Strategic Leadership (MA)

 Program-295

Annual Assessment Plan

1

2 GLO 4 - SLO 1

Articulate how faith inspires, informs, and gives purpose and meaning to the practice of ethical and effective leadership.

Outcome(s)

1 Choose one or more accreditor outcome that aligns with your Program Learning Outcome.

There is no selected outcome.

2 Choose one or more Institution outcome that aligns with your Program Learning Outcome.

There is no selected outcome.

3 Please Enter The Following Information Below:

Measures - Need to name specific course/ required experience plus exact exam items, assignments, rubric lines, etc. used for the analysis of performance on the PLO.

Targets - Percentage of students expected to earn a particular score on the measure.

Timeline - The frequency with which the department will analyze and report student performance on the PLO.

Measures	Targets	Timeline
LEAD 515 -- Presentation: The Axiology of Leadership	80% of students will demonstrate competency in integrating faith and leadership	
LEAD 590 -- Paper: The Theology of Leadership	80% of students will demonstrate competency in integrating faith and leadership	

4 Results - Please enter numeric results, indicating the number and percentage of student performance meeting the target. Record faculty discussion about the strengths and weaknesses in student performance. *Please see the May Development section on the Assessment of Student Learning website for suggestions about how to process assessment results.

100% of students in LEAD 515 met the target.

100% of students in LEAD 590 met the target.

⑤ Action Plans - If student performance did not meet the target, identify specific improvement strategies to enact in the upcoming academic year. For example, add instruction on the topic, change an assignment, revise course requirements, revise objectives, identify additional support/resources for students.

Student performance met the targets. We will focus on providing additional advising during the academic year to support our students to maintain high levels of achievement.

⑥ Closing the Loop - If you entered action plans for the PLO last year, they will appear in the box below. Please explain what you did to accomplish the action plan this year, re-examine student performance, and determine the success of your action plan.

There were no action plans from last year.

3 **GLO 5 - SLO 1**

Articulate how faith inspires, informs, and gives purpose and meaning to the practice of ethical and effective leadership.

Outcome(s)

① Choose one or more accreditor outcome that aligns with your Program Learning Outcome.

There is no selected outcome.

② Choose one or more Institution outcome that aligns with your Program Learning Outcome.

There is no selected outcome.

③ Please Enter The Following Information Below:

Measures - Need to name specific course/ required experience plus exact exam items, assignments, rubric lines, etc. used for the analysis of performance on the PLO.

Targets - Percentage of students expected to earn a particular score on the measure.

Timeline - The frequency with which the department will analyze and report student performance on the PLO.

Measures	Targets	Timeline
LEAD 515 -- Presentation: The Axiology of Leadership	80% of students will demonstrate competency in integrating faith and leadership	
LEAD 590 -- Paper: The Theology of Leadership	80% of students will demonstrate competency in integrating faith and leadership	

4. **Results -** Please enter numeric results, indicating the number and percentage of student performance meeting the target. Record faculty discussion about the strengths and weaknesses in student performance. *Please see the May Development section on the Assessment of Student Learning website for suggestions about how to process assessment results.

> 100% of students passed the LEAD 515 portion of the paper on integrating faith and leadership.
>
> 100% of LEAD 590 students demonstrated competency in integrating faith and leadership.

5. **Action Plans** - If student performance did not meet the target, identify specific improvement strategies to enact in the upcoming academic year. For example, add instruction on the topic, change an assignment, revise course requirements, revise objectives, identify additional support/resources for students.

> The targets were corrected for the academic year. The students demonstrated that they had exemplary competence in the faith integration domain.

6   **Closing the Loop** - If you entered action plans for the PLO last year, they will appear in the box below. Please explain what you did to accomplish the action plan this year, re-examine student performance, and determine the success of your action plan.

> Ensure assessment plan targets corrected for 2021-2022 academic year. Gaps still exist in exemplary competence in the faith integration domain. Explore additional readings/assignments to improve student performance.

4   **GLO 1 - SLO 2**

Integrate leadership theories, models, and principles to evaluate organizational effectiveness.

Outcome(s)

1   Choose one or more accreditor outcome that aligns with your Program Learning Outcome.

There is no selected outcome.

2   Choose one or more Institution outcome that aligns with your Program Learning Outcome.

There is no selected outcome.

3   **Please Enter The Following Information Below:**

Measures - Need to name specific course/ required experience plus exact exam items, assignments, rubric lines, etc. used for the analysis of performance on the PLO.

Targets - Percentage of students expected to earn a particular score on the measure.

Timeline - The frequency with which the department will analyze and report student performance on the PLO.

Measures	Targets	Timeline
LEAD 515 -- Paper: The Praxis of Leadership	80% of students will demonstrate competency in integrating leadership theories, models and principles to evaluate organizational effectiveness	

Measures	Targets	Timeline
LEAD 550 -- Individual Case Study Development Part 2	80% of students will demonstrate competency in integrating leadership theories, models and principles to evaluate organizational effectiveness	
LEAD 590 -- External Employer Survey	80% of students will demonstrate competency in integrating leadership theories, models and principles to evaluate organizational effectiveness	reviewed every 3 years
LEAD 590 -- Capstone project	80% of students will demonstrate competency in integrating leadership theories, models and principles to evaluate organizational effectiveness	

4 **Results -** Please enter numeric results, indicating the number and percentage of student performance meeting the target. Record faculty discussion about the strengths and weaknesses in student performance. *Please see the May Development section on the Assessment of Student Learning website for suggestions about how to process assessment results.

> All students met all targets according to the AEFIS report.

5 **Action Plans** - If student performance did not meet the target, identify specific improvement strategies to enact in the upcoming academic year. For example, add instruction on the topic, change an assignment, revise course requirements, revise objectives, identify additional support/resources for students.

> No major actions as it seems like the students met all of the goals.

6 **Closing the Loop** - If you entered action plans for the PLO last year, they will appear in the box below. Please explain what you did to accomplish the action plan this year, re-examine student performance, and determine the success of your action plan.

> Ensure assessment targets corrected for 2021-2022 academic year. No major actions

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5 **GLO 2 - SLO 2**

Integrate leadership theories, models, and principles to evaluate organizational effectiveness.

Outcome(s)

1 Choose one or more accreditor outcome that aligns with your Program Learning Outcome.

There is no selected outcome.

2 Choose one or more Institution outcome that aligns with your Program Learning Outcome.

There is no selected outcome.

3 **Please Enter The Following Information Below:**

Measures - Need to name specific course/ required experience plus exact exam items, assignments, rubric lines, etc. used for the analysis of performance on the PLO.

Targets - Percentage of students expected to earn a particular score on the measure.

Timeline - The frequency with which the department will analyze and report student performance on the PLO.

Measures	Targets	Timeline
LEAD 515 -- Paper: The Praxis of Leadership	80% of students will demonstrate competency in integrating leadership theories, models and principles to evaluate organizational effectiveness	

Measures	Targets	Timeline
LEAD 550 -- Individual Case Study Development Part 2	80% of students will demonstrate competency in integrating leadership theories, models and principles to evaluate organizational effectiveness	
LEAD 590 -- External Employer Survey	80% of students will demonstrate competency in integrating leadership theories, models and principles to evaluate organizational effectiveness	reviewed every 3 years
LEAD 590 -- Capstone project	80% of students will demonstrate competency in integrating leadership theories, models and principles to evaluate organizational effectiveness	

4 **Results -** Please enter numeric results, indicating the number and percentage of student performance meeting the target. Record faculty discussion about the strengths and weaknesses in student performance. *Please see the May Development section on the Assessment of Student Learning website for suggestions about how to process assessment results.

Targets were met according to the report in AEFIS.

5 **Action Plans** - If student performance did not meet the target, identify specific improvement strategies to enact in the upcoming academic year. For example, add instruction on the topic, change an assignment, revise course requirements, revise objectives, identify additional support/resources for students.

Student performance was strong.

6

Closing the Loop - If you entered action plans for the PLO last year, they will appear in the box below. Please explain what you did to accomplish the action plan this year, re-examine student performance, and determine the success of your action plan.

> Ensure assessment targets corrected for 2021-2022 academic year. No major actions

6 **GLO 1 - SLO 3**

Analyze, problem-solve, and utilize change management techniques to optimize leaders, teams, and organizations.

Outcome(s)

1 Choose one or more accreditor outcome that aligns with your Program Learning Outcome.

There is no selected outcome.

2 Choose one or more Institution outcome that aligns with your Program Learning Outcome.

There is no selected outcome.

3 **Please Enter The Following Information Below:**

Measures - Need to name specific course/ required experience plus exact exam items, assignments, rubric lines, etc. used for the analysis of performance on the PLO.

Targets - Percentage of students expected to earn a particular score on the measure.

Timeline - The frequency with which the department will analyze and report student performance on the PLO.

Measures	Targets	Timeline
LEAD 505 -- Project: Change Management Plan	80% of students will demonstrate competency in analyzing, problem-solving and using change management techniques to optimize leaders, teams and organizations	

Measures	Targets	Timeline
LEAD 530 -- Leadership Development Plan	80% of students will demonstrate competency in analyzing, problem-solving and using change management techniques to optimize leaders, teams and organizations	
LEAD 590 -- External Employer Survey	80% of students will demonstrate competency in analyzing, problem-solving and using change management techniques to optimize leaders, teams and organizations	reviewed every 3 years
LEAD 590 -- Capstone project	80% of students will demonstrate competency in analyzing, problem-solving and using change management techniques to optimize leaders, teams and organizations	

④ **Results -** Please enter numeric results, indicating the number and percentage of student performance meeting the target. Record faculty discussion about the strengths and weaknesses in student performance. *Please see the May Development section on the Assessment of Student Learning website for suggestions about how to process assessment results.

> Targets were met according to the report in AEFIS.

⑤ **Action Plans** - If student performance did not meet the target, identify specific improvement strategies to enact in the upcoming academic year. For example, add instruction on the topic, change an assignment, revise course requirements, revise objectives, identify additional support/resources for students.

> Student targets were met. No major action.

6 **Closing the Loop** - If you entered action plans for the PLO last year, they will appear in the box below. Please explain what you did to accomplish the action plan this year, re-examine student performance, and determine the success of your action plan.

> Ensure assessment targets corrected for 2021-2022 academic year. No major actions

7 **GLO 3 - SLO 3**

Analyze, problem-solve, and utilize change management techniques to optimize leaders, teams, and organizations.

Outcome(s)

1 Choose one or more accreditor outcome that aligns with your Program Learning Outcome.

There is no selected outcome.

2 Choose one or more Institution outcome that aligns with your Program Learning Outcome.

There is no selected outcome.

3 **Please Enter The Following Information Below:**

Measures - Need to name specific course/ required experience plus exact exam items, assignments, rubric lines, etc. used for the analysis of performance on the PLO.

Targets - Percentage of students expected to earn a particular score on the measure.

Timeline - The frequency with which the department will analyze and report student performance on the PLO.

Measures	Targets	Timeline

Measures	Targets	Timeline
LEAD 505 -- Project: Change Management Plan	80% of students will demonstrate competency in analyzing, problem-solving and using change management techniques to optimize leaders, teams and organizations	
LEAD 530 -- Leadership Development Plan	80% of students will demonstrate competency in analyzing, problem-solving and using change management techniques to optimize leaders, teams and organizations	
LEAD 590 -- External Employer Survey	80% of students will demonstrate competency in analyzing, problem-solving and using change management techniques to optimize leaders, teams and organizations	reviewed every 3 years
LEAD 590 -- Capstone project	80% of students will demonstrate competency in	

4 **Results -** Please enter numeric results, indicating the number and percentage of student performance meeting the target. Record faculty discussion about the strengths and weaknesses in student performance. *Please see the May Development section on the Assessment of Student Learning website for suggestions about how to process assessment results.

> Targets were met according to the report in AEFIS.

5 **Action Plans** - If student performance did not meet the target, identify specific improvement strategies to enact in the upcoming academic year. For example, add instruction on the topic, change an assignment, revise course requirements, revise objectives, identify additional support/resources for students.

No action plans. Targets met.

6   **Closing the Loop** - If you entered action plans for the PLO last year, they will appear in the box below. Please explain what you did to accomplish the action plan this year, re-examine student performance, and determine the success of your action plan.

Ensure assessment targets corrected for 2021-2022 academic year. No major actions

8   **GLO 3 - SLO 4**

Demonstrate intercultural competence in leader, follower and team formation and development.

Outcome(s)

1   Choose one or more accreditor outcome that aligns with your Program Learning Outcome.

There is no selected outcome.

2   Choose one or more Institution outcome that aligns with your Program Learning Outcome.

There is no selected outcome.

3   **Please Enter The Following Information Below:**

Measures - Need to name specific course/ required experience plus exact exam items, assignments, rubric lines, etc. used for the analysis of performance on the PLO.

Targets - Percentage of students expected to earn a particular score on the measure.

Timeline - The frequency with which the department will analyze and report student performance on the PLO.

Measures	Targets	Timeline

Measures	Targets	Timeline
LEAD 515 -- Discussion: The Moderating Roles of Gender, Race and Culture	80% of students will demonstrate competency in intercultural competence in leader, follower and team formation and development	
LEAD 560 -- Individual Paper: Informed Perspective	80% of students will demonstrate competency in	

④ Results - Please enter numeric results, indicating the number and percentage of student performance meeting the target. Record faculty discussion about the strengths and weaknesses in student performance. *Please see the May Development section on the Assessment of Student Learning website for suggestions about how to process assessment results.

> Targets were met according to the report in AEFIS.

⑤ Action Plans - If student performance did not meet the target, identify specific improvement strategies to enact in the upcoming academic year. For example, add instruction on the topic, change an assignment, revise course requirements, revise objectives, identify additional support/resources for students.

> There were no action plans needed.

⑥ Closing the Loop - If you entered action plans for the PLO last year, they will appear in the box below. Please explain what you did to accomplish the action plan this year, re-examine student performance, and determine the success of your action plan.

> Ensure assessment targets corrected for 2021-2022 academic year. Update text, assignments, and case studies in LEAD 560

9 **GLO 6 - SLO 4**

Demonstrate intercultural competence in leader, follower and team formation and development.

Outcome(s)

1   Choose one or more accreditor outcome that aligns with your Program Learning Outcome.

There is no selected outcome.

2   Choose one or more Institution outcome that aligns with your Program Learning Outcome.

There is no selected outcome.

3   **Please Enter The Following Information Below:**

Measures - Need to name specific course/ required experience plus exact exam items, assignments, rubric lines, etc. used for the analysis of performance on the PLO.

Targets - Percentage of students expected to earn a particular score on the measure.

Timeline - The frequency with which the department will analyze and report student performance on the PLO.

Measures	Targets	Timeline
LEAD 515 -- Discussion: The Moderating Roles of Gender, Race and Culture	80% of students will demonstrate competency in intercultural competence in leader, follower and team formation and development	
LEAD 560 -- Individual Paper: Informed Perspective	80% of students will demonstrate competency in intercultural competence in leader, follower and team formation and development	

4 **Results -** Please enter numeric results, indicating the number and percentage of student performance meeting the target. Record faculty discussion about the strengths and weaknesses in student performance. *Please see the May Development section on the Assessment of Student Learning website for suggestions about how to process assessment results.

> Targets were met according to the report in AEFIS.

5 **Action Plans** - If student performance did not meet the target, identify specific improvement strategies to enact in the upcoming academic year. For example, add instruction on the topic, change an assignment, revise course requirements, revise objectives, identify additional support/resources for students.

> No action plan needed. Targets were met.

6 **Closing the Loop** - If you entered action plans for the PLO last year, they will appear in the box below. Please explain what you did to accomplish the action plan this year, re-examine student performance, and determine the success of your action plan.

> Ensure assessment targets corrected for 2021-2022 academic year. Update text, assignments, and case studies in LEAD 560

10 **GLO 3 - SLO 5**

Demonstrate leadership self-awareness through assessment and understanding of personal strengths and challenges.

Outcome(s)

1 Choose one or more accreditor outcome that aligns with your Program Learning Outcome.

There is no selected outcome.

2 Choose one or more Institution outcome that aligns with your Program Learning Outcome.

There is no selected outcome.

3 **Please Enter The Following Information Below:**

Measures - Need to name specific course/ required experience plus exact exam items, assignments, rubric lines, etc. used for the analysis of performance on the PLO.

Targets - Percentage of students expected to earn a particular score on the measure.

Timeline - The frequency with which the department will analyze and report student performance on the PLO.

Measures	Targets	Timeline
LEAD 501 -- Personal Development Plan	80% of students will demonstrate competency in demonstrating self-awareness through assessment and understanding of personal strengths and challenges	
LEAD 515 -- Assessment: Leadership Theory & How it Fits with Your Personal Development	80% of students will demonstrate competency in demonstrating self-awareness through assessment and understanding of personal strengths and challenges	

4 **Results -** Please enter numeric results, indicating the number and percentage of student performance meeting the target. Record faculty discussion about the strengths and weaknesses in student performance. *Please see the May Development section on the Assessment of Student Learning website for suggestions about how to process assessment results.

Targets were met according to the report in AEFIS.

5 **Action Plans** - If student performance did not meet the target, identify specific improvement strategies to enact in the upcoming academic year. For example, add instruction on the topic, change an assignment, revise course requirements, revise objectives, identify additional

support/resources for students.

> No action plans needed. No action plan needed.

6 **Closing the Loop** - If you entered action plans for the PLO last year, they will appear in the box below. Please explain what you did to accomplish the action plan this year, re-examine student performance, and determine the success of your action plan.

> No major actions

2 Holistic program improvement goals: Programs are expected to have at least one action plan to improve student learning annually. If you have not yet identified an action plan associated with this year's assessment results, or if the department has identified additional issues that require action plans, describe the specific, measurable action plan and its relation to evidence of student performance.

Assessment Rubric

1

Process

	1	2	3	4
Is the plan being implemented faithfully and revised as needed?	○ Assessment plan is not implemented.	◉ Most aspects of plan are being implemented or all aspects are implemented to some degree.	○ Assessment plan is fully implemented.	○ Plan is faithfully executed and modified/evaluated as needed.

2 Explanations:

3

Engagement

	1	2	3	4
	○	◉	○	○
Are all relevant parties are meaningfully involved in the creation/revision, implementation, analysis, interpretation and learning improvement process?	Limited involvement beyond chair/director	All educators contributing to the curriculum are aware of process and results	All educators contributing to the curriculum participate in conversations regarding the use of assessment data to improve student learning	All relevant stakeholders (students, employers, alumni) are meaningfully involved in the creation/revision, implementation, analysis, interpretation, and/or improvement processes associated with this assessment plan.

4 Explanations:

5

Program Learning Objectives

	1	2	3	4

	1	2	3	4
Are the program learning objectives clear, measurable, aligned with ULOs/GLOs, and representative of the range of learning for that major/program?	PLOs are problematic (vague, abstract, not aligned with ULOs/GLOs) or missing.	PLOs are clear, mostly measurable, partially aligned with ULOs/GLOs.	PLOs are clear, measureable, aligned with ULOs/GLOs, and represent a summary of the knowledge, skills, beliefs, and values that a graduate of this major/program should attain by completing the required curriculum, accounting for variations in learning outcomes due to tracks/concentrations	PLOs are clear, measurable, aligned with ULOs/GLOs, and representative of the range of learning students achieve through completion of the program. The learning objectives provide a comprehensive view of the knowledge, skills, beliefs, and values that are important for a graduate of this major/program and account for variations in learning outcomes due to tracks/concentrations.
	○	⦿	○	○

6 Explanations:

7

Measures

	1	2	3	4

	1	2	3	4
	○	◉	○	○
Are the instruments used to assess learning relevant to the objective? Do measures yield information/data you can use to drive improvement?	Not all objectives have a measure identified. OR Measures do not directly connect to the objectives.	All objectives have at least one direct measure. Measures connect to learning objectives superficially or tangentially and/or include learning other than stated objectives. Relies almost exclusively on the same form of assessment (survey, exam, project). Relies almost exclusively on data from a single source (course, program, activity).	All objectives have at least one direct measure. Some objectives have multiple measures. Measures clearly connect to learning objectives. And two of the following four criteria: Objective measures more than one point in time (formative). Indirect measure are used strategically. Plan Incorporates different forms of assessment (survey, exam, project). Plan incorporates from a variety of sources (course, program, activity).	Measures meet all of the following criteria: All objectives have at least one direct measure. Some objectives have multiple measures. Measures clearly connect to learning objectives. Objectives measured more than one point in time (formative). Indirect measures are used strategically. Plan incorporates different forms of assessment (survey, exam, project). Plan incorporates data from a variety of sources (course, program, activity).

8 Explanations:

9

Targets

	1	2	3	4

	1	2	3	4
Are the targets based on professional standards and/or analysis of past student work? Are targets challenging and achievable?	◯ Some targets are missing.	⦿ Targets are arbitrarily chosen or reflect minimal expectations.	◯ Targets are challenging and achievable based on prior student performance, and reflect an appropriate level of performance.	◯ Targets are challenging and achievable. Targets are based on professional standards and/or prior student performance. Targets are set at a level to inspire program improvement.

10 Explanations:

11

Timeline

	1	2	3	4
Is the timeline for data collection manageable with sufficient data points to effectively inform decision making and program review?	◯ Not identified clearly for all measures.	⦿ Clearly states semester/year for each objective/measure. Data analysis delayed from data collection. Time between collection points may not facilitate informed decision making.	◯ Clearly stated and manageable schedule. At least two data points for each objective per review cycle.	◯ Timeline for data collection is manageable and allows for continuous improvement with timely and meaningful decision making even before program review.

12 Explanations:

13 Action Plan

	1	2	3	4
	○	●	○	○
Is the department effectively examining and using assessment data to revise curriculum and pedagogy to support student learning?	Assessment data not collected/analyzed/used for decisions and/or results not documented in AEFIS.	Data collected, documented and discussed by department. Department reviewed confidence in measures and data as sufficient indicators of student performance. If data indicated changes were needed, action plans were developed in consultation with dean (e.g. improving outcomes, measures, targets, curriculum or pedagogy).	Data collected, documented and discussed by department. Department and dean confirmed confidence in measures and data as sufficient indicators of student performance. Action plans (e.g. improving outcomes, measures, targets, curriculum or pedagogy) developed in consultation with dean. If prior year data warranted action plans, the department implemented the changes.	Department collected and discussed follow-up data after the implementation of action plans in order to determine whether changes resulted in improvement or whether additional action is necessary. Data confirms effective curriculum and pedagogy for learning outcomes. Score of 4 should be assigned only if objectives, measures, targets and timeline all score a 4.

14 Explanations:

15 Dissemination

	1	2	3	4

	1	2	3	4
Is the department communicating learning objectives, results and improvements related to student learning to a wide audience?	○ No record of assessment results and changes made as a result of assessment findings.	● The department/program retains records of assessment results and positive changes made as a result of assessment findings, and results are entered in assessment software system.	○ The department/program retains records of assessment results and changes made as a result of assessment findings, results are entered in assessment software system, and assessment results and improvements are publicly posted.	○ The department/program retains records of assessment results and changes made as a result of assessment findings, and results are entered in assessment software system. Assessment results and improvements are publicly posted and shared proactively with faculty, prospective students, employers and alumni in ways that facilitate their discussion.

16 Explanations:

> We need to work on updating, linking, and using this data more effectively next year.

Additional Feedback

1 Please enter any additional feedback for changes that should be made:

CLOSE AND EXIT