

# Program Learning Assessment Results

Ed.D in Organizational Leadership

Fall 1, 2016-Summer 2, 2018

Ed.D Organizational Leadership			
	Course	Signature Assignment	Week Due
PLO 1- Transformational Leadership	EDOL 724	TCP Analytic Report	7
PLO 2- Diversity	EDOL 722	Equity and Diversity Action Project	8
PLO 3-Collaborative Relationships	EDOL 706	Change Leadership Development Report	7
PLO 4- Political Intelligence	EDOL 721	Ethical Decision Making	8
PLO 5- Strategic Thinking	EDOL 708	Strategic Plan for Transformational Change	7
PLO 6- Creativity and Sustained Innovation	EDOL 723	Innovative Entrepreneurial Proposal and Presentation	8

## PLO 1 Transformational Leadership EDOL 724-TCP Analytic Report Aggregated Data AY (2016-2017)

PLO 1 Transformational Leadership EDOL 724 TCP Analytic Report										n=96
Rubric Criterion	Exemplary		Proficient		Emerging		Needs Improvement		Not Completed	
Part #1: Background	77	80.21%	19	19.79%	0	0.00%	0	0.00%	0	0.00%
Part#2: Environmental Scans	85	88.54%	10	10.42%	1	1.04%	0	0.00%	0	0.00%
Part #3: Strategic Planning	76	79.17%	18	18.75%	2	2.08%	0	0.00%	0	0.00%
Part #4: Evaluation & Sustainability	83	86.46%	12	12.50%	1	1.04%	0	0.00%	0	0.00%
Part #5: The Leader as Change Agent	71	73.96%	25	26.04%	0	0.00%	0	0.00%	0	0.00%
<b>Average Performance Levels</b>	<b>81.67%</b>		<b>17.50%</b>		<b>0.83%</b>		<b>0.00%</b>		<b>0.00%</b>	

## PLO 1 Transformational Leadership- EDOL 724-TCP Analytic Report Aggregated Data AY (2017-2018)

PLO 1 EDOL 724 TCP Analytic Report										n=71
Rubric Criterion	Exemplary		Proficient		Emerging		Needs Improvement		Not Completed	
Part #1: Background	57	80.28%	13	18.31%	1	1.41%	0	0.00%	0	0.00%
Part#2: Environmental Scans	53	74.65%	14	19.72%	4	5.63%	0	0.00%	0	0.00%

Part #3: Strategic Planning	57	80.28%	13	18.31%	1	1.41%	0	0.00%	0	0.00%
Part #4: Evaluation & Sustainability	56	78.87%	12	16.90%	3	4.23%	0	0.00%	0	0.00%
Part #5: The Leader as Change Agent	51	71.83%	17	23.94%	3	4.23%	0	0.00%	0	0.00%
<b>Average Performance Levels</b>	<b>77.18%</b>		<b>19.44%</b>		<b>3.38%</b>		<b>0.00%</b>		<b>0.00%</b>	

**PLO 2 Diversity EDOL 722 Equity and Diversity Action Project  
Aggregated Data AY (2016-2017)**

<b>PLO 2 Diversity EDOL Equity &amp; Diversity Action Project</b>										<b>n=98</b>
Rubric Criterion	Exemplary		Proficient		Emerging		Needs Improvement		Not Completed	
1. State of Leadership & Diversity	91	93.81%	5	5.15%	1	1.03%	0	0.00%	0	0.00%
2. Analyzing My World View	95	96.94%	2	2.04%	1	1.02%	0	0.00%	0	0.00%
3. Engaging Participants / Collaborating & Learning	94	95.92%	3	3.06%	1	1.02%	0	0.00%	0	0.00%
4. Action Plan	88	90.72%	7	7.22%	2	2.06%	0	0.00%	0	0.00%
5. Reflection on Progress	93	94.90%	3	3.06%	2	2.04%	0	0.00%	0	0.00%
6. Quality of Writing & Organization	74	75.51%	19	19.39%	4	4.08%	1	1.02%	0	0.00%
<b>Average Performance Levels</b>	<b>91.30%</b>		<b>6.65%</b>		<b>1.88%</b>		<b>0.17%</b>		<b>0.00%</b>	

**PLO 2 Diversity EDOL 722 Equity and Diversity Action Project  
Aggregated Data AY (2017-2018)**

<b>PLO 2 Diversity EDOL 722 Equity and Diversity Action Project</b>										<b>n=70</b>
Rubric Criterion	Exemplary		Proficient		Emerging		Needs Improvement		Not Completed	
1. State of Leadership & Diversity	70	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
2. Analyzing my World View	69	98.57%	1	1.43%	0	0.00%	0	0.00%	0	0.00%

3. Engaging Participants / Collaborating & Learning	70	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
4. Action Plan	69	98.57%	0	0.00%	0	0.00%	0	0.00%	1	1.43%
5. Reflection on Progress	70	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
6. Quality of Writing and Organization	61	88.41%	6	8.70%	1	1.45%	0	0.00%	1	1.45%
<b>Average Performance Levels</b>	<b>97.59%</b>		<b>1.69%</b>		<b>0.24%</b>		<b>0.00%</b>		<b>0.48%</b>	

**PLO 3 Collaborative Relationships EDOL 706 Change Leadership Development Report  
Aggregated Data AY (2016-2017)**

PLO 3 Collaborative Relationships EDOL 706 Change Leadership Dev Report										n=80
Rubric Criterion	Exemplary		Proficient		Emerging		Needs Improvement		Not Completed	
Report Organization & Required Elements	49	61.25%	23	28.75%	7	8.75%	1	1.25%	0	0.00%
Transformational Change & Leadership Team Roles	71	88.75%	8	10.00%	1	1.25%	0	0.00%	0	0.00%
Diversity	64	80.00%	15	18.75%	1	1.25%	0	0.00%	0	0.00%
Team/Group Development Theory	68	85.00%	7	8.75%	5	6.25%	0	0.00%	0	0.00%
Group Processes	65	81.25%	11	13.75%	4	5.00%	0	0.00%	0	0.00%
Team Interventions	62	77.50%	13	16.25%	3	3.75%	1	1.25%	1	1.25%
Average Performance Levels	78.96%		16.04%		4.38%		0.42%		0.21%	

**PLO 3 Collaborative Relationships EDOL 706 Change Leadership Development Report  
Aggregated Data AY (2017-2018)**

PLO 3 Collaborative Relationships EDOL 706 Change Leadership Dev Report										n=89
Rubric Criterion	Exemplary		Proficient		Emerging		Needs Improvement		Not Completed	
Report Organization &	42	47.19%	30	33.71%	11	12.36%	5	5.62%	1	1.12%

Required Elements										
Transformational Change & Leadership Team Roles	76	85.39%	10	11.24%	2	2.25%	0	0.00%	1	1.12%
Diversity	68	76.40%	12	13.48%	6	6.74%	2	2.25%	1	1.12%
Team/Group Development Theory	70	78.65%	9	10.11%	6	6.74%	3	3.37%	1	1.12%
Group Processes	69	77.53%	12	13.48%	4	4.49%	3	3.37%	1	1.12%
Team Interventions	56	62.92%	20	22.47%	5	5.62%	6	6.74%	2	2.25%
<b>Average Performance Levels</b>	<b>71.35%</b>		<b>17.42%</b>		<b>6.37%</b>		<b>3.56%</b>		<b>1.31%</b>	

**PLO 4 Political Intelligence EDOL 721 Ethical Decision Making  
Aggregated Data AY (2016-2017)**

<b>PLO 4 Political Intelligence EDOL 721 Ethical Decision Making</b>										<b>n=99</b>
Rubric Criterion	<b>Exemplary</b>		<b>Proficient</b>		<b>Emerging</b>		<b>Needs Improvement</b>		<b>Not Completed</b>	
Identification of a politically charged problem and mindset of team members was described.	88	88.89%	7	7.07%	4	4.04%	0	0.00%	0	0.00%
Solution Criteria, including ethical considerations, and Solution Possibilities were generated by the team and described in this paper. Justification for the final solution was provided.	80	80.81%	14	14.14%	4	4.04%	1	1.01%	0	0.00%
Structuring Devices were used appropriately in a variety of steps of the decision making process.	81	81.82%	13	13.13%	4	4.04%	1	1.01%	0	0.00%
Analyze the ethical and political ramifications of the solution.	75	75.76%	20	20.20%	4	4.04%	0	0.00%	0	0.00%
Potential political strategies were selected and justified.	79	79.80%	15	15.15%	4	4.04%	1	1.01%	0	0.00%

The paper reflects the universal standards of intellectual thought. It adheres to the standards of academic writing and APA 6th edition format.	64	64.65%	26	26.26%	8	8.08%	1	1.01%	0	0.00%
<b>Average Performance Levels</b>	<b>78.62%</b>		<b>15.99%</b>		<b>4.71%</b>		<b>0.67%</b>		<b>0.00%</b>	

**PLO 4 Political Intelligence EDOL 721 Ethical Decision Making  
Aggregated Data AY (2017-2018)**

<b>PLO 4 Political Intelligence EDOL 721 Ethical Decision Making</b>										<b>n=71</b>
<b>Rubric Criterion</b>	<b>Exemplary</b>		<b>Proficient</b>		<b>Emerging</b>		<b>Needs Improvement</b>		<b>Not Completed</b>	
Identification of a politically charged problem and mindset of team members was described.	64	90.14%	7	9.86%	0	0.00%	0	0.00%	0	0.00%
Solution Criteria, including ethical considerations, and Solution Possibilities were generated by the team and described in this paper. Justification for the final solution was provided.	59	83.10%	8	11.27%	4	5.63%	0	0.00%	0	0.00%
Structuring Devices were used appropriately in a variety of steps of the decision making process.	56	78.87%	13	18.31%	2	2.82%	0	0.00%	0	0.00%
Analyze the ethical and political ramifications of the solution.	59	83.10%	7	9.86%	4	5.63%	1	1.41%	0	0.00%
Potential political strategies were selected and justified.	54	76.06%	13	18.31%	4	5.63%	0	0.00%	0	0.00%
The paper reflects the universal standards of intellectual thought. It adheres to the standards of academic	49	69.01%	20	28.17%	2	2.82%	0	0.00%	0	0.00%

writing and APA 6th edition format.										
<b>Average Performance Levels</b>	<b>80.05%</b>		<b>15.96%</b>		<b>3.76%</b>		<b>0.24%</b>		<b>0.00%</b>	

**PLO 5 Strategic Thinking EDOL 708 Strategic Plan for Transformational Change  
Aggregated Data AY (2016-2017)**

<b>PLO 5 Strategic Thinking EDOL 708 Strategic Plan for Transformational Change</b>										<b>n=74</b>
Rubric Criterion	<b>Exemplary</b>		<b>Proficient</b>		<b>Emerging</b>		<b>Needs Improvement</b>		<b>Not Completed</b>	
Relevance and Alignment of the Plan	66	89.19%	3	4.05%	3	4.05%	0	0.00%	2	2.70%
Organization of the Document	59	79.73%	11	14.86%	0	0.00%	2	2.70%	2	2.70%
Appendix	62	83.78%	5	6.76%	4	5.41%	1	1.35%	2	2.70%
Writing Narrative & Cogency	64	86.49%	5	6.76%	3	4.05%	0	0.00%	2	2.70%
Role of Transformational Leadership Team in Development of the Plan	66	89.19%	4	5.41%	2	2.70%	0	0.00%	2	2.70%
Self-Review	65	87.84%	1	1.35%	5	6.76%	0	0.00%	3	4.05%
<b>Average Performance Levels</b>	<b>86.04%</b>		<b>6.53%</b>		<b>3.83%</b>		<b>0.68%</b>		<b>2.93%</b>	

**PLO 5 Strategic Thinking EDOL 708 Strategic Plan for Transformational Change  
Aggregated Data AY (2017-2018)**

<b>PLO 5 Strategic Thinking EDOL 708 Strategic Plan for Transformational Change</b>										<b>n= 86</b>
Rubric Criterion	<b>Exemplary</b>		<b>Proficient</b>		<b>Emerging</b>		<b>Needs Improvement</b>		<b>Not Completed</b>	
Relevance and alignment of the plan	81	94.19%	3	3.49%	1	1.16%	1	1.16%	0	0.00%
Organization of the document including required plan components, headings, and tables	74	86.05%	11	12.79%	0	0.00%	1	1.16%	0	0.00%
Appendix	78	90.70%	6	6.98%	1	1.16%	0	0.00%	1	1.16%
Writing narrative and cogency	73	84.88%	12	13.95%	0	0.00%	1	1.16%	0	0.00%
Role of Transformational Leadership Team in development of the plan	81	94.19%	4	4.65%	0	0.00%	1	1.16%	0	0.00%

Self-Review	77	89.53%	6	6.98%	2	2.33%	1	1.16%	0	0.00%
<b>Average Performance Levels</b>	<b>89.92%</b>		<b>8.14%</b>		<b>0.78%</b>		<b>0.97%</b>		<b>0.19%</b>	

**PLO 6- Creativity and Sustained Innovation EDOL 723 Innovative Entrepreneurial Proposal & Presentation  
Aggregated Data AY (2016-2017)**

<b>PLO 6 Creativity &amp; Sustained Innovation EDOL 723 Innovative Entrepreneurial Proposal &amp; Presentation n=98</b>										
Rubric Criterion	Exemplary		Proficient		Emerging		Needs Improvement		Not Completed	
Executive Summary	89	90.82%	5	5.10%	4	4.08%	0	0.00%	0	0.00%
Proposal	65	66.33%	23	23.47%	10	10.20%	0	0.00%	0	0.00%
Presentation	82	83.67%	11	11.22%	5	5.10%	0	0.00%	0	0.00%
<b>Average Performance Levels</b>	<b>80.27%</b>		<b>13.26%</b>		<b>6.46%</b>		<b>0.00%</b>		<b>0.00%</b>	

**PLO 6-Creativity and Sustained Innovation EDOL 723 Innovative Entrepreneurial Proposal & Presentation  
Aggregated Data AY (2017-2018)**

<b>PLO 6 Creativity &amp; Sustained Innovation EDOL 723 Innovative Entrepreneurial Proposal &amp; Presentation n=69</b>										
Rubric Criterion	Exemplary		Proficient		Emerging		Needs Improvement		Not Completed	
Executive Summary	57	82.61%	7	10.14%	4	5.80%	0	0.00%	1	1.45%
Proposal	55	79.71%	10	14.49%	4	5.80%	0	0.00%	0	0.00%
Presentation	64	92.75%	2	2.90%	1	1.45%	2	2.90%	0	0.00%
<b>Average Performance Levels</b>	<b>85.02%</b>		<b>9.18%</b>		<b>4.35%</b>		<b>0.97%</b>		<b>0.48%</b>	