

Evidence of Candidate Learning
Master of Arts in Education: Concentration in Education Leadership
Administrative Services Preliminary Credential

From 2012-2013

Based on the 2011-12 Annual Assessment report, the Educational Leadership Team aligned all rubrics for signature assignment for the 2012-13 academic year. Criteria were reviewed for rigor and for weighting in the assessment points. Therefore, two sets of data are reflected below. One displays the “old” rubric data, the other the revised current rubric. It should be further noted that the change to the new rubrics were in place for GED603, GED604, and GED606. The data for GED609 are split between the current and old rubrics. GED610 and GED611 are split, but with a majority of students in the current. Data points for the 2013-14 school year should all align to the new rubrics.

GED 603 VISIONARY LEADERSHIP (Current)

Rubric Criteria	Authors Evaluated	Group Average (raw)	Group Average (%)	Standard Deviation
Quality of Information and Meaningful Development of Ideas	49	3.86/4	96.43	.35
References	49	3.90/4	97.45	.31
Organization	49	3.94/4	98.47	.32
Mechanics: spelling, vocabulary, word usage, grammar	49	3.71/4	92.86	.68

Data reflect that candidates are strong in all areas of the signature assignment. The weakest area is in mechanics.

Plan for Improvement

Faculty will provide editing strategies to candidates.

GED 603 VISIONARY LEADERSHIP (Old)

Rubric Criteria	Authors Evaluated	Group Average (raw)	Group Average (%)	Standard Deviation
Quality of Information	1	4.00/4	100	0
Meaningful Development of Ideas	1	3.00/4	75	0
Mechanics	1	3.00/4	75	0
References	1	2.00/4	50	0
Organization	1	3.00/4	75	0

Data are not valid for more than this one student

Plan for Improvement

N/A

GED 604 INSTRUCTIONAL LEADERSHIP FOR THE SUCCESS OF ALL STUDENTS (Current)

Rubric Criteria	Authors Evaluated	Group Average (raw)	Group Average (%)	Standard Deviation
Quality of Information and Meaningful Development of Ideas	43	3.80/4	94.94	.38
References	43	3.38/4	84.59	.91
Organization	43	3.92/4	97.97	.27
Mechanics: spelling, vocabulary, word usage, grammar	43	3.75/4	93.72	.46

The data indicate that candidates continue to organize their assignments well and the quality of information and meaningful development of ideas is strong. The inclusion of proper references is not as strong.

Plan for Improvement

Faculty will review the reference requirement for this course with the candidates.

**GED 604 INSTRUCTIONAL LEADERSHIP FOR THE SUCCESS OF ALL STUDENTS
(OLD)**

Rubric Criteria	Authors Evaluated	Group Average (raw)	Group Average (%)	Standard Deviation
Grammar	4	4.00/4	100	0
Vocabulary	4	3.25/4	81.25	.50
Organization	4	3.00/4	75	0
Content	4	4.00/4	100	0
Meaningful Development of Ideas	4	3.75/4	93.75	.50

While this sample size is insignificant for analysis and the rubric no longer used, it should be noted that the data reflect improvement in the area of organization from the previous year.

Plan for Improvement

N/A

**GED 606 ORGANIZATIONAL LEADERSHIP AND RESOURCE MANAGEMENT
(Current)**

Rubric Criteria	Authors Evaluated	Group Average (raw)	Group Average (%)	Standard Deviation
Quality of Information and Meaningful Development of Ideas	35	3.57	93.75	.50
References	35	3.54/4	88.57	.89
Organization	35	3.89/4	97.14	.89
Mechanics: spelling, vocabulary,	35	3.74/4	93.57	.44

word usage, grammar				
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Based on the data, GED606 is the most challenging for students. The areas to address in this course are the quality of information and meaningful development of ideas.

Plan for Improvement

Faculty will more clearly outline the expected outcomes for idea development and quality of information. Anchor examples and practice with in-class assignments may help improve candidate skills in these areas.

GED 606 ORGANIZATIONAL LEADERSHIP AND RESOURCE MANAGEMENT (old)

Rubric	Authors Evaluated	Group Average (raw)	Group Average (%)	Standard Deviation
References	4	3.50/4	87.50	.58
Grammar	4	3.75/4	93.75	.50
Vocabulary	4	3.75/4	93.75	.50
Content	4	3.00/4	75.00	.82
Meaningful Development of Ideas	4	3.50/4	87.50	1.0
Organization	4	3.75/4	93.75	.50

While this sample size is insignificant for analysis and the rubric no longer used, it should be noted that the data reflect lower scores for this course as indicated for the current rubric as well.

Plan for Improvement

N/A

GED 609 COLLABORATIVE AND RESPONSIVE LEADERSHIP (Current)

Rubric Criteria	Authors Evaluated	Group Average (raw)	Group Average (%)	Standard Deviation
Quality of Information and Meaningful Development of Ideas	29	3.74/4	93.53	.40

References	29	3.86/4	96.55	.35
Organization	29	3.93/4	98.28	.25
Mechanics: spelling, vocabulary, word usage, grammar	29	3.76/4	93.97	.49

These scores are relatively high and show increase from the prior year. The focus continues to be on the quality of information and meaningful development of ideas along with attention to the mechanics of writing.

Plan for Improvement

As in GED606, faculty will more clearly outline the expected outcomes for idea development and quality of information. Anchor examples and practice with in-class assignments may help improve candidate skills in these areas.

GED 609 COLLABORATIVE AND RESPONSIVE LEADERSHIP (Old)

Rubric	Authors Evaluated	Group Average (raw)	Group Average (%)	Standard Deviation
References	61	3.74/4	93.44	.63
Conventions	61	3.59/4	89.75	.74
Vocabulary	61	3.84/4	95.90	.45
Context	61	3.59/4	89.75	.59
Meaningful Development of Ideas	61	3.58/4	86.89	.62
Organization	61	3.84/4	95.90	.45

With the exception of conventions, data reflect an increase from the previous year. This course will be calibrated according to the new rubric in future offerings.

Plan for Improvement

This is addressed in the plan above under the current rubric.

**GED 610 LEADERSHIP WITHIN THE POLITICAL, SOCIAL, ECONOMIC AND
LEGAL FRAMEWORK (Current)**

Rubric Criteria	Authors Evaluated	Group Average (raw)	Group Average (%)	Standard Deviation
Quality of Information and Meaningful Development of Ideas	1	4.00/4	100	0
References	1	4.00/4	100	0
Organization	1	4.00/4	100	0
Mechanics: spelling, vocabulary, word usage, grammar	1	4.00/4	100	0

Data are not valid for more than this one student. In the next offering of this course, all work will be scored on the current rubric, thus a much higher sample of candidates.

Plan for Improvement

Based on the data below using the “old” rubric, faculty will provide candidates with samples and practice to improve organization of the signature assignment and stronger development of ideas. Additionally, faculty will clearly establish reference requirements for the signature assignment.

**GED 610 LEADERSHIP WITHIN THE POLITICAL, SOCIAL, ECONOMIC AND
LEGAL FRAMEWORK (Old)**

Rubric	Authors Evaluated	Group Average (raw)	Group Average (%)	Standard Deviation
References	72	3.49/4	87.15	.73
Conventions	72	3.71/4	92.71	.59
Quality of Information	72	3.71/4	92.71	.46
Development of Ideas	72	3.58/4	89.58	.58
Organization	72	3.63/4	90.63	.59

When compared to data from last year, there is improvement in all areas except organization. It is expected that the new rubric will provide data that will better support the University's decision making regarding candidate performance.

Plan for Improvement

Outlined above due to the discontinuance of this rubric.

GED 611 ETHICAL, MORAL AND SERVANT LEADERSHIP (Current)

Rubric Criteria	Authors Evaluated	Group Average (raw)	Group Average (%)	Standard Deviation
Quality of Information and Meaningful Development of Ideas	14	3.43/4	85.71	1.02
References	14	3.64/4	91.07	.74
Organization	14	3.57/4	89.29	.76
Mechanics: spelling, vocabulary, word usage, grammar	14	3.21/4	80.36	.70

Though these candidates were scored on a new rubric, the common areas from the previous rubric show a decrease in scores.

Plan for Improvement

The Associate Dean of Educational Leadership along with the faculty will review the rubric criteria in determining the rigor of candidate learning. Professors will receive training in how to better prepare their candidates to develop a paper with cogent ideas properly cited. Anchor examples and practice with in-class assignments may help to improve candidate skills in these areas.

GED 611 ETHICAL, MORAL AND SERVANT LEADERSHIP (Old)

Rubric	Authors Evaluated	Group Average (raw)	Group Average (%)	Standard Deviation
Vision of Leadership	55	3.84/4	95.91	.46
Personal	55	3.82/4	95.45	.39

Strengths/Areas to Improve				
Balance of Personal/Prof	55	3.71/4	92.73	.46
Ethical and Moral Obligations	55	3.87/4	96.82	.34
Conventions	55	3.85/4	93.36	.40
Organization	55	3.89/4	97.27	.37

Data reflect an increase in all areas from the previous year using the “old” rubric.

Plan for Improvement

The plan for improvement is noted above due to the change in rubrics.