

Institutional Effectiveness Report

2021-2022

Program: Instructional Leadership EdS

College and Department: College of Education – Curriculum and Instruction

Contact: Jeremy Wendt

Mission:

The mission of the Department of Curriculum & Instruction is to enhance education and policy for the well-being of society through the creation, communication and application of new knowledge; preparation of scholars, researchers, educators and other professionals to meet the needs of our increasingly diverse, global, technological society; and outreach initiatives engaged with matters related to the local community, state, nation, and world.

Mission Brief: Learn from the past. Impact the present. Focus on the future.

Vision: Evidence-based, student-focused, future-oriented education for life-long learners.

Program Goals

PG1: Diversity – C&I will recruit and retain diverse candidates as part of a 5-year Recruitment and Diversity Plan.

Student Learning Outcomes

SLO1: Candidate Content and Pedagogical Knowledge - Candidates in curriculum and instruction will demonstrate content and pedagogical knowledge in their teaching area as reflected by passing scores on state licensure examinations.

SLO2: Effective Research Field Experience - EdS Candidates in curriculum and instruction will demonstrate research methods knowledge, skill, and application as reflected by passing grades on the culminating field research project.

A departmentally developed curriculum map can be found in Appendix 1 that shows the connections between courses and student learning outcomes.

Assessment Methods

PG1: Diversity

1. Enrollment Data - The primary assessment measure of the diversity goal will be the percentage of diverse students enrolled in the College of Education.

SLO1: Candidate Content and Pedagogical Knowledge

1. PRAXIS II Scores - Candidates in licensure programs must meet or exceed required scores on Praxis II exams for her or his program. These scores are reported to TTU directly from ETS. Performance at a level above or comparable to the state mean on the Praxis II Examination will be defined as TTU candidates having a mean score above or equal to the state mean.
2. Comprehensive Exam - Comprehensive examinations will also assess all candidates' content and pedagogical knowledge.

SLO2: Effective Research Experience

1. Research Proposal - Candidates in all programs complete a sequence of research courses near the end of their program. A research proposal is developed in FOED 6920 or FOED 6980 and the research is conducted and written up in CUED 6900. A rubric is used in all courses to provide data to inform the department of the preparedness of candidates. Data from applied research will be discussed among research faculty and shared in departmental meetings to help determine any recommended changes.

Results

PG1: Diversity

The College of Education Recruitment, Retention, and Diversity Committee offered or took part in numerous recruitment activities and events to reach quality candidates from a broad and diverse range of backgrounds. These include a College of Education Career Fair each spring, enrolling recent completers in Flight Path, enrolling undergraduate students in Fast Track, digital signage and social media, alumni mailing campaign, print recruitment material mailings, and a geofencing campaign. In 2018, the College of Education hired a Recruitment and Marketing Specialist to further support efforts to recruit and retain diverse candidates to meet employer needs. The college was the first at Tech to hire such a specialist, serving as a model for all other academic units. Prior to March 2020, the College of Ed recruited at 77 events with a combined reach/attendance of 6,790 potential students. Graduate options are shared to encourage students to consider advanced programs early on. Ten events focused solely on graduate recruitment. These occurred at interdisciplinary conferences with attendance ranging from 50 to 400 per event. Recruitment efforts were cut short due to COVID-19; 13 events were canceled between March and May. The Recruitment and Marketing Specialist is also an ex officio member of the Recruitment, Retention, and Diversity Committee that has consistently developed future plans for the college since 2018. The committee accomplished several tasks in the prior two years: updated and initiated the Recruitment and Diversity plan, implemented steps of the plan, and is assisting in the organization and execution of these activities. Activities have ranged from targeted mailings, digital geofencing, recruiting strategies, school visits, campus visits, and conference sponsorships.

SLO1: Candidate Content and Pedagogical Knowledge

Nearly all data reported to the university by testing organizations is reported one calendar year behind IE reporting cycles, therefore the most recent data for most indicators is 2020-2021.

PRAXIS SCORES II:

Pass rates for Praxis exam:

| | 2019-2020 | 2020-2021 |
|------------------------|-----------|-----------|
| Total N | 28 | 25 |
| % Pass | 85% | 96% |
| Required passing score | 151 | 151 |
| Median TTU score | 163 | 170 |

Instructional leadership candidates' scores, pass rates, and median scores increased from 2019-2020 to 2020-2021.

COMPREHENSIVE EXAM:

| | Pass | Fail | Rewrite | Total |
|---------|------|------|---------|-------|
| 2019-20 | 16 | 0 | 0 | 16 |
| 2020-21 | 12 | 0 | 0 | 12 |
| 2021-22 | | | | |

SLO2: Effective Field Research Experience

CUED 7910 Course Grades

| | Satisfactory | General | Minimal | Below Expectations | | | |
|---------|--------------|---------|---------|--------------------|------|------|----|
| | A | B | C | D | F | I | IF |
| 2019-20 | 90.0% | 3.3% | 3.3% | 0% | 0% | 3.3% | 0% |
| 2020-21 | 88.0% | 8.0% | 0% | 0% | % | 4.0% | 0% |
| 2021-22 | 70.0% | 14.0% | 7.0% | 0% | 2.0% | 7.0% | 0% |

Modifications for Improvement:

SLO1 & SLO2:

Multiple changes will be made to the assessment plan for SLO1, specifically related to the Comprehensive Exam.

1. Requirements for Admission to Candidacy were irrelevant and faculty expressed interest in an update to the process. The CITI research training modules were removed from the

- research course sequence and voted by faculty to replace the admission to candidacy requirement. The training will better prepare candidates earlier in the POS for their research knowledge and application. Results will be quantifiable in the research course's final project.
2. The Comp exam is being replaced with the completion of a culminating research project. Results from the rubric scoring of the project can be used to not only assess research skills, but also content knowledge and application.

Appendices

1. Curriculum Map

Appendix 1: Curriculum Map

| TTU INSTRUCTIONAL LEADERSHIP SPECIALIST IN EDUCATION (Ed.S.) STANDARDS | Course Name & Description | Course Key Assignments | Clinical Experiments |
|--|---|--|---|
| Tennessee Instructional Leadership Standards | | | |
| TILS Standard A: Instructional Leadership for Continuous Improvement. An ethical and effective instructional leader facilitates professional practice that continually improves each student's learning. | | | |
| Indicators: | Link to all INSL Courses Descriptions | | |
| 1. Collaborates with stakeholders to establish and communicate a clear, compelling, shared vision for continuous school improvement. | INSL 6520 Human Resources, Management & Public Relations INSL 7530 Assessment & Evaluation: Improvement in Teaching | Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form | 45 hours in-school clinical hours: Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form |
| 2. Builds capacity of educators to provide each student a rigorous curriculum aligned with the Tennessee Academic Standards. | INSL 6520 Human Resources, Management & Public Relations, INSL 7530 Assessment & Evaluation: Improvement in Teaching | Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form | 45 hours in-school clinical hours: Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form |
| 3. Collaborates with educators to analyze and use multiple forms of data throughout the year to establish specific goals and strategies targeting each student's achievement and growth. | INSL 6520 Human Resources, Management & Public Relations INSL 7530 Assessment & Evaluation: Improvement in Teaching | Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form | 45 hours in-school clinical hours: Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form |
| 4. Empowers educators to develop and execute interventions to address each student's learning needs, grounded in multiple sources of data (academic, social, and/or emotional). | INSL 6510 School Leadership, Law & Ethics INSL 6520 Human Resources, Management & Public Relations INSL 7530 Assessment & Evaluation: Improvement in Teaching INSL 7010 INSL INSL 7400 | Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form | 45 hours in-school clinical hours: Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form |
| 5. Systematically monitors and adjusts progress toward established goals and facilitates procedures and practices leading to continuous school improvement. | INSL 6510 School Leadership, Law & Ethics INSL 6520 Human Resources, Management & Public Relations INSL 7530 Assessment & Evaluation: Improvement in Teaching, INSL 7010, INSL 7400 | Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form | 45 hours in-school clinical hours: Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form |
| | | | |

| TTU INSTRUCTIONAL LEADERSHIP SPECIALIST IN EDUCATION (Ed.S.) STANDARDS | Course Name & Description | Course Key Assignments | Clinical Experiments |
|--|---|--|---|
| Tennessee Instructional Leadership Standards | | | |
| TILS Standard B: Culture for Teaching and Learning. An ethical and effective instructional leader collaborates with stakeholders to create and sustain an inclusive, respectful, and safe environment providing equitable educational opportunities and culturally responsive practices conducive to learning and growth for each student. | | | |
| Indicators: | Link to all INSL Courses Descriptions | | |
| 1. Collaborates with stakeholders to establish and communicate a clear, compelling, shared vision for a culture conducive to teaching and learning. | INSL 6520 Human Resources, Management & Public Relations INSL 7010 INSL INSL 7400 | Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form | 45 hours in-school clinical hours: Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form |
| 2. Leverages educator strengths to ensure that each student has equitable access to effective teachers and meaningful, relevant, and equitable learning opportunities. | INSL 6520 Human Resources, Management & Public Relations INSL 7010 INSL INSL 7400 | Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form | 45 hours in-school clinical hours: Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form |
| 3. Fosters a safe, respectful, and orderly environment that cultivates an inclusive, caring, and supportive school community for each student. | INSL 6520 Human Resources, Management & Public Relations INSL 7010 INSL INSL 7400 | Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form | 45 hours in-school clinical hours: Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form |
| 4. Takes measures to actively involve families in the culturally responsive education of each student. | INSL 6520 Human Resources, Management & Public Relations, INSL 7530 Assessment & Evaluation: Improvement in Teaching | Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form | 45 hours in-school clinical hours: Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form |
| 5. Models and communicates expectations for individual and shared ownership of student, educator, and school success regardless of race, class, culture and language, gender and sexual orientation, and disability or special status. | INSL 6510 School Leadership, Law & Ethics, INSL 6520 Human Resources, Management & Public Relations, INSL 7530 Assessment & Evaluation: Improvement in Teaching | Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form | 45 hours in-school clinical hours: Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form |
| 6. Recognizes and celebrates improved educator and student performance related to school vision and goals. | INSL 6510 School Leadership, Law & Ethics INSL 6520 Human Resources, Management & Public Relations INSL 7530 Assessment & Evaluation: Improvement in Teaching, INSL 7010, INSL 7400 | Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form | 45 hours in-school clinical hours: Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form |

| TTU INSTRUCTIONAL LEADERSHIP SPECIALIST IN EDUCATION (Ed.S.) STANDARDS | Course Name & Description | Course Key Assignments | Clinical Experiments |
|--|---|--|---|
| Tennessee Instructional Leadership Standards | | | |
| TILS Standard C: Professional Learning and Growth. An ethical and effective instructional leader develops capacity of each educator by designing, facilitating, and participating in collaborative learning informed by multiple sources of data. | | | |
| Indicators: | Link to all INSL Courses Descriptions | | |
| 1. Collaborates with stakeholders to establish, communicate, and facilitate a clear, compelling, shared vision for professional learning and growth. | INSL 6520 Human Resources, Management & Public Relations INSL 7530 Assessment & Evaluation: Improvement in Teaching | Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form | 45 hours in-school clinical hours: Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form |
| 2. Implements and monitors a rigorous evaluation system using an approved Tennessee evaluation model. | INSL 6510 School Leadership, Law & Ethics, INSL 6520 Human Resources, Management & Public Relations, INSL 7530 Assessment & Evaluation: Improvement in Teaching | Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form | 45 hours in-school clinical hours: Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form |
| 3. Uses educator evaluation data to inform, assess, and adjust professional learning goals and plans. | INSL 6510 School Leadership, Law & Ethics, INSL 6520 Human Resources, Management & Public Relations INSL 7530 Assessment & Evaluation: Improvement in Teaching INSL 7010 INSL INSL 7400 | Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form | 45 hours in-school clinical hours: Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form |
| 4. Engages faculty and self in data-informed, differentiated professional learning opportunities that promote the academic success and well-being of each student and are aligned with the Tennessee Standards for Professional Learning. | INSL 7530 Assessment & Evaluation: Improvement in Teaching | Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form | 45 hours in-school clinical hours: Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form |
| 5. Collaborates with others to recruit, induct, support, retain, and develop effective educators using various strategies based on multiple sources of data. | INSL 7530 Assessment & Evaluation: Improvement in Teaching, INSL 7010, INSL 7400 | Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form | 45 hours in-school clinical hours: Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form |
| 6. Identifies and supports potential teacher leaders and provides growth opportunities in alignment with the Tennessee Teacher Leadership Standards. | INSL 6510 School Leadership, Law & Ethics INSL 6520 Human Resources, Management & Public Relations INSL 7530 Assessment & Evaluation: Improvement in Teaching, INSL 7010, INSL 7400 | Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form | 45 hours in-school clinical hours: Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form |
| 7. Improves self-practice based on multiple sources of feedback, including performance evaluation results and self-reflection. | INSL 6510 School Leadership, Law & Ethics INSL 6520 Human Resources, Management & Public Relations INSL 7530 Assessment & Evaluation: Improvement in Teaching, INSL 7010, INSL 7400 | Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form | 45 hours in-school clinical hours: Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form |

| TTU INSTRUCTIONAL LEADERSHIP SPECIALIST IN EDUCATION (Ed.S.) STANDARDS | Course Name & Description | Course Key Assignments | Clinical Experiments |
|--|--|--|---|
| Tennessee Instructional Leadership Standards | | | |
| TILS Standard D: Resource Management. An ethical and effective instructional leader facilitates the development of a highly effective learning community through processes that enlist diverse stakeholders and resources. | | | |
| Indicators: | Link to all INSL Courses Descriptions | | |
| 1. Strategically and equitably utilizes community resources and partners to support the school's shared mission, vision, and goals. | INSL 6510 School Leadership, Law & Ethics, INSL 6520 Human Resources, Management & Public Relations INSL 7530 Assessment & Evaluation: Improvement in Teaching INSL 7010 INSL INSL 7400 | Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form | 45 hours in-school clinical hours: Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form |
| 2. Includes a diverse set of educators and stakeholders in school improvement decisions. | INSL 6510 School Leadership, Law & Ethics, INSL 6520 Human Resources, Management & Public Relations INSL 7530 Assessment & Evaluation: Improvement in Teaching INSL 7010 INSL INSL 7400 | Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form | 45 hours in-school clinical hours: Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form |
| 3. Establishes, communicates, and enforces a set of standard operating procedures and routines that are equitable, culturally responsive, and aligned with district, state, and federal policy. | INSL 6510 School Leadership, Law & Ethics, INSL 6520 Human Resources, Management & Public Relations | Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form | 45 hours in-school clinical hours: Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form |
| 4. Performs all budgetary responsibilities with accuracy, transparency, and in the best interest of students and staff. | INSL 6510 School Leadership, Law & Ethics, INSL 6520 Human Resources, Management & Public Relations, INSL 6560 Technology for Administrators | Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form | 45 hours in-school clinical hours: Clinical Activities Report of Experiences (CARE), TTU Individual Action Plan, Lead and Literacy Action Plan, Candidate Self-Reflection Field Experience Evaluation Form; LEA Mentor Field Experience Evaluation Form |