

**Assurance of Student Learning
2019-2020**

College of Education and Behavioral Science

Educational Administration, Leadership, and Research

Organizational Leadership 0467

Program Coordinator: Dr. John Baker

Use this page to list learning outcomes, measurements, and summarize results for your program. Detailed information must be completed in the subsequent pages.

Student Learning Outcome 4: Analyze and apply leadership constructs in the following areas: a) Team Leadership b) Contemporary Leadership Issues c) Leading in a Global Context d) Leadership Coaching e) Leading Organizational Change

Instrument 1 **Direct:** Analysis of Leader Analysis Paper

Instrument 2 **Direct:** Examination of Pre-Post Program Assessment Survey Results

Instrument 3

Based on your results, circle or highlight whether the program met the goal Student Learning Outcome 4.

Met

Not Met

Student Learning Outcome 5: Synthesize and apply leadership literature and determine a methodology to develop a construct of personal or professional leadership

Instrument 1 **Direct:** Analysis of Capstone Project/Research Paper

Instrument 2 **Direct:** Examination of Pre-Post Program Assessment Survey Results

Instrument 3

Based on your results, circle or highlight whether the program met the goal Student Learning Outcome 5.

Met

Not Met

Program Summary (Briefly summarize the action and follow up items from your detailed responses on subsequent pages.)

SLOs 1,2, and 3 were evaluated during the AY 2018-2019 assurance of student learning, SLOs 4 and 5 are evaluated this AY. Overall, the results are not acceptable but known in regard to SLOs. The curriculum has needed revision and transformation that was not possible due to limited full-time faculty (three full-time faculty for approximately 450 students). The Program was moved to its present Department (EALR) at the end of the Fall 2018 term and has undergone WKU's Comprehensive Academic Program Evaluation (CAPE). The CAPE results indicated that the program needed transformation. The transformation process began during the 2019 fall term. This process reviewed SLOs to the University mission then assessed existing course SLOs to the program SLOs. The present program is more of a collection of courses than a program. The planned revisions are to re-define the core classes by eliminate course options within the core to ensure a set and progressive core for the program and reduce elective options. Electives will consist of a focus in another academic discipline or a continuation of the LEAD curriculum with the focus approved by advisors. A new student learning assessment will replace the present process to provide faculty with better data for assessment. An exit survey on the program is also planned as in indirect measure of SLO achievement. Other program revisions may occur as the transformation process continues over the next year (2020-2021).

Student Learning Outcome 4

Student Learning Outcome	Analyze and apply leadership constructs in the following areas: a) Team Leadership b) Contemporary Leadership Issues c) Leading in a Global Context d) Leadership Coaching e) Leading Organizational Change		
Measurement Instrument 1	DIRECT measures of student learning: Students in the core course (LEAD 500) were given a final, written project/research paper that required them conduct an in-depth analysis of a chosen public leader. The paper required an analysis of the chosen leader and apply the knowledge received during the course in the student learning outcome. This core course (LEAD 500) is the only course where the leadership subject of this SLO are taught to all students. Students have the option to take courses in specific subjects listed in this SLO but are not required to take these courses making an assessment of this SLO problematic. As stated below and in the previous 2018/2019 Assurance of Learning Outcomes this issue is known and will be corrected during the ongoing transformation of the Organizational Leadership curriculum.		
Criteria for Student Success	Students should at the end of the program score between upper “milestone” and lower “capstone” on the Association of American Colleges and Universities (AACU) Critical Thinking + Analysis + Written Communication Rubric (modified to accommodate leadership SLOs). Scores on the rubric item for this SLO ranged from “Capstone (4),” “Milestones (3)/(2),” and “Benchmark (1).”		
Program Success Target for this Measurement	80%	Percent of Program Achieving Target	60%
Methods	Direct: Leader analysis paper were collected from a random sample of students in the course ($N = 10$) and all identifiers removed (student name, course numbers, faculty name). The rubric used for scoring was the AACU Critical Thinking + Analysis + Written Communication Rubric (modified to accommodate leadership SLO 4).		
Measurement Instrument 2	DIRECT: Students completed a pre-post leadership assessment based on SLOs. The test consisted of 22 questions that required students to select all the correct answers.		
Criteria for Student Success	Students should at the end of the program should increase their score on the online assessment for each SLO by at least 10 percent.		
Program Success Target for this Measurement	10% increase in scores of correct answers between pre and post-tests by 80% of students	Percent of Program Achieving Target	60%
Methods	The pre-test was administered during the first core course (LEAD 500) and the post-test was administered during the capstone course (LEAD 600). The test consisted of 22 questions that required students to select all the correct answers. The test was online and developed using Qualtrics software. The results of the pre-post tests were collected and compared using the students WKU identification number that was included in the data.		

Based on your results, circle or highlight whether the program met the goal Student Learning Outcome 4.	Met	Not Met
Actions (Describe the decision-making process and actions planned for program improvement. The actions should include a timeline.)		
<p>The program summary best describes the actions to correct program deficiencies for this SLO. Specific actions to improve this SLO will emerge from the ongoing transformation process. Questions driving the transformation process included a) Are SLOs aligned to the University mission? b) What artifacts will provide the most accurate data to assess SLOs? c) Are the learning outcomes measurable? d) Are the learning outcomes of core courses appropriately designed to address program outcomes? E) How do we assess program electives in relationship to the core classes? As a result of the transformation process, the program is being revised from its current curriculum of requiring students to take five core courses with options within the core and five electives that support professional goals. The revised curriculum will consist of six core LEAD courses with only one content class option (500 - foundations, 525 - ethics, a research methods course, 580 - leading organizations, one LEAD content course (either teams (LEAD 540 or coaching (LEAD 565) and 600, the capstone course). There will be four electives that require students to focus in a specific academic and professional content area. This revised curriculum will provide more required LEAD content and a specific focus for electives that will facilitate a more accurate and thorough program assessment. The revised program will be available starting fall term, 2021. Program assessment for the revised curriculum will take place after the spring 2023 term as students begin to complete the revised program.</p>		
Follow-Up (Provide your timeline for follow-up. If follow-up has occurred, describe how the actions above have resulted in program improvement.)		
Fall term 2020 through spring 2021: program revisions approved. Summer 2021: program assessment developed. Fall 2021: revised program implemented. Summer 2023: revised program assessment conducted. The current assessment process will be used until adequate students have completed the revised curriculum (expected summer of 2023).		
Next Assessment Cycle Plan (Please describe your assessment plan timetable for this outcome)		
The next program assessment of this program outcome will be for the 2020 - 2021 academic year. Data will be collected after the spring 2021 term and program assessment conducted during the summer term, 2021.		

Student Learning Outcome 5

Student Learning Outcome	Synthesize and apply leadership literature and determine a methodology to develop a construct of personal or professional leadership		
Measurement Instrument 1	DIRECT measures of student learning: Students in the capstone course were given a final, written project/research paper that required them to synthesize their work in the program's core courses. The paper was broken into two parts to evaluate SLOs 1 and 2. To assess SLO 1, students were asked interview five people who were in their proposed professional field that they will pursue upon graduation to determine leadership lessons for success in that profession (Leadership Development Plan). Each interview focused on the leader behaviors viewed as most effective in that profession. Students then compared interview results to program defined effective leader behaviors linking theory and/or concepts to practice.		
Criteria for Student Success	Students should at the end of the program score between upper "milestone" and lower "capstone" on the AACU Critical Thinking + Analysis + Written Communication Rubric (modified to accommodate leadership SLOs). Scores on the rubric item for this SLO ranged from "Capstone (4)," "Milestones (3)/(2)," and "Benchmark (1)."		
Program Success Target for this Measurement	80%	Percent of Program Achieving Target	70%
Methods	Direct: Artifacts from the capstone course project/paper were collected from a random sample of students in the course ($N = 10$) and all identifiers removed (student name, course numbers, faculty name). The rubric used for scoring was the AACU Critical Thinking + Analysis + Written Communication Rubric (modified to accommodate leadership SLO 1).		
Measurement Instrument 2	DIRECT measures of student learning: Students completed a pre-post leadership assessment based on SLOs. The test consisted of 22 questions that required students to select all the correct answers.		
Criteria for Student Success	Students should at the end of the program should increase their score on the online assessment for each SLO by at least 10 percent.		
Program Success Target for this Measurement	10% increase in scores of correct answers between pre and post-tests by 80% of students	Percent of Program Achieving Target	60%
Methods	The pre-test was administered during the first core course (LEAD 500) and the post-test was administered during the capstone course (LEAD 600). The test consisted of 22 questions that required students to select all the correct answers. The test was online and developed using Qualtrics software. The results of the pre-post tests were collected and compared using the students WKU identification number that was included in the data.		
Based on your results, circle or highlight whether the program met the goal Student Learning Outcome 4.			Met
Not Met			
Actions (Describe the decision-making process and actions planned for program improvement. The actions should include a timeline.)			
The program summary best describes the actions to correct program deficiencies for this SLO. Specific actions to improve this SLO will emerge from the ongoing transformation process. Questions driving the transformation process included a) Are SLOs aligned to the University mission? b) What artifacts will provide the most accurate data to assess SLOs? c) Are the learning outcomes measurable? d) Are the learning outcomes of core courses appropriately designed to address program outcomes? E) How do we assess program electives in relationship to the core classes? As a result of the transformation process, the program is being revised from its current curriculum of requiring students to take five core courses with options within the core and five electives that support professional goals. The revised curriculum will consist of six core LEAD courses with only one content class option (500 - foundations, 525 - ethics, a research methods course, 580 - leading organizations, one LEAD content course (either teams (LEAD 540 or coaching (LEAD 565) and 600, the capstone course). There will be four electives that require students to focus in a specific academic and professional content area. This revised curriculum			

will provide more required LEAD content and a specific focus for electives that will facilitate a more accurate and thorough program assessment. The revised program will be available starting fall term, 2021. Program assessment for the revised curriculum will take place after the spring 2023 term as students begin to complete the revised program.

Follow-Up (Provide your timeline for follow-up. If follow-up has occurred, describe how the actions above have resulted in program improvement.)

Fall term 2020 through spring 2021: program revisions approved. Summer 2021: program assessment developed. Fall 2021: revised program implemented. Summer 2023: revised program assessment conducted. The current assessment process will be used until adequate students have completed the revised curriculum (expected summer of 2023).

The next program assessment of this program outcome will be for the 2020 - 2021 academic year. Data will be collected after the spring 2021 term and program assessment conducted during the summer term, 2021.