Program Learning Assessment Results
Ed.D in Organizational Leadership
Fall 1, 2018-Summer 2, 2020

Ed.D Organizational Leadership			
	Course	**Signature Assignment**	**Week Due**
PLO 1- Transformational Leadership	EDOL 724	Assignment 3.1 TCP Executive Summary & Analytic Report	7
PLO 2- Diversity	EDOL 722	Equity and Diversity Action Project	8
PLO 3-Collaborative Relationships	EDOL 706	Change Leadership Team 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-Assignment 3.1 TCP Executive Summary & Analytic Report
Aggregated Data AY (2018-2019)

PLO 1 Transformational Leadership EDOL 724 TCP Analytic Report									n=78	
Rubric Criterion	**Exemplary**		**Proficient**		**Emerging**		**Needs Improvement**		**Not Completed**	
Part #1: Background	69	88.46%	9	11.54%	0	0.00%	0	0.00%	0	0.00%
Part#2: Environmental Scans	72	92.31%	5	6.41%	1	1.28%	0	0.00%	0	0.00%
Part #3: Strategic Planning	70	89.74%	7	8.97%	1	1.28%	0	0.00%	0	0.00%
Part #4: Evaluation & Sustainability	68	87.18%	10	12.82%	0	0.00%	0	0.00%	0	0.00%
Part #5: The Leader as Change Agent	65	83.33%	12	15.38%	1	1.28%	0	0.00%	0	0.00%
Average Performance Levels	**88.20%**		**11.02%**		**0.77%**		**0.00%**		**0.00%**	

PLO 1 Transformational Leadership EDOL 724-Assignment 3.1 TCP Executive Summary & Analytic Report
Aggregated Data AY (2019-2020)

PLO 1 EDOL 724 TCP Analytic Report									n=69	
Rubric Criterion	**Exemplary**		**Proficient**		**Emerging**		**Needs Improvement**		**Not Completed**	
Part #1: Background	57	82.61%	11	15.94%	1	1.45%	0	0.00%	0	0.00%
Part#2: Environmental Scans	64	92.75%	5	7.25%	0	0.00%	0	0.00%	0	0.00%

	Exemplary		Proficient		Emerging		Needs Improvement		Not Completed	
Part #3: Strategic Planning	63	91.30%	4	5.80%	2	2.90%	0	0.00%	0	0.00%
Part #4: Evaluation & Sustainability	64	92.75%	4	5.80%	1	1.45%	0	0.00%	0	0.00%
Part #5: The Leader as Change Agent	54	78.26%	15	21.74%	0	0.00%	0	0.00%	0	0.00%
Average Performance Levels	**87.53%**		**11.31%**		**1.16%**		**0.00%**		**0.00%**	

PLO 2 Diversity EDOL 722 Equity and Diversity Action Project
Aggregated Data AY (2018-2019)

PLO 2 Diversity EDOL Equity & Diversity Action Project										n=78
Rubric Criterion	Exemplary		Proficient		Emerging		Needs Improvement		Not Completed	
1. State of Leadership & Diversity	74	94.87%	4	5.13%	0	0.00%	0	0.00%	0	0.00%
2. Analyzing My World View	76	97.44%	2	2.56%	0	0.00%	0	0.00%	0	0.00%
3. Engaging Participants / Collaborating & Learning	71	91.03%	5	6.41%	2	2.56%	0	0.00%	0	0.00%
4. Action Plan	70	89.74%	4	5.13%	4	5.13%	0	0.00%	0	0.00%
5. Reflection on Progress	74	94.87%	2	2.56%	2	2.56%	0	0.00%	0	0.00%
6. Quality of Writing & Organization	58	74.36%	17	21.79%	2	2.56%	1	1.28%	0	0.00%
Average Performance Levels	**90.39%**		**7.26%**		**2.14%**		**0.21%**		**0.00%**	

PLO 2 Diversity EDOL 722 Equity and Diversity Action Project
Aggregated Data AY (2019-2020)

PLO 2 Diversity EDOL 722 Equity and Diversity Action Project										n=70
Rubric Criterion	Exemplary		Proficient		Emerging		Needs Improvement		Not Completed	
1. State of Leadership & Diversity	68	97.14%	2	2.86%	0	0.00%	0	0.00%	0	0.00%
2. Analyzing my World View	68	97.14%	2	2.86%	0	0.00%	0	0.00%	0	0.00%

Rubric Criterion	Exemplary		Proficient		Emerging		Needs Improvement		Not Completed	
3. Engaging Participants / Collaborating & Learning	69	98.57%	1	1.43%	0	0.00%	0	0.00%	0	0.00%
4. Action Plan	67	95.71%	3	4.29%	0	0.00%	0	0.00%	0	0.00%
5. Reflection on Progress	64	91.43%	5	7.14%	0	0.00%	1	1.43%	0	0.00%
6. Quality of Writing and Organization	47	67.14%	13	18.57%	9	12.86%	1	1.43%	0	0.00%
Average Performance Levels	**91.19%**		**6.19%**		**2.14%**		**0.48%**		**0.00%**	

PLO 3 Collaborative Relationships EDOL 706 Change Leadership Development Plan
Aggregated Data AY (2018-2019)

PLO 3 Collaborative Relationships EDOL 706 Change Leadership Dev Plan										n=72
Rubric Criterion	Exemplary		Proficient		Emerging		Needs Improvement		Not Completed	
Report Organization & Required Elements	27	37.50%	21	29.17%	21	29.17%	3	4.17%	0	0.00%
Transformational Change & Leadership Team Roles	66	91.67%	5	6.94%	1	1.39%	0	0.00%	0	0.00%
Diversity	62	86.11%	10	13.89%	0	0.00%	0	0.00%	0	0.00%
Team/Group Development Theory	57	79.17%	12	16.67%	3	4.17%	0	0.00%	0	0.00%
Group Processes	58	80.56%	12	16.67%	2	2.78%	0	0.00%	0	0.00%
Team Interventions	49	68.06%	19	26.39%	3	4.17%	1	1.39%	0	0.00%
Average Performance Levels	**73.85%**		**18.29%**		**6.95%**		**0.93%**		**0.00%**	

PLO 3 Collaborative Relationships EDOL 706 Change Leadership Development Report
Aggregated Data AY (2019-2020)

PLO 3 Collaborative Relationships EDOL 706 Change Leadership Dev Plan										n=86
Rubric Criterion	Exemplary		Proficient		Emerging		Needs Improvement		Not Completed	
Report Organization &	55	63.95%	22	25.58%	8	9.30%	0	0.00%	1	1.16%

Required Elements									
Transformational Change & Leadership Team Roles	77	89.53%	8	9.30%	1	1.16%	0	0.00%	0	0.00%
Diversity	66	76.74%	13	15.12%	6	6.98%	1	1.16%	0	0.00%
Team/Group Development Theory	63	73.26%	15	17.44%	6	6.98%	1	1.16%	1	1.16%
Group Processes	67	77.91%	13	15.12%	5	5.81%	1	1.16%	0	0.00%
Team Interventions	62	72.09%	9	10.47%	13	15.12%	2	2.33%	0	0.00%
Average Performance Levels	**75.58%**		**15.51%**		**7.56%**		**0.97%**		**0.39%**	

PLO 4 Political Intelligence EDOL 721 Ethical Decision Making
Aggregated Data AY (2018-2019)

PLO 4 Political Intelligence EDOL 721 Ethical Decision Making									n=81
Rubric Criterion	Exemplary		Proficient		Emerging		Needs Improvement		Not Completed	
Identification of a politically charged problem and mindset of team members was described.	78	96.30%	3	3.70%	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.	65	80.25%	9	11.11%	7	8.64%	0	0.00%	0	0.00%
Structuring Devices were used appropriately in a variety of steps of the decision making process.	69	85.19%	6	7.41%	5	6.17%	0	0.00%	1	1.23%
Analyze the ethical and political ramifications of the solution.	73	90.12%	6	7.41%	2	2.47%	0	0.00%	0	0.00%
Potential political strategies were selected and justified.	73	90.12%	7	8.64%	1	1.23%	0	0.00%	0	0.00%

	Exemplary		Proficient		Emerging		Needs Improvement		Not Completed	
The paper reflects the universal standards of intellectual thought. It adheres to the standards of academic writing and APA 6th edition format.	65	80.25%	9	11.11%	4	4.94%	3	3.70%	0	0.00%
Average Performance Levels	**87.04%**		**8.23%**		**3.91%**		**0.62%**		**0.21%**	

PLO 4 Political Intelligence EDOL 721 Ethical Decision Making
Aggregated Data AY (2019-2020)

PLO 4 Political Intelligence EDOL 721 Ethical Decision Making									n=67	
Rubric Criterion	Exemplary		Proficient		Emerging		Needs Improvement		Not Completed	
Identification of a politically charged problem and mindset of team members was described.	60	89.55%	7	10.45%	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.	54	80.60%	5	7.46%	8	11.94%	0	0.00%	0	0.00%
Structuring Devices were used appropriately in a variety of steps of the decision making process.	54	80.60%	10	14.93%	3	4.48%	0	0.00%	0	0.00%
Analyze the ethical and political ramifications of the solution.	61	91.04%	5	7.46%	1	1.49%	0	0.00%	0	0.00%
Potential political strategies were selected and justified.	54	80.60%	5	7.46%	7	10.45%	0	0.00%	1	1.49%
The paper reflects the universal standards of intellectual thought. It adheres to the	51	76.12%	14	20.90%	2	2.99%	0	0.00%	0	0.00%

standards of academic writing and APA 6th edition format.									
Average Performance Levels	**83.09%**		**11.44%**		**5.23%**		**0.00%**		**0.25%**

PLO 5 Strategic Thinking EDOL 708 Strategic Plan for Transformational Change
Aggregated Data AY (2018-2019)

PLO 5 Strategic Thinking EDOL 708 Strategic Plan for Transformational Change									n=69
Rubric Criterion	Exemplary		Proficient		Emerging		Needs Improvement		Not Completed
Relevance and Alignment of the Plan	68	98.55%	1	1.45%	0	0.00%	0	0.00%	0	0.00%
Organization of the Document	58	84.06%	9	13.04%	2	2.90%	0	0.00%	0	0.00%
Appendix	60	86.96%	6	8.70%	3	4.35%	0	0.00%	0	0.00%
Writing Narrative & Cogency	54	78.26%	14	20.29%	1	1.45%	0	0.00%	0	0.00%
Role of Transformational Leadership Team in Development of the Plan	65	94.20%	4	5.80%	0	0.00%	0	0.00%	0	0.00%
Self-Review	66	95.65%	3	4.35%	0	0.00%	0	0.00%	0	0.00%
Average Performance Levels	**89.61%**		**8.94%**		**1.45%**		**0.00%**		**0.00%**

PLO 5 Strategic Thinking EDOL 708 Strategic Plan for Transformational Change
Aggregated Data AY (2019-2020)

PLO 5 Strategic Thinking EDOL 708 Strategic Plan for Transformational Change									n= 81
Rubric Criterion	Exemplary		Proficient		Emerging		Needs Improvement		Not Completed
Relevance and alignment of the plan	77	95.06%	2	2.47%	2	2.47%	0	0.00%	0	0.00%
Organization of the document including required plan components, headings, and tables	80	98.77%	1	1.23%	0	0.00%	0	0.00%	0	0.00%
Appendix	74	91.36%	4	4.94%	3	3.70%	0	0.00%	0	0.00%
Writing narrative and cogency	72	88.89%	9	11.11%	0	0.00%	0	0.00%	0	0.00%
Role of Transformational Leadership Team in	78	96.30%	0	0.00%	3	3.70%	0	0.00%	0	0.00%

development of the plan									
Self-Review	76	93.83%	2	2.47%	2	2.47%	0	0.00%	1	1.23%
Average Performance Levels	**94.04%**		**3.70%**		**2.06%**		**0.00%**		**0.21%**	

PLO 6- Creativity and Sustained Innovation EDOL 723 Innovative Entrepreneurial Proposal & Presentation Aggregated Data AY (2018-2019)

PLO 6 Creativity & Sustained Innovation EDOL 723 Innovative Entrepreneurial Proposal & Presentation n=78									
Rubric Criterion	**Exemplary**		**Proficient**		**Emerging**		**Needs Improvement**		**Not Completed**	
Executive Summary	59	75.64%	9	11.54%	7	8.97%	3	3.85%	0	0.00%
Proposal	64	82.05%	9	11.54%	5	6.41%	0	0.00%	0	0.00%
Presentation	63	80.77%	11	14.10%	2	2.56%	2	2.56%	0	0.00%
Average Performance Levels	**79.49%**		**12.39%**		**5.98%**		**2.14%**		**0.00%**	

PLO 6-Creativity and Sustained Innovation EDOL 723 Innovative Entrepreneurial Proposal & Presentation Aggregated Data AY (2019-2020)

PLO 6 Creativity & Sustained Innovation EDOL 723 Innovative Entrepreneurial Proposal & Presentation n=69									
Rubric Criterion	**Exemplary**		**Proficient**		**Emerging**		**Needs Improvement**		**Not Completed**	
Executive Summary	61	88.41%	2	2.90%	4	5.80%	2	2.90%	0	0.00%
Proposal	64	92.75%	4	5.80%	1	1.45%	0	0.00%	0	0.00%
Presentation	63	91.30%	4	5.80%	2	2.90%	0	0.00%	0	0.00%
Average Performance Levels	**90.82%**		**4.83%**		**3.38%**		**0.97%**		**0.00%**	