

School of Education
Department of Leadership Studies
Organization and Leadership Program
Program Assessment (M.A.)

I. Program Goal(s)

1. Applies research & inquiry skills.
2. Communicates effectively across ethnicities and cultures.
3. Demonstrates ethical & professional standards.
4. Understands current issues and theories in the field of organizational leadership and development.
5. Demonstrates use of technology in organizational research.
6. Gains personal awareness and engages in a process of continuous self-development.
7. Understands the place of service in leadership and attempts to provide such service to appropriate organizational contexts.

II. Learning Outcomes

1. a. Describe primary research approaches used in organizational settings.
2. a. Utilize the body of knowledge in the areas of communication, leadership, organization, and development.
3. a. Develop personal philosophy and ethical principles.
b. Understand their connection to the organizational community.
4. a. Apply practice and experience in public, private, and non-profit organization in local, national and international settings.
5. a. Utilize the body of knowledge in the areas of communication, media and technology.
6. a. Develop personal philosophy and ethical principles.
b. Identify relationship to others in their community and organization.
7. a. Respond to immediate needs and strategic issues in educational communities and organizations.

III. Assessment Method(s)

- a. Each student is assigned a final grade upon completion of individual coursework.
- b. Final assessment is determined upon completion of course work and the Field Project or Thesis.

IV. Time Frame

- a. Each M.A. candidate works in concert with a faculty advisor.
They establish a plan for the time frame for the final project or thesis.
The project or thesis is assessed when it is completed.

V. Who will do the Assessment?

- a. Course instructors and student's advisor.

VI. How data will be used to improve program or revise curricula:

Below represents a three-year plan with the purpose to review courses, student interests, field projects or theses, and writing quality.

Year One

1. Documentation through checklist of specific courses elected by students.
2. Patterns of student interests exhibited by topic chosen for field project and theses. Documented by titles and personal communication with students. Records will be kept by faculty.

Year Two

1. Review of courses selected and student interest will be reviewed with the intent to determine if some courses need revision or need to be deleted from course offerings.
2. Continued review of student interests to determine if new courses should be considered by offering special topics on a particular subject. If so, special topics can be offered only three times. If each time the special topic is offered it draws a sufficient number of students (10), and is approved by the Department, then it may be submitted to the Curriculum Committee for consideration to be included in the official list of O&L course offerings.

Year Three

1. A review of research approaches used in MA theses to determine the style and quality of the research and writing.
2. A review of the any special topic courses to determine student interest and program relevance for leadership, organizational development, policy planning and assessment, international development, and community development.
3. Construction of rubrics for above-listed activities pertaining to course interest, research style, and quality of writing.