<td>The Follow-up Employers Questionnaire</td>
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<table>
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<tr>
<th>Observe and Summarize Results</th>
<th>Direct</th>
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</table>
Fall 2008 1. Seventy percent of Doctoral candidates passed the Ph. D. Comprehensive Examination. 2. One Hundred percent (4%) of candidates defending the dissertation prospectus passed. 3. Nine candidates passed the writing sample evaluation in August 2008 and were admitted to the program. 4. One candidate successfully defended the dissertation in Fall 2008. 5. EDA 6289 not offered in Fall 2008. EDAH 7307 not offered in Fall 2008. Spring 2009. Twenty-three applicants were administered a writing sample for Cohort Fall 2009. Level values, 5 the highest and 1 the lowest ranged from 4.7 to 1.7. 2. Three doctoral candidates (100%) passed the Ph. D. Comprehensive Examination administered March 19, 2009. 3. No candidates defended the dissertation prospectus Spring 2004. 4. One candidate (100%) successfully defended the doctoral dissertation on April 20, 2009. Livetext artifacts EDA 6289. Three candidates (43%) earned a grade of “A” for this course. Four candidates (57%) earned a grade of “B” for this course. Course criteria established in Step 2 met, except for Direct Measure 1 in Step 3. No candidates met “A” criteria for Article 1 requirement. 1. No candidates (0%) earned a grade of “A” for this course requirement. Four candidates (57%) earned a grade of “B” for this course assignment. Three candidates (43%) earned a grade of “C” for this course requirement. 2. Three candidates (43%) earned a grade of “A” for this course requirement. Three candidates (43%) earned a grade of “B” for this course assignment. One candidate (14%) earned a grade of “C” for this course requirement. Three candidates (57%) earned a grade of “B” for this course assignment. Two candidates (29%) earned a grade of “A” for this course assignment. One candidate (14%) earned a grade of “C” for this course requirement. 4. Five candidates (71%) earned a grade of “A” for this course requirement. Two candidates (29%) earned a grade of “B” for this course assignment. EDA 7307 not offered in Spring 2009.

Indirect
Fall 2008 1. No employer data collected from single program graduate Fall 2008 2. Continue to collect data from the Ph.D. Graduate Follow-up Survey to inform program improvements. The Fall 2008 graduate strongly disagreed with Part III A. 1 statement. Spring 2009 1. No Ph. D. candidates graduated in Spring 2009. 2. No Employer satisfaction questionnaire received.

Use Results for Improvement
Fall 2008 Assessment results from all direct and indirect measures will be reviewed and analyzed by program faculty members. All instances where candidates did not meet assessment criteria will be considered as areas for instructional improvement. Spring 2009 Individual outcomes on all course requirements were disseminated to candidates. Results were discussed for improvement. Achievement outcomes for all requirements will be reviewed for relevance. Consideration will be given to the inclusion of new course content related to policy.

Strengthen Program (Action Plan)
Fall 2008 Program faculty members will (a) review course requirements and update syllabus on a semester basis, (b) enhance course content and candidate experiences through field experiences, (c) provide opportunities for candidates to engage in research and writing for professional growth and development, (d) provide course criteria established in Step 2 met, except for Direct Measure 1 in Step 3. No candidates met “A” criteria for Article 1 requirement. 1. No candidates (0%) earned a grade of “A” for this course requirement. Four candidates (57%) earned a grade of “B” for this course assignment. Three candidates (43%) earned a grade of “A” for this course assignment. One candidate (14%) earned a grade of “C” for this course requirement. Three candidates (43%) earned a grade of “B” for this course assignment. One candidate (14%) earned a grade of “C” for this course requirement. Three candidates (43%) earned a grade of “B” for this course assignment. Two candidates (29%) earned a grade of “A” for this course assignment. One candidate (14%) earned a grade of “C” for this course requirement. 4. Five candidates (71%) earned a grade of “A” for this course requirement. Two candidates (29%) earned a grade of “B” for this course assignment. EDA 7307 not offered in Spring 2009.

Outcome # 7

Formulate Outcome

Ascertain Criteria for Success
Direct
1. 80% of candidates will pass the Comprehensive Examination on the first administration. 2. 90% of candidates will successfully defend the Prospectus. 3. 100% of candidates will successfully defend the Dissertation. EDA 6421 4. 80% of the candidates will score B (80%) or better on the Dissertation Analysis. 5. 80% of the candidates will score B (80%) or better on the Critical Analysis Review. 6. 80% of the candidates will score B (80%) or better on the Project: Data Analysis. EDA 7405 7. 80% of the candidates will score B (80%) or better on the Critical Analysis Review. 8. 80% of the candidates will score B (80%) or better on the Project: Data Analysis. EDA 7406 10. 80% of the candidates will score B (80%) or better on the Critical Analysis Review. 11. 80% of the candidates will score B (80%) or better on the Project: Data Analysis. 12. 80% of the candidates will score B (80%) or better on the Data Analysis Computation. EDA 7415 13. 80% of the candidates will score B (80%) or better on the Qualitative Project. 14. 80% of the candidates will score B (80%) or better on the Questionnaire Project. 15. 80% of the candidates will score B (80%) or better on the Interview Project

Indirect
1. 80% of the employers will positively respond to item H and J (Research and Analysis and Analytical Skills) on the Follow-up Employers Questionnaire. 2. 80% of the graduates will rate Part III E.2,3 as very good or excellent from the Ph.D. Graduate Follow-up Survey

Measure Performance
Direct

Indirect
Outcome #: 8

Formulate Outcome

Program Standard 9 Organizational Management and Development. Demonstrate an understanding of the individual and collective behavior of humans in organizations. Demonstrate leadership skills in the organizational context. Demonstrate the ability to lead, motivate, communicate, and make decisions in the organizational context. Demonstrate the ability to conceptualize the dimensions of the organization and be able to coordinate these dimensions to achieve organizational goals. Establish operational plans and processes to accomplish strategic goals.

Ascertain Criteria for Success

Direct

1. 80% of candidates will pass the Comprehensive Examination on the first administration. 2. 90% of candidates will successfully defend the Prospectus. 3. 100% of candidates will successfully defend the Dissertation. 4. 80% of the candidates will score B (80-89) on the Organizational Study. 5. 80% of the candidates will score B (80-89) on the Presentation. 6. 80% of the candidates will score B (80-89) on the Organizational Reading/Research paper. 7. 80% of the candidates will score B (80-89) on the Article Critique. 8. 80% of the candidates will score B (80-89) on the Observation in Higher Education. 9. 80% of the candidates will score B (80-89) on the Research paper. 10. 80% of the candidates will score B (80-89) on the Article Critique. 11. 80% of the candidates will score B (80-89) on the Field Experience. 12. 80% of the candidates will score B (80-89) on the Field Experience. 13. 80% of the candidates will score B (80-89) on the School Visits Narrative. 14. 80% of the candidates will score B (80-89) on the School Visits Narrative. 15. 80% of the candidates will score B (80-89) on the Research Paper. 16. 80% of the candidates will score B (80-89) on the Research Paper. 17. 80% of the candidates will score B (80-89) on the Research Paper. 18. 80% of the candidates will score B (80-89) on the Research Paper. 19. 80% of the candidates will score B (80-89) on the Research Paper. 20. 80% of the candidates will score B (80-89) on the Research Paper. 21. 80% of the candidates will score B (80-89) on the Research Paper. 22. 80% of the candidates will score B (80-89) on the Research Paper. 23. 80% of the candidates will score B (80-89) on the Research Paper. 24. 80% of the candidates will score B (80-89) on the Research Paper. 25. 80% of the candidates will score B (80-89) on the Research Paper. 26. 80% of the candidates will score B (80-89) on the Research Paper. 27. 80% of the candidates will score B (80-89) on the Research Paper. 28. 80% of the candidates will score 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the Research Paper. 100. 80% of the candidates will score B (80-89) on the Research Paper. 101. 80% of the candidates will score B (80-89) on the Research Paper.

Indirect

1. 80% of the graduates will rate Part III A. 1 as very good or excellent from the Ph.D. Graduate Follow-up Survey.

Measure Performance

Direct
Observe and Summarize Results

Direct

Fall 2008 1. Seventy percent of Doctoral candidates passed the Ph. D. Comprehensive Examination. 2. One Hundred percent (4) of candidates defending the dissertation prospectus passed. 3. Nine candidates passed the writing sample evaluation in August 2008 and were admitted to the program. 4. One candidate successfully defended the dissertation in Fall 2008. 5. 85% of the students scored a B(80%) on the Media Plan. 6. 100% of the students scored a B(80%) on the School Profile. 7. 100% of the students scored a B(80%) on the Printed Materials (Brochure or WEB page) Spring 2009. Twenty-three applicants were administered a writing sample for Cohort Fall 2009. Level values, 5 the highest and 1 the lowest ranged from 4.7 to 1.7. 2. Three doctoral candidates (100%) passed the Ph. D. Comprehensive Examination administered March 19, 2009. 3. No candidates defended the dissertation prospectus Spring 2009. 4. One candidate (100%) successfully defended the doctoral dissertation on April 20, 2009. EDA 6215. Not offered Spring 2009.

Indirect

Fall 2008 1. No employer data collected from single program graduate Fall 2008. 2. Continue to collect data from the Ph.D. Graduate Follow-up Survey to inform program improvements. The Fall 2008 graduate strongly disagreed with Part III A. 1 statement. Spring 2009 1. No Ph. D. candidates graduated in Spring 2009. 2. No Employer satisfaction questionnaire received.

Use Results for Improvement

Fall 2008 Assessment results from all direct and indirect measures will be reviewed and analyzed by program faculty members. All instances where candidates did not met assessment criteria will be considered as areas for instructional improvement. Spring 2009 Assessment results from all direct and indirect measures will be reviewed and analyzed by program faculty members. All instances where candidates did not met assessment criteria will be considered as areas for instructional improvement.

Strengthen Program (Action Plan)

Fall 2008 Program faculty members will (a) review course requirements and update syllabus on a semester basis, (b) enhance course content and candidate experiences through field experiences, (c) provide opportunities for candidates to engage in research and writing for professional growth and development, (d) provide assessment feedback to candidates in a timely manner, and (e) require candidates to demonstrate competency at the higher levels of thinking, (i.e., analysis, synthesis, and evaluation). Spring 2009 Program faculty members will (a) review course requirements and update syllabus on a semester basis, (b) enhance course content and candidate experiences through field experiences, (c) provide opportunities for candidates to engage in research and writing for professional growth and development, (d) provide assessment feedback to candidates in a timely manner, and (e) require candidates to demonstrate competency at the higher levels of thinking, (i.e., analysis, synthesis, and evaluation).

Program Standard 10 Ethics. Demonstrate the ability to act with integrity, fairness, and honesty and in accordance with state and federal constitutional provisions and statutory standards.

Direct

1. 80% of candidates will pass the Comprehensive Examination on the first administration. 2. 90% of candidates will successfully defend the Prospectus. 3. 100% of candidates will successfully defend the Dissertation. 4. 80% of the candidates will score B (80%) or better on the Research Proposal. 5. 80% of the candidates will score B (80%) or better on the Project. 6. 80% of the candidates will score B (80%) or better on the Journal Writing. 7. 80% of the candidates will score B (80%) or better on the Annotated Bibliography. 8. 80% of the candidates will score B (80%) or better on the Research paper. 9. 80% of the candidates will score B (80%) or better on the Project. 10. 80% of the candidates will score B (80%) or better on the Qualitative Dissertation Critique.

Indirect

80% of the employers will positively respond to item I (Professionalism) on the Follow-up Employers Questionnaire.

Measure Performance

Direct


Indirect

1. The Follow-up Employers Questionnaire

Observe and Summarize Results

Direct
Fall 2008 1. Seventy percent of Doctoral candidates passed the Ph. D. Comprehensive Examination. 2. One Hundred percent (4) of candidates defending the dissertation prospectus passed. 3. Nine candidates passed the writing sample evaluation in August 2008 and were admitted to the program. 4. One candidate successfully defended the dissertation in Fall 2008. 5. EDA 6421 a. Eighty percent (50 %) of candidates performed at the level of “B” 80-89 on Research Proposal. b. Eighty percent (187 %) of candidates performed at the level of “B” 80-89 on Critical Analysis of article and dissertation. 6. EDA 6278 No data reported by faculty member for this course. 7. EDA 6191 not offered Fall 2008 8. EDA 7415 not offered Fall 2008 Spring 2009 1. Twenty-three applicants were administered a writing sample for Cohort Fall 2009. Level values, 5 the highest and 1 the lowest ranged from 4.7 to 1.7. 2. Three doctoral candidates (100%) passed the Ph. D. Comprehensive Examination administered March 19, 2009. 3. No candidates defended the dissertation prospectus Spring 2009. 4. One candidate (100%) successfully defended the doctoral dissertation on April 20, 2009. Livetext artifacts EDA 6421. Not offered Spring 2009. EDA 6278 Not offered Spring 2009. EDA 6191. 100% of candidates received a “B” on the service learning course requirement. EDA 7415 not offered Spring 2009.

Indirect
Fall 2008 1. No employer data collected from single program graduate Fall 2008 Spring 2009 1. No Ph. D. candidates graduated in Spring 2009. 2. No Employer satisfaction questionnaire received.

Use Results for Improvement
Fall 2008 Assessment results from all direct and indirect measures will be reviewed and analyzed by program faculty members. All instances where candidates did not meet assessment criteria will be considered as areas for instructional improvement. Spring 2009 Assessment results from all direct and indirect measures will be reviewed and analyzed by program faculty members. All instances where candidates did not meet assessment criteria will be considered as areas for instructional improvement Spring 2009.

Strengthen Program (Action Plan)
Fall 2008 Program faculty members will (a) review course requirements and update syllabus on a semester basis, (b) enhance course content and candidate experiences through field experiences, (c) provide opportunities for candidates to engage in research and writing for professional growth and development, (d) provide assessment feedback to candidates in a timely manner, and (e) require candidates to demonstrate competency at the higher levels of thinking, (i.e., analysis, synthesis, and evaluation). Spring 2009 Program faculty members will (a) review course requirements and update syllabus on a semester basis, (b) enhance course content and candidate experiences through field experiences, (c) provide opportunities for candidates to engage in research and writing for professional growth and development, (d) provide assessment feedback to candidates in a timely manner, and (e) require candidates to demonstrate competency at the higher levels of thinking, (i.e., analysis, synthesis, and evaluation).