

Academic Program Review, final report

Program Name(s):

- Ed Specialist: Principal- Sec (ESPS)
- Ed Specialist: Principal-Elem (ESPE)
- Ed Specialist: Suptdt (ESS)

Date of review: February 5, 2016

Brief description of recommendations made:

1. A new KC facility accommodating students and core NW full-time faculty limiting the number of adjuncts
2. Create an additional option for on-line sections of courses
3. Increased recruitment
4. Enhance diversity experience within our field experiences
5. Increase the amount of professional development for Ed.S. faculty

Current status of actions on recommendations:

1. A new center in Gladstone, Missouri has been constructed. Ed.S. courses are being taught in the Gladstone facility using core NW faculty and minimizing adjuncts.
2. Sections allowing zoom have been added allowing students to participate from their location or on their own if they chose to go that route (while maintaining the option of face-to-face for those who chose that route). A proposal for program changes to include the possibility of on-line learning (Academic Partners or just as a NW option) is in process.
3. As program coordinator, I have sent out materials to potential students/schools. As far as the university/graduate office level, I am not sure what efforts have been made.
4. Through the re-design of the MS (because of shared courses) diversity experiences have been modified. The internship now requires a minimum of 6 hours in a diverse setting.
5. Due to the restriction of funding, little travel has been allowed to attend conferences and professional development. The program has had in-house meetings. The program is currently going through revision and will be meeting as faculty to work on coursework and teaching strategies.

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Program Name(s):

- Educational Leadership: Elem (ASEG)
- Educational Leadership: Sec (ASSG)
- Educational Leadership: K-12 (EDLK)

Date of review: November 20, 2017

The Master's in Ed Leadership program is offered in three different areas: Ed Leadership – Elementary, Ed Leadership – Secondary, and Ed Leadership – K-12. The program is designed to train master's students to be effective educational leaders at the building level. Aligned with the national leadership preparation standards for principals, the program offers 30 hours of coursework to meet these competencies of the Missouri Leadership Development System for aspiring principals and tracks students success through the two state assessments for certification as well as performance assessments from university supervisors. Classes are taught in a number of formats including totally online formats by full time faculty with terminal degrees and experience in K-12 settings. At this time enrollment in the program is growing with an influx of over 70 new students for the fall semester of 2017. The program has entered into an agreement with Academic Partnerships to help with recruiting of new students, Academic Partnerships markets our program to a wide range of students through asynchronous online classes. The program has worked with local schools and professional organizations to enhance the relevance of our curriculum ensuring it meets the demand of perspective students. The program continues to offer a true face to face delivery method, but demographics and facilities may restrict our ability to serve these students. The program will continue to seek out advice from all stakeholders to ensure quality that makes NWMSU a leader in educating future school leaders.

Brief description of recommendations made:

1. Increase marketing to increase enrollment
2. Use Professional Development to help staff with the online transition
3. Take an active role in MPEA
4. Work on meeting diversity requirements in field experiences
5. Improve communication with current principals to determine the relevance of curriculum

Current status of actions on recommendations:

1. The program has seen significant increase in the enrollment of students in the online program. This is from a combination of a program redesign based on new national standards, a streamlining of curriculum to make the program more focused and relevant for students, and the efforts of Academic Partnerships. We are currently emphasizing the communication with our new students to make sure they are welcomed to the program and have all the information needed up front to know the big picture of gaining the degree and becoming certified. We have designed a carousel that gives flexibility for our students to finish the degree in as little as 12 months and lets our program fuse with other online programs in the department.
2. Our program has taken advantage of the fellowships available with Quality Matters to design and improve our coursework. This training has helped each of our staff members teaching to have the tools necessary to be successful teaching online. Our program courses have similar

frameworks thanks to this training that gives a sense of consistency for our students from class to class. We have also participated in training from Academic Partnerships to help us design our classes with course maps and techniques for online instruction. Students currently are giving us positive feedback on our new course designs as being easy to follow and consistent in their makeup.

3. As the program coordinator I am now an executive board member of MPEA. Currently through the organization I am participating in the design of the new rules for certification for principals in the state of Missouri. My participation in the process is helping our program be on the cutting edge of the implementation of the new national standards and the work of the Missouri Leadership Development System. These efforts will ensure a seamless transition for our students from finishing our program and moving into the training they will receive in their first years of becoming a building level leader and beyond.
4. We are currently looking into our field experiences. In the redesign we have embedded 21 hours of field experiences into each of our core classes. We have also designed two practicum classes in the new redesign as compared to the single class in the old program. Our committee is meeting to determine the best approach to completing a comprehensive assessment that aligns to the program outcomes. This work is in progress at this time.
5. We are continuing to elicit the feedback and input from our K-12 partners as we implement our redesign of the program. We attend area principal meetings and have contact with the state associations for elementary and secondary principals. We continue to meet quarterly with our K-12 partners through web conferencing seeking the input from both elementary and secondary principals as well as a representative from DESE. We are also in the process of phasing out our elementary and secondary degree programs to meet the initiative at the state level to combine the elementary and secondary certification into one K-12 emphasis.