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 (2014-2015)

PLO 1 Transformational Leadership- EDOL 724-TCP Analytic Report									n=102		
Rubric Criterion	Distinguished		Proficient		Emerging		Unsatisfactory		Mean	Mode	Stdev
Part #1: Background	79	77%	22	21%	1	0%	0	0%	4.77	5.00	0.45
Part#2: Environmental Scans	91	89%	9	8%	2	1%	0	0%	4.87	5.00	0.39
Part #3: Strategic Planning	74	72%	25	24%	2	1%	1	0%	4.68	5.00	0.61
Part #4: Evaluation & Sustainability	80	78%	21	20%	1	0%	0	0%	4.78	5.00	0.44
Part #5: The Leader as Change Agent	89	87%	12	11%	1	0%	0	0%	4.86	5.00	0.37
Average Performance Levels	**81%**		**17%**		**0%**		**0%**		**4.79**	**5.00**	**0.45**

PLO 1 Transformational Leadership- EDOL 724-TCP Analytic Report
Aggregated Data AY (2015-2016)

PLO 1 Transformational Leadership- EDOL 724-TCP Analytic Report									n=86		
Rubric Criterion	Exemplary		Proficient		Emerging		Needs Improvement		Not Completed		
										Mean	Mode	Stdev
Part #1: Background	75	87%	11	12%	0	0%	0	0%	0	0%	4.87	5	0.33

Part#2: Environmental Scans	72	83%	13	15%	1	1%	0	0%	0	0%	4.83	5	0.41
Part #3: Strategic Planning	76	88%	10	11%	0	0%	0	0%	0	0%	4.88	5	0.32
Part #4: Evaluation & Sustainability	74	86%	11	12%	1	1%	0	0%	0	0%	4.85	5	0.39
Part #5: The Leader as Change Agent	70	81%	16	18%	0	0%	0	0%	0	0%	4.81	5	0.39
Average Performance Levels	**85%**		**14%**		**0%**		**0%**		**0%**		**4.85**	**5.00**	**0.37**

PLO 2 Diversity- EDOL 722 Equity and Diversity Action Action Project
Aggregated Data AY (2014-2015)

PLO 2 Diversity- EDOL 722 Equity and Diversity Action Project									n=81		
Rubric Criterion	Mastery		Accomplished		Developing		Beginner		Mean	Mode	Stdev
1. State of Leadership and Diversity	76	95%	3	3%	1	1%	0	0%	4.94	5.00	0.29
2. Analyzing my World View	70	76%	9	11%	0	0%	2	2%	4.79	5.00	0.68
3. Engaging Participants / Collaborating and Learning	74	91%	7	8%	0	0%	0	0%	4.91	5.00	0.28
4. Action Plan	73	91%	5	6%	2	2%	0	0%	4.89	5.00	0.39
5. Reflection on Progress	76	93%	3	3%	1	1%	1	1%	4.89	5.00	0.52
6. Quality of Writing and Organization	69	84%	11	13%	1	1%	1	1%	4.79	5.00	0.58
Average Performance Levels	**88%**		**7%**		**1%**		**1%**		**4.87**	**5.00**	**0.46**

PLO 2 Diversity- EDOL 722 Equity and Diversity Action Action Project
Aggregated Data AY (2015-2016)

PLO 2 Diversity- EDOL 722 Equity and Diversity Action Project										n=88		
Rubric Criterion	Exemplary		Proficient		Emerging		Needs Improvement		Not Completed		Mean	Mode	Stdev
1. State of Leadership and Diversity	81	92%	6	6%	1	1%	0	0%	0	0%	4.91	5	0.33
2. Analyzing my World View	80	90%	6	6%	2	2%	0	0%	0	0%	4.89	5	0.38

Rubric Criterion										Mean	Mode	Stdev
3. Engaging Participants / Collaborating and Learning	82	93%	6	6%	0	0%	0	0%	0	0%	4.93	5	0.25
4. Action Plan	82	93%	6	6%	0	0%	0	0%	0	0%	4.93	5	0.25
5. Reflection on Progress	81	92%	6	6%	1	1%	0	0%	0	0%	4.91	5	0.33
6. Quality of Writing and Organization	69	78%	10	11%	7	7%	2	2%	0	0%	4.64	5	0.81
Average Performance Levels		**90%**		**7%**		**2%**		**0%**		**0%**	**4.87**	**5**	**0.39**

PLO 3 Collaborative Relationships EDOL 706- Change Leadership Development Report
Aggregated Data AY (2014-2015)

PLO 3 Collaborative Relationships EDOL 706- Change Leadership Development Report								n=90		
Rubric Criterion	Exemplary		Proficient		Emerging		Unsatisfactory		Mean	Mode	Stdev
Report Organization & Required Elements	53	58%	26	28%	11	12%	0	0%	4.47	5.00	0.70
Transformational Change & Leadership Team Roles	80	88%	5	5%	5	5%	0	0%	4.83	5.00	0.50
Diversity	76	84%	11	12%	3	3%	0	0%	4.81	5.00	0.47
Team/Group Development Theory	74	82%	11	12%	5	5%	0	0%	4.77	5.00	0.54
Group Processes	55	61%	26	28%	9	10%	0	0%	4.51	5.00	0.67
Team Interventions	49	54%	21	23%	19	21%	1	1%	4.30	5.00	0.88
Average Performance Levels	**71%**		**18%**		**9%**		**0%**		**4.61**	**5.00**	**0.63**

PLO 3 Collaborative Relationships EDOL 706- Change Leadership Development Report
Aggregated Data AY (2015-2016)

PLO 3 Collaborative Relationships EDOL 706- Change Leadership Development Report										n=103		
Rubric Criterion	Exemplary		Proficient		Emerging		Needs Improvement		Not Completed		Mean	Mode	Stdev
Report Organization & Required Elements	46	44%	35	33%	22	21%	0	0%	0	0%	4.23	5	0.78
Transformational	89	86%	12	11%	2	1%	0	0%	0	0%	4.85	5	0.41

Rubric Criterion											Mean	Mode	Stdev
Change & Leadership Team Roles													
Diversity	82	79%	16	15%	5	4%	0	0%	0	0%	4.75	5	0.54
Team/Group Development Theory	80	77%	16	15%	7	6%	0	0%	0	0%	4.71	5	0.59
Group Processes	70	67%	26	25%	6	5%	1	0%	0	0%	4.59	5	0.69
Team Interventions	61	59%	26	25%	15	14%	1	0%	0	0%	4.42	5	0.81
Average Performance Levels	**69%**		**21%**		**9%**		**0%**		**0%**		**4.59**	**5.00**	**0.63**

PLO 4 Political Intelligence EDOL 721-Ethical Decision Making
Aggregated Data AY (2014-2015)

PLO 4 Political Intelligence EDOL 721-Ethical Decision Making								n=104		
Rubric Criterion	Outstanding		Good		Emerging		Unacceptable		Mean	Mode	Stdev
Identification of a politically charged problem and mindset of team members	73	70%	25	24%	6	5%	0	0%	4.64	5.00	0.59
Solution Criteria	73	70%	20	19%	10	9%	1	0%	4.58	5.00	0.74
Structuring Devices	75	72%	20	19%	4	3%	4	3%	4.57	5.00	0.89
Analyze the ethical and political ramifications of the solution	71	68%	22	21%	10	9%	1	0%	4.56	5.00	0.75
Potential political strategies selected and justified	75	72%	16	15%	10	9%	3	2%	4.54	5.00	0.89
Universal standards of intellectual thought, academic writing, and APA	57	54%	24	23%	15	14%	8	7%	4.17	5.00	1.16
Average Performance Levels	**68%**		**20%**		**8%**		**2%**		**4.51**	**5.00**	**0.84**

PLO 4 Political Intelligence EDOL 721-Ethical Decision Making
Aggregated Data AY (2015-2016)

PLO 4 Political Intelligence EDOL 721-Ethical Decision Making										n=86		
Rubric Criterion	Exemplary		Proficient		Emerging		Needs Improvement		Not Completed		Mean	Mode	Stdev
Identification of Problem	73	84%	12	13%	1	1%	0	0%	0	0%	4.84	5	0.40
Solution Criteria	74	86%	9	10%	3	3%	0	0%	0	0%	4.83	5	0.46
Structuring Devices	77	89%	7	8%	2	2%	0	0%	0	0%	4.87	5	0.40
Analysis of the Ethical and Political Ramifications	71	82%	14	16%	0	0%	1	1%	0	0%	4.79	5	0.55
Potential Political Strategies	71	82%	12	13%	3	3%	0	0%	0	0%	4.79	5	0.49
Academic Writing, APA, Universal Standards of Intellectual Thought	65	75%	17	19%	3	3%	1	1%	0	0%	4.69	5	0.65
Average Performance Levels	**83%**		**13%**		**2%**		**0%**		**0%**		**4.80**	**5.00**	**0.49**

PLO 5 Strategic Thinking- EDOL 708 -Strategic Plan for Transformational Change
Aggregated Data AY (2014-2015)

PLO 5 Strategic Thinking- EDOL 708 -Strategic Plan for Transformational Change									Mean	Mode	n=88 Stdev
Rubric Criterion	Exemplary (66 pts)		Proficient (60 pts)		Developing (52 pts)		Emerging (46 pts)		Mean	Mode	Stdev
Identifies the need for change	83	94%	4	4%	1	1%	0	0%	65.57	66.00	1.92
Current state strengths and weaknesses for culture and stakeholders	81	93%	6	6%	1	1%	0	0%	65.43	66.00	2.09
Utilization of External Scan & Relevant Data	75	85%	12	13%	1	1%	0	0%	65.02	66.00	2.49
Explains Action Plan with methods steps and flow chart graphs	67	76%	17	19%	3	3%	1	1%	64.14	66.00	3.84
Utilizes graduate level writing, APA	30	34%	41	46%	15	17%	2	2%	60.36	60.00	5.24

and utilizes all relevant resources										
Average Performance Levels	**76%**		**18%**		**5%**		**1%**	**64.10**	**64.80**	**3.11**

PLO 5 Strategic Thinking- EDOL 708 -Strategic Plan for Transformational Change
Aggregated Data AY (2015-2016)

PLO 5 Strategic Thinking- EDOL 708 -Strategic Plan for Transformational Change										n=100		
Rubric Criterion	Exemplary		Proficient		Emerging		Needs Improvement		Not Completed		Mean	Mode	Stdev
Relevance and alignment	91	91%	8	8%	1	1%	0	0%	0	0%	4.90	5	0.33
Organization	67	67%	29	29%	3	3%	1	1%	0	0%	4.61	5	0.65
Appendix	91	91%	6	6%	2	2%	1	1%	0	0%	4.86	5	0.53
Writing narrative and cogency	80	80%	14	14%	5	5%	0	0%	1	1%	4.71	5	0.71
Role of Transformational Leadership Team	88	88%	10	10%	2	2%	0	0%	0	0%	4.86	5	0.40
Self-Review	82	82%	14	14%	4	4%	0	0%	0	0%	4.78	5	0.50
Average Performance Levels	**83%**		**14%**		**3%**		**0%**		**0%**		**4.79**	**5.00**	**0.52**

PLO 6- Creativity and Sustained Innovation -EDOL 723- Innovative Entrepreneurial Proposal &Presentation
Aggregated Data AY (2014-2015)

PLO 6- Creativity and Sustained Innovation -EDOL 723- Innovative Entrepreneurial Proposal &Pres.								N=102		
Rubric Criterion	Exemplary		Proficient		Emerging		Unsatisfactory		Mean	Mode	Stdev
Executive Summary	74	72%	26	25%	1	0%	1	0%	4.69	5.00	0.59
Proposal	60	58%	36	35%	6	5%	0	0%	4.53	5.00	0.61
Presentation	72	70%	18	17%	7	6%	5	4%	4.49	5.00	0.99
Average Performance Levels	**67%**		**26%**		**4%**		**1%**		**4.57**	**5.00**	**0.73**

PLO 6- Creativity and Sustained Innovation -EDOL 723- Innovative Entrepreneurial Proposal &Presentation Aggregated Data AY (2015-2016)

PLO 6- Creativity and Sustained Innovation -EDOL 723- Innovative Entrepreneurial Proposal &Pres										n=87		
Rubric Criterion	Exemplary		Proficient		Emerging		Needs Improvement		Not Completed		Mean	Mode	Stdev
Executive Summary	65	74%	21	24%	1	1%	0	0%	0	0%	4.74	5	0.47
Proposal	63	72%	22	25%	2	2%	0	0%	0	0%	4.70	5	0.51
Presentation	71	81%	12	13%	4	4%	0	0%	0	0%	4.77	5	0.52
Average Performance Levels	76%		21%		2%		0%		0%		4.74	5	0.50