

## Program Learning Assessment Results (Education Associate Dean & Director of Accreditation)

### Aggregated and Disaggregated Results for each PLO:

The tables illustrate the percentage of students who meet the specific performance levels for each program learning outcome.

#### Aggregated Data (Fall 1 2012 – Summer 1 2014)

Ed.D Organizational Leadership			
	Course	Signature Assignment	Week Due
<b>PLO 1- Transformational Leadership</b> Create a vision of the future as an ethical agent of change, who mobilizes stakeholders to transform the organization	EDOL 724	TCP Analytic Report	7
<b>PLO 2- Diversity</b> Integrate the strengths that individual and cultural differences contribute to create an organization that is equitable, respectful, responsive and morally accountable in a global society.	EDOL 722	Equity and Diversity Action Project	8
<b>PLO 3- Collaborative Relationships</b> Build a culture of trusting relationships and purposeful involvement that supports critical and creative problem solving and decision making through effective communication and conflict resolution.	EDOL 706	Change Leadership Team Development Report	7
<b>PLO 4- Political Intelligence</b> Generate organizational influence to ethically advocate for causes and changes that will advance the organization's vision and mission.	EDOL 721	Ethical Decision Making	8
<b>PLO 5- Strategic Thinking</b> Construct a systems-oriented learning organization to develop, implement, and assess effective, futures-based plans that facilitate innovation, problem solving and continuous improvement.	EDOL 708	Strategic Plan for Transformational Change	7
<b>PLO 6- Creativity and Sustained Innovation</b> Develop a culture of divergent thinking and responsible risk taking that harnesses the potential of available human capital to transform the organization.	EDOL 723	Innovative Entrepreneurial Proposal and Presentation	8

PLO 1- Transformational Leadership -EDOL 724 TCP Analytic Report <span style="float: right;">n=82</span>								
Rubric Criterion	Distinguished		Proficient		Emerging		Unsatisfactory	
Background	73	90%	8	9%	0	0%	0	0%
Environmental Scans	77	95%	3	3%	1	1%	0	0%
Strategic Planning	75	91%	6	7%	1	1%	0	0%
Evaluation & Sustainability	68	82%	14	17%	0	0%	0	0%
The Leader as Change Agent	64	78%	18	21%	0	0%	0	0%
Average Performance Levels	87%		11%		0%		0%	

PLO 2-Diversity -EDOL 722 Equity and Diversity Action Project <span style="float: right;">n=95</span>								
Rubric Criterion	Mastery		Accomplished		Developing		Beginner	
State of Leadership and Diversity	86	89%	7	7%	2	2%	1	1%
Analyzing my World View	80	84%	11	11%	3	3%	1	1%
Engaging Participants/ Collaborating and Learning	82	86%	7	7%	6	6%	0	0%
Action Plan	81	85%	7	7%	7	7%	0	0%
Reflection on Progress	77	81%	13	13%	3	3%	1	1%
Quality of Writing and Organization	63	67%	21	22%	7	7%	3	3%
Average Performance Levels	82%		11%		5%		1%	

PLO 3 Collaborative Relationships -EDOL 706 Change Leadership Development Report <span style="float: right;">n=102</span>								
Rubric Criterion	Exemplary		Proficient		Emerging		Unsatisfactory	
Report Organization & Required Elements	50	49%	34	33%	15	14%	2	1%
Transformational Change & Leadership Team Roles	80	79%	17	16%	4	3%	0	0%
Diversity	82	80%	14	13%	5	4%	1	0%
Team/Group Development Theory	70	68%	25	24%	5	4%	2	1%
Group Processes	68	66%	27	26%	7	6%	0	0%
Team Interventions	50	49%	34	33%	15	14%	3	2%
Average Performance Levels	65%		24%		8%		1%	

PLO 4 Political Intelligence- EDOL 721 Ethical Decision Making <span style="float: right;">n=67</span>								
Rubric Criterion	Outstanding		Good		Emerging		Unacceptable	
Identification of a Politically Charged Problem	59	88%	8	11%	0	0%	0	0%
Solution Criteria and Justification	57	85%	8	11%	2	2%	0	0%
Use of Structuring Devices	46	68%	16	23%	5	7%	0	0%
Analysis of Ethical and Political Ramifications of the Solution.	60	89%	7	10%	0	0%	0	0%
Selection and Justification of Political Strategies	47	72%	15	23%	2	3%	1	1%
Writing Style/Formatting	57	85%	9	13%	1	1%	0	0%
Average Performance Levels	81%		15%		2%		0%	

PLO 5 Strategic Thinking -EDOL 708 Strategic Plan for Transformational Change <span style="float: right;">n=182</span>								
Rubric Criterion	Exemplary		Proficient		Developing		Emerging	
Identification of the Need for Change	145	79%	34	18%	2	1%	1	0%
Current State Strengths and Weaknesses	145	79%	33	18%	4	2%	1	0%
Utilization of External Scan and Relevant Data	130	71%	48	26%	4	2%	0	0%
Explanation of the Action Plan	125	68%	44	24%	13	7%	1	0%
Writing Style/Formatting	102	55%	62	33%	17	9%	2	1%
Average Performance Levels	70%		24%		4%		0%	

PLO 6 Creativity and Sustained Innovation -EDOL 723 Innovative Entrepreneurial Proposal and Presentation <span style="float: right;">n=67</span>								
Rubric Criterion	Exemplary		Proficient		Emerging		Unsatisfactory	
Executive Summary	61	91%	3	4%	3	4%	0	0%
Proposal	62	93%	4	6%	0	0%	0	0%
Presentation	54	81%	3	4%	9	13%	0	0%
Average Performance Levels	88%		5%		6%		0%	