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Sam Houston State University (SHSU)
2010 - 2011

Educational Leadership And Counseling, Department Of

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GOAL: Increase Enrollment

Objective	Increase Enrollment To increase enrollment via recruitment and retention of qualified and motivated students.
Indicator	Enrollment And Retention Enrollment numbers and retention rates and persistence.
Criterion	Increase Enrollment By 3% Increase student enrollment by 3%
Finding	Enrollment Numbers 2010 - 2011 student enrollment for the Department did not increase overall. Doctoral enrollment numbers improved slightly, but enrollment in master's programs did not.
Actions for Objective:	
Action	Recruitment Efforts Recruitment efforts for this year were not as successful as hoped. A new taskforce for recruitment will be formed; specific efforts and outcomes will be documented. Initial ideas include faculty liaisons within school districts, program showcases in the greater Houston area, and increased scholarship opportunities (to the extent possible). The Department website was updated as planned. User-friendliness was increased.

GOAL: Excellence In Teaching, Research, And Service

Objective	FES All faculty will engage in research, teaching, and service.
Indicator	Faculty Evaluation System Faculty are evaluated per University guidelines on research, teaching, and service.
Criterion	Faculty Performance Faculty will meet or exceed expectations in each area of the faculty evaluation system.
Finding	Faculty Performance

All faculty met expectations in teaching and service. One faculty member did not meet expectations in research. Based on the decision of the Department Promotion and Tenure Action Committee (DPTAC) this faculty member was not granted promotion or tenure and will be leaving the Department.

The other faculty member who did not meet expectations on last year's performance review did meet expectations this year.

Actions for Objective:

Action	Faculty Performance
	All faculty met expectations in this area. However, a new faculty member was hired for the 2011-12 school year. A mentor will be assigned to this new faculty member to help ensure that he meets expectations in teaching, service, and research as well.

GOAL: Customer Satisfaction

Objective	Constituent Satisfaction
	Constituents will be satisfied with department programs.

Indicator	Feedback From Advisory Committee
	an advisory committee for each master's and doctoral level program will provide feedback regarding their satisfaction with the EDLC programs and specializations.
Criterion	Minutes From Advisory Committee Meetings
	Advisory committee members will indicate satisfaction with all department programs.
Finding	Advisory Committee Responses
	Minutes from program-specific advisory committees are attached.

Actions for Objective:

Action	Feedback
	Each program area received specific feedback from its corresponding Advisory Council and will implement feedback appropriately.

GOAL: Enhance Academic Program Quality

Objective	Enhance Academic Program Quality
	Graduates will be competent in specialization content area and skills

appropriate to their discipline. Students will demonstrate their level of competence by passing certification exams.

Indicator	TEXES
	Student scores on program-specific TEXES (state certification) exams
Criterion	TEXES Scores
	90% of test takers will earn the required score on the corresponding TEXES exam to achieve certification
Finding	TEXES Scores
	The School Counseling program had a 94% pass rate (31 of 33 students), with the lowest scores occurring in Domain 2, Planning and Implementation of the Development Guidance and Counseling Program. The Superintendent program had a 64% pass rate (7 of 11 students), with the lowest scores in Domain 2, Instructional Leadership; however, this number included two test-takers (and failures) who were former students and thus did not actually count against our pass rate. The Principal program had a 58% pass rate with the lowest scores in Domain 2, Instructional Leadership; however, this number included several repeat test-takers (and failures) who did not actually count against our annual pass rate.

Actions for Objective:

Action	Weaknesses Addressed
	A committee was formed to address weaknesses in candidates' TEXES performance. Dr. Julie Combs chaired this committee, and strategies were developed to improve performance. Performance did improve, as evidenced in the finding above. The committee will continue to implement long term objectives to further improve performance.

Closing the Loops Summary

A taskforce for department and program recruitment will be formed; specific efforts will be initiated and outcomes will be documented. One faculty member failed to earn promotion and tenure based on research productivity. All other faculty met expectations in the areas of teaching, research, and service. One new faculty member was hired for the 2011-12 school year; a mentor will be assigned to this new faculty member to help ensure that he meets expectations in teaching, service, and research as well.

A committee was formed to address weaknesses in candidates' TEXES performance, and strategies were developed to improve performance. Performance did improve in all program areas. The committee will continue to implement long term objectives to further improve performance. Each program area received specific feedback from its corresponding Advisory Council and will implement feedback appropriately.

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Sam Houston State University | Huntsville, TX 77341 | (936) 294-1111 | 1-866-BEARKAT