

Department of Educational Leadership

Annual Action Plan

Annual Assessment Report

June 2005 – May 2006



Annual Action Plan: June 1, 2005–May 31, 2006

Unit: Department of Educational Leadership

UTPA Mission: The University of Texas-Pan American (UTPA) serves the higher education needs of a rapidly growing, international, multicultural population in the South Texas Region. The University preserves, transmits and creates knowledge to serve the cultural, civic, and economic advancement of the region and the state. The University provides students advanced instruction in academic programs offered through innovative delivery systems that lead to professional certification, and baccalaureate, master’s and doctoral degrees. Through teaching, research, creative activity and public service, UTPA prepares students for lifelong learning and leadership roles in the state, nation and world community.

Division: Academic Affairs **Unit Head:** Dr. Jose R. Llanes

Unit Mission: Provide quality Principal and Superintendent Preparation Programs to prepare educational leaders to respond to the needs of students from diverse socioeconomic, cultural, and linguistic environments. To support a maturing doctoral program with capable and distinguished faculty engaged in state of art research. To translate this into a high quality learning environment for faculty students and practitioners.

Unit Goal: Transform principal preparation program from classroom-based to field-based, using Federal funds to create a cadre of trained mentors in the field in half the time it usually takes. Evaluate and measure the outcomes and compare them with traditional methods.

Link to UTPA Goal(s): 2. Enhance graduate programs and research
3. Improve UTPA’s organizational effectiveness

Unit Objective (Action Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome for Unit Objective (AA-Measurable Objective)	Strategy(ies) to Achieve Expected Outcomes	Assessment Criteria, Evaluation Methods for Expected Outcome	New Resources Needed in FY06
Obtain a Federal grant. (1)	4,7	Receive a grant to implement program transformation.	<ul style="list-style-type: none"> Target a competition Form a consortium with schools Write a proposal 	Was the grant obtained?	None
Create a principal preparation consortium	7	Consortium meeting and operating to	Three faculty members will collaborate to invite	Was the consortium formed, is it meeting and	None

Annual Action Plan, June 1, 2005–May 31, 2006

Unit Objective (Action Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome for Unit Objective (AA-Measurable Objective)	Strategy(ies) to Achieve Expected Outcomes	Assessment Criteria, Evaluation Methods for Expected Outcome	New Resources Needed in FY06
with schools. (2)		transform program.	consortium members.	doing its job?	
Study outcomes and publish model. (3)	4	Form a cadre of faculty, doctoral students and practitioners and hire an external evaluator to provide external oversight of process.	A committee of faculty using granted funds will decide upon a research agenda and award support to faculty who wish to pursue it.	Has the program funded internal and research projects?	None

Unit Goal:

Recruit and retain qualified faculty and make them productive

Link to UTPA Goal(s):

2. Enhance graduate programs and research
3. Improve UTPA's organizational effectiveness

Unit Objective (Action Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome for Unit Objective (AA-Measurable Objective)	Strategy(ies) to Achieve Expected Outcomes	Assessment Criteria, Evaluation Methods for Expected Outcome	New Resources Needed in FY06
Prepare an effective Recruitment Plan and carry it out. (4)	4,7	A pool of over 150 candidates.	<ul style="list-style-type: none"> • Prepare website • Use Faculty networks • Advertise widely • Invite personally 	There will be at least 3 qualified candidates for each position.	Recruitment Plan calls for \$22,000 in new money.
Train faculty on AA procedures and create tools for evaluation. (5)	4,7	Faculty would have received training and would have developed tools.	Engage AA officer in recruitment and evaluation criteria and process.	Successful conclusion of search process.	Recruitment Plan calls for \$22,000 in new money.
Hire faculty and engage	4	Five new faculty will be	Create research agenda	All new faculty will be	None

Annual Action Plan, June 1, 2005–May 31, 2006

Unit Objective (Action Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome for Unit Objective (AA-Measurable Objective)	Strategy(ies) to Achieve Expected Outcomes	Assessment Criteria, Evaluation Methods for Expected Outcome	New Resources Needed in FY06
them in productive research work immediately. (6)		on-board and each would have a role in ongoing research of colleagues.	with new faculty in mind	involved in a project of research within a year of arrival.	



Annual Assessment Report: June 1, 2005–May 31, 2006

Unit: Department of Educational Leadership

UTPA Mission: The University of Texas-Pan American (UTPA) serves the higher education needs of a rapidly growing, international, multicultural population in the South Texas Region. The University preserves, transmits and creates knowledge to serve the cultural, civic, and economic advancement of the region and the state. The University provides students advanced instruction in academic programs offered through innovative delivery systems that lead to professional certification, and baccalaureate, master’s and doctoral degrees. Through teaching, research, creative activity and public service, UTPA prepares students for lifelong learning and leadership roles in the state, nation and world community.

Division: Academic Affairs **Unit Head:** Dr. Jose R. Llanes

Unit Mission: Provide quality Principal and Superintendent Preparation Programs to prepare educational leaders to respond to the needs of students from diverse socioeconomic, cultural, and linguistic environments. To support a maturing doctoral program with capable and distinguished faculty engaged in state of art research. To translate this into a high quality learning environment for faculty students and practitioners.

Unit Goal: Transform principal preparation program from classroom-based to field-based, using Federal funds to create a cadre of trained mentors in the field in half the time it usually takes. Evaluate and measure the outcomes and compare them with traditional methods.

Link to UTPA Goal(s):
 2. Enhance graduate programs and research
 3. Improve UTPA’s organizational effectiveness

Unit Objective (Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome	Assessment Criteria, Evaluation Methods	Assessment Results (Use actual data to describe annual performance)	Use of Results (What change was made?)
Obtain a Federal grant. (1)	4,7	Receive a grant to implement program transformation.	Was the grant obtained?	Grant was received October 2005 for three years \$750,000	The entire program is being redesigned and its impact studied.
Create a principal preparation consortium with schools. (2)	7	Consortium meeting and operating to transform program.	Was the consortium formed, is it meeting and doing its job?	A consortium was created in April 2005 and funded with the above grant.	A very close working relationship between school districts and the department to better prepare educational

Annual Assessment Report, June 1, 2005–May 31, 2006

Unit Objective (Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome	Assessment Criteria, Evaluation Methods	Assessment Results (Use actual data to describe annual performance)	Use of Results (What change was made?)
					leaders for this area.
Study outcomes and publish model. (3)	4	Form a cadre of faculty, doctoral students and practitioners and hire an external evaluator to provide external oversight of process.	Has the program funded internal and research projects?	The program has contracted an evaluator and the department has hired a Director for CARE.	Model is being designed and now it begins implementation. Study will begin next semester.

Unit Goal:

Recruit and retain qualified faculty and make them productive

**Link to UTPA
Goal(s):**

2. Enhance graduate programs and research
3. Improve UTPA's organizational effectiveness

Unit Objective (Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome	Assessment Criteria, Evaluation Methods	Assessment Results (Use actual data to describe annual performance)	Use of Results (What change was made?)
Prepare an effective Recruitment Plan and carry it out. (4)	4,7	A pool of over 150 candidates.	There will be at least 3 qualified candidates for each position.	Three qualified candidates were considered for each position.	Better staffed department.
Train faculty on Affirmative Action (AA) procedures and create tools for evaluation. (5)	4,7	Faculty would have received training and would have developed tools.	Successful conclusion of search process.	All faculty was trained and served as members as well as AA in external and internal committees.	More knowledgeable staff, better able to engage in AA.
Hire faculty and engage them in productive research work immediately. (6)	4	Five new faculty will be on-board and each would have a role in ongoing research of colleagues.	All new faculty will be involved in a project of research within a year of arrival.	Faculty will come on board in September and a research agenda awaits them.	None