| PLO 1 | Child Development Principles | Demonstrate knowledge of child development principles, including cognitive, language, physical and affective domains, in creating environments that are healthy, supportive, and challenging for children. |
| PLO 2 | Impact of Families and Communities | Analyze the influence and impact of families and communities on a child’s learning and development. |
| PLO 3 | Appropriate Strategies and Programs | Design and assess developmentally appropriate strategies and programs promoting positive development and learning for children. |
| PLO 4 | Leadership Principles | Apply leadership principles in directing and managing a child care setting. |
| PLO 5 | Personnel Management | Identify components of personnel management in the recruiting, hiring, and maintenance of staff in quality child care settings. |
| PLO 6 | Administering Child Care Settings | Demonstrate knowledge of fiscal, legal, ethical, and program requirements in administrating quality child care settings. |

<table>
<thead>
<tr>
<th>Course</th>
<th>PLO 1</th>
<th>PLO 2</th>
<th>PLO 3</th>
<th>PLO 4</th>
<th>PLO 5</th>
<th>PLO 6</th>
</tr>
</thead>
<tbody>
<tr>
<td>ECE 101</td>
<td>I</td>
<td></td>
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<tr>
<td>ECE 214</td>
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<tr>
<td>ECE 332</td>
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<td>R</td>
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<tr>
<td>SOC 312</td>
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<tr>
<td>ECE 311</td>
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<tr>
<td>ESE 315</td>
<td>R</td>
<td>R</td>
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<td>ECE 313</td>
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<td>R</td>
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<td>MGT 415</td>
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<td>MGT 435</td>
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<tr>
<td>BUS 303</td>
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<td>M</td>
<td>M</td>
<td>M</td>
<td>M</td>
<td></td>
</tr>
<tr>
<td>ECE 430</td>
<td>M</td>
<td>M</td>
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<td>M</td>
<td>M</td>
<td></td>
</tr>
</tbody>
</table>
ANNUAL ASSESSMENT PLAN FINDINGS

PLO 1 - Demonstrate knowledge of child development principles, including cognitive, language, physical and affective domains, in creating environments that are healthy, supportive, and challenging for children.

<table>
<thead>
<tr>
<th>MEASURE</th>
<th>ACCEPTABLE TARGET</th>
<th>TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</th>
<th>TOTAL NUMBER OF STUDENT RECORDS OBSERVED</th>
<th>ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</th>
<th>ASSESSMENT RESULTS:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Direct Measure 1: ECE 214 Week 1 Assignment</td>
<td>70% of students must be at the “Proficient&quot; level or above on the evaluation of each rubric content criteria mapped to PLO 1.</td>
<td>393</td>
<td>516</td>
<td>76%</td>
<td>1. EXCEEDS THE ACCEPTABLE TARGET</td>
</tr>
</tbody>
</table>
### Direct Measure 2: ECE 311 Final Paper
70% of students must be at the “Proficient” level or above on the evaluation of each rubric content criteria mapped to PLO 1.

<table>
<thead>
<tr>
<th>Score</th>
<th>Target</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>318</td>
<td>381</td>
<td>84%</td>
</tr>
</tbody>
</table>

1. EXCEEDS THE ACCEPTABLE TARGET

### Direct Measure 3: ECE 312 Week 2 Assignment
70% of students must be at the “Proficient” level or above on the evaluation of each rubric content criteria mapped to PLO 1.

<table>
<thead>
<tr>
<th>Score</th>
<th>Target</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>501</td>
<td>748</td>
<td>67%</td>
</tr>
</tbody>
</table>

3. DOES NOT MEET THE ACCEPTABLE TARGET

### Direct Measure 4: ECE 332 Final Project
70% of students must be at the “Proficient” level or above on the evaluation of each rubric content criteria mapped to PLO 1.

<table>
<thead>
<tr>
<th>Score</th>
<th>Target</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>594</td>
<td>763</td>
<td>78%</td>
</tr>
</tbody>
</table>

1. EXCEEDS THE ACCEPTABLE TARGET

### Direct Measure 5: ECE 430 Week 2 Assignment
70% of students must be at the “Proficient” level or above on the evaluation of each rubric content criteria mapped to PLO 1.

<table>
<thead>
<tr>
<th>Score</th>
<th>Target</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>343</td>
<td>519</td>
<td>66%</td>
</tr>
</tbody>
</table>

3. DOES NOT MEET THE ACCEPTABLE TARGET

### Direct Measure 6: SOC 312 Week 3 Assignment
70% of students must be at the “Proficient” level or above on the evaluation of each rubric content criteria mapped to PLO 1.

<table>
<thead>
<tr>
<th>Score</th>
<th>Target</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>282</td>
<td>386</td>
<td>73%</td>
</tr>
</tbody>
</table>

1. EXCEEDS THE ACCEPTABLE TARGET

### Indirect Measure 1: ECE 101 Week 2 Assignment
70% or more of BA Early Childhood Education Administration students must score an 80% or above on the ECE 101 Week 2 Assignment.

<table>
<thead>
<tr>
<th>Score</th>
<th>Target</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>125</td>
<td>199</td>
<td>63%</td>
</tr>
</tbody>
</table>

3. DOES NOT MEET THE ACCEPTABLE TARGET

### Indirect Measure 2: ESE 315 Week 2 Discussion 2
70% of students must score 80% or higher on the ESE 315 Week 2 Discussion 2.

<table>
<thead>
<tr>
<th>Score</th>
<th>Target</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>186</td>
<td>236</td>
<td>79%</td>
</tr>
</tbody>
</table>

1. EXCEEDS THE ACCEPTABLE TARGET
PLO 2 - Analyze the influence and impact of families and communities on a child’s learning and development.

<table>
<thead>
<tr>
<th>MEASURE</th>
<th>ACCEPTABLE TARGET</th>
<th>TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</th>
<th>ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS OBSERVED</th>
<th>ASSESSMENT RESULTS:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Direct Measure 1: ECE 313 Final Project</td>
<td>70% of students must be at the “Proficient” level or above on the evaluation of each rubric content criteria mapped to PLO 2.</td>
<td>460</td>
<td>552</td>
<td>83%</td>
</tr>
<tr>
<td>Direct Measure 2: ECE 430 Final Project</td>
<td>70% of students must be at the “Proficient” level or above on the evaluation of each rubric content criteria mapped to PLO 2.</td>
<td>720</td>
<td>880</td>
<td>82%</td>
</tr>
</tbody>
</table>
### Indirect Measure 1: ECE 214 Week 4 Assignment
70% or more of BA Early Childhood Education Administration students must score an 80% or above on the ECE 214 Week 4 Assignment.

| 190 | 240 | 79% | 1. EXCEEDS THE ACCEPTABLE TARGET |

### Indirect Measure 2: ECE 311 Week 3 Discussion 1
70% of students must score 80% or higher on the ECE 311 Week 3 Discussion 1.

| 199 | 241 | 83% | 1. EXCEEDS THE ACCEPTABLE TARGET |

### Indirect Measure 3: ESE 315 Week 2 Assignment
70% or more of BA Early Childhood Education Administration students must score an 80% or above on the ESE 315 Week 2 Assignment.

| 28  | 36  | 78% | 1. EXCEEDS THE ACCEPTABLE TARGET |

### Indirect Measure 4: SOC 312 Final Project
70% or more of BA Early Childhood Education Administration students must score an 80% or above on the SOC 312 Final Project.

| 194 | 235 | 83% | 1. EXCEEDS THE ACCEPTABLE TARGET |

### Indirect Measure 5: SOC 312 Week 1 Discussion 2
70% of students must score 80% or higher on the SOC 312 Week 1 Discussion 2.

| 195 | 244 | 80% | 1. EXCEEDS THE ACCEPTABLE TARGET |

### PLO 3 Design and assess developmentally appropriate strategies and programs promoting positive development and learning for children.

<table>
<thead>
<tr>
<th>MEASURE</th>
<th>ACCEPTABLE TARGET</th>
<th>TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</th>
<th>TOTAL NUMBER OF STUDENT RECORDS OBSERVED</th>
<th>ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING</th>
<th>ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET</th>
</tr>
</thead>
<tbody>
<tr>
<td>Direct Measure 1: ECE 311 Final Paper</td>
<td>70% of students must be at the “Proficient” level or above on the evaluation of each rubric content criteria mapped to PLO 3.</td>
<td>452</td>
<td>660</td>
<td>69%</td>
<td>3. DOES NOT MEET THE ACCEPTABLE TARGET</td>
</tr>
<tr>
<td>Direct Measure 2: ECE 332 Final Project</td>
<td>70% of students must be at the “Proficient” level or above on the evaluation of each rubric content criteria mapped to PLO 3.</td>
<td>276</td>
<td>382</td>
<td>72%</td>
<td>1. EXCEEDS THE ACCEPTABLE TARGET</td>
</tr>
<tr>
<td>Direct Measure 3: ECE Comprehensive Exam Score – Instructional Strategies Section</td>
<td>70% of BA Early Childhood Education Administration students must score at 60% (Above Average) or higher on the ECE comprehensive exam.</td>
<td>156</td>
<td>226</td>
<td>69%</td>
<td>3. DOES NOT MEET THE ACCEPTABLE TARGET</td>
</tr>
<tr>
<td>Direct Measure 4: ECE Comprehensive Exam Score – Learning Environment Section</td>
<td>70% of BA Early Childhood Education Administration students must score at 60% (Above Average) or higher on the ECE comprehensive exam.</td>
<td>171</td>
<td>226</td>
<td>76%</td>
<td>1. EXCEEDS THE ACCEPTABLE TARGET</td>
</tr>
</tbody>
</table>
| Direct Measure 5: SOC 312 Week 3 Assignment | 70% of students must be at the “Proficient” level or above on the evaluation of each rubric content criteria mapped to PLO 3. | 442 | 578 | 77% | 1. EXCEEDS THE ACCEPTABLE TARGET  

Indirect Measure 1: ECE 101 Week 3 Discussion 1 | 70% of students must score 80% or higher on the ECE 101 Week 3 Discussion 1. | 162 | 198 | 82% | 1. EXCEEDS THE ACCEPTABLE TARGET  

Indirect Measure 2: ECE 214 Week 4 Discussion 2 | 70% of students must score 80% or higher on the ECE 214 Week 4 Discussion 2. | 184 | 241 | 76% | 1. EXCEEDS THE ACCEPTABLE TARGET  

Indirect Measure 3: ECE 315 Final Paper | 70% or more of BA Early Childhood Education Administration students must score an 80% or above on the ECE 315 Final Paper. | 29 | 36 | 81% | 1. EXCEEDS THE ACCEPTABLE TARGET  

Indirect Measure 4: ECE 430 Week 1 Discussion 1 | 70% of students must score 80% or higher on the ECE 430 Week 1 Discussion 1. | 199 | 227 | 83% | 1. EXCEEDS THE ACCEPTABLE TARGET  

**PLO 4** Apply leadership principles in directing and managing a child care setting.

| MEASURE | ACCEPTABLE TARGET | TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET | TOTAL NUMBER OF STUDENT RECORDS OBSERVED | ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING | 1. EXCEEDS THE ACCEPTABLE TARGET  

2. MEETS THE ACCEPTABLE TARGET |
<table>
<thead>
<tr>
<th>Measure Type</th>
<th>Description</th>
<th>Acceptable Target</th>
<th>Current Data</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>Direct Measure 1: ECE Comprehensive Exam</td>
<td>70% of BA Early Childhood Education Administration students must score at 60% (Above Average) or higher on the ECE comprehensive exam.</td>
<td>70%</td>
<td>169</td>
<td>75%</td>
</tr>
<tr>
<td>Direct Measure 2: ECE 312 Final Project</td>
<td>70% of students must be at the “Proficient” level or above on the evaluation of each rubric content criteria mapped to PLO 4.</td>
<td>70%</td>
<td>354</td>
<td>90%</td>
</tr>
<tr>
<td>Direct Measure 3: MGT 380 Final Paper</td>
<td>70% of students must be at the “Proficient” level or above on the evaluation of each rubric content criteria mapped to PLO 4.</td>
<td>70%</td>
<td>1038</td>
<td>77%</td>
</tr>
<tr>
<td>Direct Measure 4: MGT 415 Final Paper</td>
<td>70% of students must be at the “Proficient” level or above on the evaluation of each rubric content criteria mapped to PLO 4.</td>
<td>70%</td>
<td>342</td>
<td>77%</td>
</tr>
<tr>
<td>Indirect Measure 1: ECE 311 Week 3 Assignment</td>
<td>70% or more of BA Early Childhood Education Administration students must score an 80% or above on the ECE 311 Week 3 Assignment.</td>
<td>70%</td>
<td>142</td>
<td>59%</td>
</tr>
</tbody>
</table>
**Indirect Measure 2:**
ECE 312 Week 4 Assignment

70% or more of BA Early Childhood Education Administration students must score an 80% or above on the ECE 312 Week 4 Assignment.

<table>
<thead>
<tr>
<th></th>
<th>Total</th>
<th>Observed</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>202</td>
<td>241</td>
<td>84%</td>
</tr>
</tbody>
</table>

1. EXCEEDS THE ACCEPTABLE TARGET

**Indirect Measure 3:**
ECE 313 Week 4 Assignment

70% or more of BA Early Childhood Education Administration students must score an 80% or above on the ECE 313 Week 4 Assignment.

<table>
<thead>
<tr>
<th></th>
<th>Total</th>
<th>Observed</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>174</td>
<td>241</td>
<td>72%</td>
</tr>
</tbody>
</table>

1. EXCEEDS THE ACCEPTABLE TARGET

**Indirect Measure 4:**
ECE 430 Week 5 Discussion 2

70% of students must score 80% or higher on the ECE 430 Week 5 Discussion 2.

<table>
<thead>
<tr>
<th></th>
<th>Total</th>
<th>Observed</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>207</td>
<td>227</td>
<td>91%</td>
</tr>
</tbody>
</table>

1. EXCEEDS THE ACCEPTABLE TARGET

**Indirect Measure 5:**
ESE 315 Week 3 Assignment

70% or more of BA Early Childhood Education Administration students must score an 80% or above on the ESE 315 Week 3 Assignment.

<table>
<thead>
<tr>
<th></th>
<th>Total</th>
<th>Observed</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>160</td>
<td>232</td>
<td>69%</td>
</tr>
</tbody>
</table>

3. DOES NOT MEET THE ACCEPTABLE TARGET

**PLO 5** - Identify components of personnel management in the recruiting, hiring, and maintenance of staff in quality child care settings.

<table>
<thead>
<tr>
<th>MEASURE</th>
<th>ACCEPTABLE TARGET</th>
<th>TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</th>
<th>TOTAL NUMBER OF STUDENT RECORDS OBSERVED</th>
<th>ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</th>
<th>ASSESSMENT RESULTS:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>1. EXCEEDS THE ACCEPTABLE TARGET</td>
</tr>
<tr>
<td>Measure Type</td>
<td>Description</td>
<td>Standard</td>
<td>Current %</td>
<td>Target %</td>
<td>Status</td>
</tr>
<tr>
<td>---------------------------------</td>
<td>-----------------------------------------------------------------------------</td>
<td>----------</td>
<td>-----------</td>
<td>----------</td>
<td>---------------------------------------------</td>
</tr>
<tr>
<td><strong>Direct Measure 1: BUS 303 Reflective Paper</strong></td>
<td>70% of students must be at the “Proficient” level or above on the evaluation of each rubric content criteria mapped to PLO 5.</td>
<td>397</td>
<td>500</td>
<td>79%</td>
<td>1. EXCEEDS THE ACCEPTABLE TARGET</td>
</tr>
<tr>
<td><strong>Direct Measure 2: ECE 430 Final Project</strong></td>
<td>70% of students must be at the “Proficient” level or above on the evaluation of each rubric content criteria mapped to PLO 5.</td>
<td>718</td>
<td>880</td>
<td>82%</td>
<td>1. EXCEEDS THE ACCEPTABLE TARGET</td>
</tr>
<tr>
<td><strong>Direct Measure 3: ECE Comprehensive Exam Score – Leadership and Collaboration Section</strong></td>
<td>70% of BA Early Childhood Education Administration students must score at 60% (Above Average) or higher on the ECE comprehensive exam.</td>
<td>182</td>
<td>226</td>
<td>81%</td>
<td>1. EXCEEDS THE ACCEPTABLE TARGET</td>
</tr>
<tr>
<td><strong>Indirect Measure 1: ECE 101 Week 4 Journal</strong></td>
<td>70% of students must score 80% or higher on the ECE 101 Week 4 Journal.</td>
<td>175</td>
<td>194</td>
<td>90%</td>
<td>1. EXCEEDS THE ACCEPTABLE TARGET</td>
</tr>
<tr>
<td><strong>Indirect Measure 2: ECE 312 Final Project</strong></td>
<td>70% or more of BA Early Childhood Education Administration students must score an 80% or above on the ECE 312 Final Project.</td>
<td>184</td>
<td>241</td>
<td>76%</td>
<td>1. EXCEEDS THE ACCEPTABLE TARGET</td>
</tr>
<tr>
<td>MEASURE</td>
<td>ACCEPTABLE TARGET</td>
<td>TOTAL NUMBER OF STUDENT RECORDS OBSERVED</td>
<td>TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</td>
<td>ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</td>
<td>ASSESSMENT RESULTS:</td>
</tr>
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<td>------------------------------------------</td>
<td>----------------------------------------------------------</td>
<td>-----------------------------------------------------------------------</td>
<td>---------------------</td>
</tr>
<tr>
<td>Indirect Measure 1: BUS 303 Reflective Paper</td>
<td>70% or more of BA Early Childhood Education Administration students must score an 80% or above on the BUS 303 Reflective Paper.</td>
<td>209</td>
<td>274</td>
<td>76%</td>
<td>1. EXCEEDS THE ACCEPTABLE TARGET</td>
</tr>
<tr>
<td>Indirect Measure 2: ECE 101 Final Paper</td>
<td>85% or more of BA Early Childhood Education Administration students must score an 80% or above on the ECE 101 Final Paper.</td>
<td>61</td>
<td>69</td>
<td>88%</td>
<td>1. EXCEEDS THE ACCEPTABLE TARGET</td>
</tr>
</tbody>
</table>
Indirect Measure 3: ECE 214 Week 2 Discussion 1
70% of students must score 80% or higher on the ECE 214 Week 2 Discussion 1.

| 216 | 249 | 87% | 1. EXCEEDS THE ACCEPTABLE TARGET |

Indirect Measure 4: ECE 312 Week 2 Assignment
70% or more of BA Early Childhood Education Administration students must score an 80% or above on the ECE 312 Week 2 Assignment 1.

| 156 | 241 | 65% | 3. DOES NOT MEET THE ACCEPTABLE TARGET |

OVERALL RECOMMENDATIONS

During the 2013-14 assessment cycle, BA Early Childhood Education Administrations students did not meet the acceptable targets for half of the PLOs (PLOs 2, 5, and 6). It is highly recommended that College of Education faculty investigate the key assignments chosen for the following PLOs: PLO 1: the ECE 101 Week 2 Assignment, the ECE 312 Week 2 Assignment, and the ECE 430 Week 2 Assignment for PLO 3: the ECE 311 Final Paper, and the Instructional Strategies section of the ECE Exam, and for PLO 4: the ECE 311 Week 3 Assignment and the ESE 315 Week 3 Assignment. Overall, it is recommended that College of Education faculty review the assessment plans including measures used, targets set, and the curriculum map in preparation for the 2014-15 assessment cycle to ensure they remain appropriate and meaningful.

ANNUAL ASSESSMENT PLAN ACTION ITEM STATUS REPORT

<table>
<thead>
<tr>
<th>OUTCOME</th>
<th>MEASURE</th>
<th>KEY/RESPONSIBLE PERSONNEL</th>
<th>STATUS</th>
<th>ANTICIPATED DATE OF COMPLETION</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Data will be gathered from the ECE 101 Week 2 Assignment in the 2014-15 academic year.</td>
<td>BA ECEA Program Chair and Faculty</td>
<td>Completed</td>
<td>The revision will go live during the 2014-15 academic year.</td>
</tr>
</tbody>
</table>

Action Details

ECE 101 will undergo a revision to more adequately support the reinforcement of PLO 1.