

2008-2016 Significant Changes Made to Courses, Programs and the Unit in Response to Data Gathered

Academic Year	Evidence Reviewed	Analysis Summary	Action Taken for Continuous Improvement
Counselor Education			
2015-2016	Assessment data, accreditation requirements and faculty feedback	Based on data and a faculty meeting September 2015, faculty members made decisions about developing our 60-credit hour program.	Submitted a number of curricular changes to the Curriculum Review Committee (CARC). Included in these submissions were modification of the specialty track from College Student Development and Counseling track to College Counseling and Student Affairs, and an expansion of our current 48-hour masters' program to 60-credits, as indicated above. This second decision meet both 2016 CACREP standards and Virginia licensure requirements. In addition, we requested that specialty area courses become pre-requisites to practicum. For the CCSA specialty, this includes CLED 620 and CLED 631; for school counseling, this includes CLED 613 and CLED 622.
2013-2014	Student feedback	In 2012-2013, students indicated that they wanted more information about special education and they wanted more assessments.	We have hired an adjunct faculty member who has special education experience related to school counseling to teach a required course for school counselors, Elementary and Middle School Counseling. We also offered a continuing education opportunity on special education for students and alumni last year (the Cook Lecture). Finally, we are adding a new assessment in the Introduction to Counseling Course. This assessment helps students assess their leadership strengths.
2011-2012	CACREP standards	We continue to make curricular changes corresponding to the 2009 CACREP standards.	For example, Multicultural Counseling is now a required course and the Legal and Ethical course has been combined with the Introduction to Counseling Course (a required course).
2011-2012	Graduation exit survey	1) Students indicated that they were experiencing high levels of stress.	1) We include a stress management/time management activity in the Counseling Theories course and we have an expert in mindfulness speak to the Internship class.
		2) Students indicated they wanted more information about Special Education. 3) Students indicated that the Career course did not give them enough experience with career development assessments.	2) We include a guest speaker in the Internship class on this topic. 3) We have increased emphasis on assessments in the Career class.

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		4) Students felt weak in their knowledge of testing and interpretation.	4) We have increased emphasis on this in the Assessment course.
2010-2011	Candidate feedback	Legal and Ethical Issues in Counseling should be a requirement	Faculty approved plan to restructure the Introduction to Counseling Course to include the material in Legal and Ethical Issues in Counseling.
2010-2011	Faculty and candidate feedback	Professor and student feedback indicates that EDUS/CLED 631 should be a recommended prerequisite for EDUS/CLED 633.	Faculty approved this recommendation and the Student Handbook was edited to reflect this change.
Reading Specialist			
2015-2016	Student learning outcomes data on key assessments	In the 2014-15 and previous reports, candidates indicated a need for increased integration of technology.	Reading program has hosted a conference on "Teaching Literacy in the Digital World" for two years and the candidates have participated in the conference to enhance their understanding of how to integrate technology effectively in their teaching.
2012-2013	IRA Standards 2010, All NCATE assessments	NCATE assessment needs to be added to fully address elements of the diversity standard	Add assignment to READ 600 to address diversity standards.
2012-2013	Philosophy of Reading Assignment Results, RVE assessment results	Philosophy of Reading assessments are improving, Good performance on RVE assessment, Further strengthening by including additional case study and open ended response items in class assessment and activities would be beneficial	Develop additional case study and open ended response items in class assessment and activities
2011-2012	Review information regarding ETS Virginia Reading Assessment and IRA SPA Standards	NCATE assessments need to be updated and diversity must be addressed	Add instruction on diversity standard to READ 600 for inclusion in portfolio
Secondary Education			
2015-2016	Student learning outcomes data on key assessments	Performance data indicate a need for a stronger repertoire of strategies for differentiating instruction of reading abilities and background knowledge.	Hired new faculty member in Curriculum and Instruction who has experience working in inclusive classrooms, with ELL students and in differentiated instruction.

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2014-2015	Student learning outcomes data on key assessments	Finding showed that students are achieving at a high rate and meeting program, school, and national objectives. Findings also suggest that students performance on key assessments remain within the target of program expectations. Students wanted more clarity about diversity, differentiated instruction, working with special needs and ESL students. We also found that a few of the clinical faculty and university supervisors were not living up to program expectations regarding the kinds of feedback students were getting and the number of observations they were to do. Working with the community and parents were also weaknesses.	We are piloting a new service learning practica to try to speak to several of the weaknesses. More emphasis on working with diverse students of all kinds, including specific differentiated instruction models.
2011-2012	Spa Standards	Check on process for assuring candidate and CT awareness of SPA standards.	Candidates note appropriate SPA standards in portfolios.
2013-2014	Student learning outcomes data on key assessments	The assessment findings indicate that links between classroom practice and coursework need to be strengthened and there is a need to identify ways to connect pre-service teachers "idealism" with practical realities. In particular, pre-service teachers described that "theory is out the window" when they entered the classroom. Most did not recognize the connection between the theoretical content taught in their courses and the reality of teaching their student population or in the school setting. Pre-service teachers described feeling not as well prepared as expected for teaching on their own (without a cooperating teacher present). They cited challenges with classroom management and the realities of teaching within an urban environment.	To address the issue of linking theory to practice, a concerted effort has been made to discuss course content across disciplines and departments. In particular, faculty from Education Foundations participate in Secondary Program Group meetings. During these meetings, faculty discuss alignment between courses and share strategies for linking practice and theory. One result of these conversations was a service-learning pilot project which was developed in place of one section of the practicum experience. This project links the theories of service learning, project based learning, community engagement with a practical exerieence for pre-service teachers. This pilot project has since expanded and there is conversation surrounding the expansion of this requirement for all students.
2010-2011	Educational psychology class (EDUS 607).	Students need more emphasis on the developmental levels they will be teaching. EDUS 607 had been for elementary and secondary education candidates.	Concurred with Foundations to create EDUS 617 with emphasis on adolescents.
Early/Elementary Education			
2014-2015	Student feedback and faculty observations	Student feedback and faculty observations indicate additional instruction in reading remediation.	Changes were made I the TEDU566: Diagnosis and Remediation of Reading Difficulties curriculum including more phonics instruction.

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2012-2013	Recent candidate performance data, student teaching survey feedback, program structure.	Need to address performance on specific professional standards and connect them to the curriculum.	The Elementary program is implementing an electronic portfolio that candidates will complete from the first semester of the program until their internship. First, the faculty members want the candidates to make connections and reflect on their learning as they progress through the program. By including assignments from the core courses, the candidates will see how their learning is continuously being built. On the standards and elements that are not as strong as others, the electronic portfolio will help the faculty members strengthen how the candidates do because they will be making more connections. Second, the candidates will be able to use their electronic portfolio when they are interviewing for teaching positions to show administrators what they have learned throughout their program.
2011-2012	Revised ACEI Standards for NCATE SPA Report	The program group will use the 2007 ACEI Standards for the SPA report that is due March 15, 2012. One old standard 2.8 has been eliminated. The old standard 5.2 has been changed to 5.3. The old 5.3 and 5.4 have been collapsed into the new 5.2, so the rubrics will need to be revised to reflect that change. Two rubrics that were submitted for the 2005 SPA report were modified to include standards related to "Prepares instructional options to provide flexibility in changing solutions" and "Coordinates the use of support personnel, families, and volunteers to achieve learning goals." The faculty discussed that they are pleased with the way the program has developed and believe the program has the data needed to write a successful report. However, there are missing data for three courses that were taught by an adjunct. It was discussed that faculty didn't need to revise the Conceptual Framework standards because they are remaining the same in the revision that is being done.	Assessment rubrics need to be revised to include the ACEI professionalism standard changes.

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2011-2012	Reading for Virginia Educators Assessment	The program group discussed how we should advise our candidates to prepare for the new Reading for Virginia Educators assessment that has replaced Virginia Reading Assessment. Faculty discussed that information about this assessment is distributed through TEDU 566: Diagnosis and Remediation of Reading Difficulties. When candidates sign up for the assessment, they are given the option to purchase a practice book. The faculty said the candidates can take that option or they can study their notes and books from TEDU 426: Reading and Language Arts and TEDU 566 to prepare for the test.	The advisors in the program will monitor how our candidates do on the Reading for Virginia Educators Assessment in the coming semester to see if we need to change how we prepare them for the test.
2011-2012	Addressing Impact on Student Learning in Early/Elementary Program	The program group met with faculty and staff from the Office of Assessment to determine how the program will demonstrate the elementary candidates' ability to impact student learning in the classroom. NCATE wants P-12 student data to demonstrate that candidates are able to do this. A pre and post-test assessment will be needed and is to be determined by the program group. This can be imbedded around assessments that are in existence already or can be a new assessment. In 566, there are opportunities for students to demonstrate their pre and post-assessment results. Students would not have to give the same assessment to demonstrate this.	The assessment related to impact on student learning has been implemented in TEDU 566 in the Fall 2012 semester.
2010-2011	Spring 2010 Assessment Data: Assessment 4, Clinical Evaluation Continuum	Establishing, monitoring, and enforcing expectations for student behavior needs improvement. These students may not have taken the classroom management course.	Now all candidates are required to take TEDU 410: Classroom Management.
2010-2011	Spring 2010 Assessment Data: Assessment 6, TEDU 414 Unit Plan	Creating and using criteria for assessing student work and using problem-solving and critical thinking to make content meaningful are areas in Assessment 6: TEDU 414 Unit Plan evaluation that needs improvement. This was not of significant concern because candidates are expected to be at the Acceptable level on this assessment and many students are at the Beginning level. Looking at these criteria on Assessment 5: Science, Mathematics, and Social Studies Lesson Plans, candidates scores improve as they progress in the program.	Faculty worked together to make sure the teaching of writing objectives in lesson planning are consistent across the program. Faculty discussed "Mager's Tips on Instructional Objectives," so that all faculty would use that as their guide when teaching objectives.

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Educational Leadership (Administration and Supervision PreK-12)			
2014-2015	Student learning outcomes data on key assessments	Using assessment findings from 2013-2014, the Department of Educational Leadership found that areas for improvement for candidates on the Internship On-Site Supervisor Assessment included using relevant sources for data and information to refute assumptions, establishing relationships between issues and events, and clearly presenting ideas. Areas for improvement on the Leadership to Support Student Learning included developing a literature review, focusing on effective organization, and demonstrating how to implement and achieve results.	Changes were made by instructors with a focus on two assessments: On-Site Supervisor Assessment and Leadership to Support Student Learning. The instructor in our internship courses (ADMS 670, ADMS 671, and ADMS 675) focused on the following: On-Site Supervisor Assessment --using relevant sources for data and information to refute assumptions, establishing relationships between issues and events, and clearly presenting ideas and Leadership to Support Student Learning -- developing a literature review, focusing on effective organization, and demonstrating how to implement and achieve results. Each instructor worked with candidates during their internship experiences to define each of the areas of focus and make them aware that these were areas for improvement. In addition, the on-site supervisor was made aware of the areas for improvement so that each could monitor these areas.
2010-2011	Assessment 7: Educational Intervention Project (ADMS 620)	Fall, Spring, Summer 2010-11; N=33; All candidates at Acceptable and Target levels; Possible concern in engaging the community in the educational intervention plan	Monitor candidates in area of concern. Give novices more experience in engaging stakeholders in the intervention
2010-2011	Changes in standards	The Ed Leadership program was reinvented during the fall of 2011 and spring and fall 2012 using the new 2011 ELCC standards. All courses and assessments are aligned with the 2011 ELCC standards. The new program began in fall 2012.	Many meetings and work sessions were held with faculty, candidates, and school professionals. The following are documented meetings with minutes. Faculty have worked to ensure that content and skills are addressed in the 2011 ELCC standards.
2010-2011	Engagement with professional community	Faculty in the department engaged with the professional community (superintendents, HR managers, professional development professionals, and principals) from area school districts to address what our Master's and Post-Master's candidates and alumni need to be successful P-12 practitioners and to assist us in the development of a new program.	Professional community members in our P-12 community assisted in helping the department to develop a program which is research-based and applicable to the practitioner. Department met with professional community members on 1/17/2012 and 3/27/2012.
Special Education - Early Childhood			

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2014-2015	Student interviews and feedback from cooperating professionals	Interviews with students and feedback from cooperating professionals indicated the candidates need to improve their knowledge of children with disabilities and their families from culturally diverse backgrounds including high need communities.	To enhance the students' awareness of and sensitivity to cultural diversity, including high need communities, students conduct self-evaluation of professional dispositions and faculty advisors conduct f2f evaluation of professional dispositions at mid-program. The program group arranged for an independent evaluation of all ECSE syllabi to assure adherence to the stated goal of cultural responsiveness in all courses. The Action Research course was developed and implemented to better prepare students to track, analyze, and use individual student data to develop instructional strategies and monitor progress.
2012-2013	1). Collect student work samples; 2) Prepare e-portfolio training for students and faculty	Students' work samples at different levels will be reviewed; both faculty, especially adjunct faculty, and students need to be trained for transitioning to e-portfolio formative evaluation.	Students' work samples are collected for each NCATE key assessment; e-portfolio orientation and training was scheduled.
2012-2013	1). Research poster presentation revision; 2) syllabi revision for diversity and technology	The poster presentation project needs to be more data based; all ECSE syllabi need to reflect diversity and technology across content areas.	1). An Action Research component is added to the poster presentation project; 2) All syllabi will be reviewed to ensure diversity and technology are addressed.
2012-2013	1). Conceptual framework and assessment map; 2) e-portfolio reflections	Conceptual framework and assessment map are reviewed to ensure alignment with the CEC/DEC standards; students will share their reflections on each key assessment assignment.	1). A link to standards will be created on e-portfolio; 2) A reflection page will be created for each assignment.
2011-2012	Content Knowledge Measure	Reviewed draft of new Content Knowledge Assessment	Continue to revise organization. Rubric values represented by new scores: Unacceptable = 1; Acceptable = 2; Target =3
2010-2011	Portfolio assignments	Some assignment rubrics need to be revised and aligned with the CEC standards.	Universal Design for Learning (UDL) will be incorporated into the classroom level unit plan. The clinical unit plan rubric will be aligned with the assessment data.
2010-2011	Portfolio evaluation	The formative feature of the portfolio evaluation needs to be emphasized so that students' progress across time can be monitored and documented in a timely manner.	A preliminary portfolio review will be established and implemented starting in Spring 2011. The preliminary review will be conducted by the ECSE team and feedback will be provided to each student by her/his academic advisor.
Art Education			

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2012-2013	Increase in Student Internships	Students value internship experiences, but it is difficult to track student experiences with community partners	Internship class ARTE 493 created through UCC; S-L designated
2012-2013	Successful enrollment in ARTE491-Mayan International Service Learning in Guatemala	Students desire international practicum experience; Department want to encourage 75% will have international experience	International Service Learning Course created ARTE 494 through UCC (still needs SL designation)
2011-2012	Student Advisory Board Curriculum Assessment	1) Students felt the need for more classroom observation/ experience in the first semester of the program (ARTE 310/611). 2) More Special Education experience. 3) Students would like ARTE 311 to include more assessment and classroom management strategies. 4) Students wanted more time to actively reflect on service learning experiences in ARTE 402.	2) ARTE 450 adds special needs classroom observation. 4) ARTE 402 was restructured to include more in class reflective time.
2011-2012	BFA: Case studies of upper-level students (juniors and seniors) with unsatisfactory dispositions	Faculty identified the need to institute a more systematic review of dispositions at the conclusion of the sophomore year.	Amended Art Education bulletin to include a "Second Year Review." Sent to CUC 12/01/11
Foundations of Education (Department)			
2012-2013	EDUS673 Course Evaluations	Students wanted more foundations content in newly created Inquiry-to Action-group-oriented course.	Added six "mini-seminars" to course schedule during which topic not addressed by Inquiry -to-Action Groups will be taught.
2012-2013	EDUS607 Midterm and Final Course Evaluations and student focus group responses.	Students expressed an interest in the opportunity to engage in more online learning activities.	A section of EDUS 607 was offered in a hybrid format (50% face-to-face, 50% online) for students during the summer of 2013.
2011-2012	EDUS607 Midterm and Final Course Evaluations and student focus group responses.	Students lacking in classroom practica experience have difficulty applying educational psychology theory to instructional practice.	The course, "Early Elementary Education in Italy," a special section of EDUS 607 (and TEDU 566), was developed to provide students with classroom observational experiences within the EDUS 607 course.
2011-2012	673 course Evals, formal RTR interview data (cooperating and student teachers)	Students did not get sufficient meaningful interaction with community in Community Engagement Project	Developed new project, called <i>The Family Stories Project</i> , that mandates resident engagement with the family of a middle/high school student

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2010-2011	EDUS607 Midterm and Final Course Evaluations	Students feel that the course sometimes overemphasizes practices or challenges specific to either elementary or secondary practitioners.	Advanced Educational Psychology will now be offered as separate courses for pre-service elementary and secondary teachers (EDUS 607: Advanced Educational Psychology for Elementary Teachers; EDUS 617: Advanced Educational Psychology for Secondary Teachers). This change will allow us to better meet the distinct needs of these two groups.
Music Education			
2011-2012	Discussions with field partners in Music Education	Value of Practicum feedback tool in development of Professional Disposition	Creation of Practicum Feedback Tool for each level of Practicum in Music Ed Core Sequence
2011-2012	Exit Interview with Student Teaching Cohort/Graduates; Music Ed Faculty individual Professional Dispositions reviews	Perceived lack of relationship between first and second placements in Student Teaching	Establish Partnership communications framework between both Cooperating Teachers and the Student Teacher prior and during Student Teaching term
Special Education - General Education			
2012-2013	Key objectives and feedback for improving program and advising	Students require additional support from advisors	Prepare a student handbook for program
2012-2013	1) Graduation exit survey 2) NCATE assessment system and informing students	Target items from survey report below 4 and address by requiring specific activities from instructors. Also, develop system for informing students of assessment system and conceptual framework	Developed system to inform students during courses and portfolio meetings.
2011-2012	Advising	Review of feedback received from teacher candidates regarding program communication and advising.	Flow chart developed for advising and communicating with students and recommendation for program handbook approved.
2011-2012	Electronic Portfolio Evaluation	Reviewed steps for assessing and evaluating electronic portfolio and how data is to be aggregated through rGrade.	Faculty to meet with Office of Assessment to coordinate portfolio assessment.
2010-2011	Portfolio change	Considered portfolio change to an electronic blog format.	Will pilot electronic portfolio in Spring 2011 data collection will continue in rGrade.
2010-2011	SEDP 619 Key Assignment	Data does not provide sufficient evidence to meet CEC standards	Program to examine different assessments within the curriculum to better meet the standards for the resubmission of the SPA report.
2010-2011	Data from FBA/BIP assessment	Reviewed data and compared it with CEC Standards for consideration for use in SPA Report.	Recommendation for use of FBA/BIP as key assessment
Unit Level (Professional Education Unit Changes Affecting Multiple Programs)			

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2014-2016	Unit Assessment System	The merger of TEAC and NCATE into CAEP brought new standards and new challenges. Further, feedback from faculty, administration and school partners indicated a need for a more robust assessment system to bring student outcomes assessment and the day-to-day activities of the unit under a single platform.	Office of Assessment conducted a search lasting more than a year to identify the best assessment system for the unit and recommended Tk20 the Assessment Committee and to the Dean. In addition to more robust assessment, the system offers new portfolio and field experience features for students. The system was piloted in Fall 2015 and fully implemented in Spring 2016. The 2016-2017 year will be dedicated to modelling and configuring all remaining licensure-related functions and activities in Tk20.
2012-2013	Office of Assessment website	Reorganization of the site might enhance accessibility of public data and resources related to the unit assessment system.	1) Dedicated a web page to presenting public assessment and evaluation data and examples of data-driven changes at the program level. 2) Dedicated a web page to assessment resources, including conceptual framework and assessment map videos, to improve communications about the Unit Assessment System to stakeholders.
2011-2012	Alumni Survey	Low response rates limit utility of the data for program improvement.	1a) Develop Graduation Exit Survey based on Alumni Survey to be administered 2011-2012 to capture student feedback prior to graduation while more easily accessible. 1b) Revise the Alumni Survey to be shorter and use University and personal email addresses (when available) to potentially reach more alumni.
2010-2011	Student Technology Survey	Student feedback indicated needs.	Redistributed lab allocation. STF/HCETF purchases for student needs.
2009-2010	Admissions data		Raised GPA for admission to Teacher Prep to 2.8
2008-2009	Alumni Survey	Alumni reported need for more coverage on classroom management.	Developed TEDU410 on classroom management. Replaced EDUS305 with TEDU410