

**CAEP Annual Report – Accountability Measures**

**Advanced Level - Candidate Competency at Completion**

**Internship Performance**

Overview: The Educational Leadership (P-12 School) advanced program (EDLE) is the only advanced program for the EPP that falls under CAEP supervision. The EDLE’s Internship Performance key assessment is evaluated in EDLE 594 – Internship for School Leadership I and again in EDLE 595 – Internship for School Leadership II. Candidates in EDLE 594 and EDLE 595 complete course assignments throughout the semester while working with a school administrator. The internship experiences and reflections are pieces of the Internship Performance key assessment that identify their content knowledge and ability to demonstrate skills reflecting each of the ten PSEL standards. The completed Internship Performance key assessment, or Portfolio, is the last assignment of the course. The professor of record assesses the Portfolio from each of the rubric components. The score of approaching standard, meets standard or exceeds standard is derived from the rubric component criteria. The Internship Performance key assessment or Portfolio rubric and candidate requirements were revised in 2020 based on the adoption of PSEL by the BESE Board and NELP as the new accrediting professional organization standards.

The Internship Performance assessment is the most comprehensive and extensive assessment for the program, which is warranted since it encompasses two semesters and takes place at the exit of the program. Each of the 22 criteria for this key assessment are provided below along with standard alignment and mean scores. Data demonstrates 100% of candidates (N=30) met or exceeded the target performance level of Meets Standard (2) on all portions of this assessment at the exit of the program. This data gives program faculty confidence in the performance and abilities of candidates understanding and demonstrating elements on all NELP standards as well as their competency at completion.

**2020-2021 EDLE594 and 595 Internship Performance Data**

<b>CAEP RA1.1</b>	<b>NELP Standard</b>	<b>Criteria</b>	<b>Approaching Standard (1)</b>	<b>Meets Standard (2)</b>	<b>Exceeds Standard (3)</b>	<b>N</b>	<b>Mean</b>
Applications of data literacy  Use of research and understanding of qualitative, quantitative and/or mixed methods research methodologies  Employment of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments  Leading and/or participating in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents  Supporting appropriate applications of technology for their field of specialization	NELP 1.1	Understands and demonstrates the capacity to collaboratively evaluate, develop, and communicate a school mission and vision designated to reflect a core set of values and priorities that include data use, technology, equity, diversity, digital citizenship, and community	0	9	21	30	2.7

Application of professional dispositions, laws and policies, codes of ethics and professional standards appropriate to their field of specialization							
<p>Applications of data literacy</p> <p>Use of research and understanding of qualitative, quantitative and/or mixed methods research methodologies</p> <p>Employment of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments</p> <p>Application of professional dispositions, laws and policies, codes of ethics and professional standards appropriate to their field of specialization</p>	NELP 1.2	Understands and demonstrates the capacity to lead improvement processes that include data use, design, implementation, and evaluation.	0	9	21	30	2.7
<p>Applications of data literacy</p> <p>Employment of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments</p> <p>Leading and/or participating in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents</p> <p>Application of professional dispositions, laws and policies, codes of ethics and professional standards appropriate to their field of specialization</p>	NELP 2.1	Understand and demonstrate the capacity to reflect on, communicate about, cultivate, and model professional dispositions and norms (i.e., fairness, integrity, transparency, trust, digital citizenship, collaboration, perseverance, reflection, lifelong learning) that support the educational success and well-being of each student and adult.	0	9	21	30	2.7
<p>Applications of data literacy</p> <p>Employment of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments</p> <p>Leading and/or participating in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents</p>	NELP 2.2	Understand and demonstrate the capacity to evaluate, communicate about, and advocate for ethical and legal decisions.	0	9	21	30	2.7

Application of professional dispositions, laws and policies, codes of ethics and professional standards appropriate to their field of specialization							
<p>Applications of data literacy</p> <p>Employment of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments</p> <p>Leading and/or participating in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents</p> <p>Application of professional dispositions, laws and policies, codes of ethics and professional standards appropriate to their field of specialization</p>	NELP 2.3	Understand and demonstrate the capacity to model ethical behavior in their personal conduct and relationships and to cultivate ethical behavior in others.	0	9	21	30	2.7
<p>Applications of data literacy</p> <p>Use of research and understanding of qualitative, quantitative and/or mixed methods research methodologies</p> <p>Employment of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments</p> <p>Leading and/or participating in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents</p>	NELP 3.1	Understand and demonstrate the capacity to use data to evaluate, design, cultivate, and advocate for a supportive and inclusive school culture.	0	9	21	30	2.7
<p>Applications of data literacy</p> <p>Employment of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments</p> <p>Leading and/or participating in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents</p> <p>Supporting appropriate applications of technology for their field of specialization</p> <p>Application of professional dispositions, laws and policies, codes of ethics and professional standards appropriate to their field of specialization</p>	NELP 3.2	Understand and demonstrate the capacity to evaluate, cultivate, and advocate for equitable access to educational resources, technologies, and opportunities that support the educational success and well-being of each student.	0	9	21	30	2.7

<p>Applications of data literacy</p> <p>Employment of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments</p> <p>Leading and/or participating in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents</p> <p>Application of professional dispositions, laws and policies, codes of ethics and professional standards appropriate to their field of specialization</p>	NELP 3.3	Understand and demonstrate the capacity to evaluate, cultivate, and advocate for equitable, inclusive, and culturally responsive instruction and behavioral support practices among teachers and staff.	0	9	21	30	2.7
<p>Applications of data literacy</p> <p>Supporting appropriate applications of technology for their field of specialization</p> <p>Application of professional dispositions, laws and policies, codes of ethics and professional standards appropriate to their field of specialization</p>	NELP 4.1	Understand and demonstrate the capacity to evaluate, develop, and implement high-quality, technology-rich curricula programs and other supports for academic and non-academic student programs.	0	9	21	30	2.7
<p>Applications of data literacy</p> <p>Use of research and understanding of qualitative, quantitative and/or mixed methods research methodologies</p> <p>Employment of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments</p> <p>Supporting appropriate applications of technology for their field of specialization</p> <p>Application of professional dispositions, laws and policies, codes of ethics and professional standards appropriate to their field of specialization</p>	NELP 4.2	Understand and demonstrate the capacity to evaluate, develop, and implement high-quality and equitable academic and non-academic instructional practices, resources, technologies, and services that support equity, digital literacy, and the schools academic and non-academic systems.	0	9	21	30	2.7
<p>Applications of data literacy</p> <p>Use of research and understanding of qualitative, quantitative and/or mixed methods research methodologies</p> <p>Employment of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments</p>	NELP 4.3	Understand and demonstrate the capacity to evaluate, develop, and implement formal and informal culturally responsive and accessible	0	9	21	30	2.7

Leading and/or participating in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents		assessments that support data-informed instructional improvement and student learning and well-being.					
<p>Applications of data literacy</p> <p>Use of research and understanding of qualitative, quantitative and/or mixed methods research methodologies</p> <p>Leading and/or participating in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents</p> <p>Supporting appropriate applications of technology for their field of specialization</p> <p>Application of professional dispositions, laws and policies, codes of ethics and professional standards appropriate to their field of specialization</p>	NELP 4.4	Understand and demonstrate the capacity to collaboratively evaluate, develop, and implement the schools curriculum, instruction, technology, data systems, and assessment practices in a coherent, equitable, and systematic manner.	0	9	21	30	2.7
<p>Applications of data literacy</p> <p>Employment of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments</p> <p>Leading and/or participating in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents</p> <p>Application of professional dispositions, laws and policies, codes of ethics and professional standards appropriate to their field of specialization</p>	NELP 5.1	Understand and demonstrate the capacity to collaboratively engage diverse families in strengthening student learning in and out of school.	0	9	21	30	2.7
<p>Applications of data literacy</p> <p>Employment of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments</p> <p>Leading and/or participating in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents</p> <p>Application of professional dispositions, laws and policies, codes of ethics and professional standards appropriate to their field of specialization</p>	NELP 5.2	Understand and demonstrate the capacity to collaboratively engage and cultivate relationships with diverse community members, partners, and other constituencies for the benefit of school improvement and student development.	0	9	21	30	2.7

<p>Applications of data literacy</p> <p>Employment of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments</p> <p>Leading and/or participating in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents</p> <p>Supporting appropriate applications of technology for their field of specialization</p> <p>Application of professional dispositions, laws and policies, codes of ethics and professional standards appropriate to their field of specialization</p>	<p>NELP 5.3</p>	<p>Understand and demonstrate the capacity to communicate through oral, written, and digital means within the larger organizational, community, and political contexts when advocating for the needs of their school and community.</p>	<p>0</p>	<p>9</p>	<p>21</p>	<p>30</p>	<p>2.7</p>
<p>Applications of data literacy</p> <p>Employment of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments</p> <p>Leading and/or participating in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents</p> <p>Supporting appropriate applications of technology for their field of specialization</p> <p>Application of professional dispositions, laws and policies, codes of ethics and professional standards appropriate to their field of specialization</p>	<p>NELP 6.1</p>	<p>Understand and demonstrate the capacity to evaluate, develop, and implement management, communication, technology, school-level governance, and operation systems that support each students learning needs and promote the mission and vision of the school.</p>	<p>0</p>	<p>9</p>	<p>21</p>	<p>30</p>	<p>2.7</p>
<p>Applications of data literacy</p> <p>Use of research and understanding of qualitative, quantitative and/or mixed methods research methodologies</p> <p>Employment of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments</p> <p>Leading and/or participating in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents</p>	<p>NELP 6.2</p>	<p>Understand and demonstrate the capacity to evaluate, develop, and advocate for a data-informed and equitable resourcing plan that supports school improvement and student development.</p>	<p>0</p>	<p>9</p>	<p>21</p>	<p>30</p>	<p>2.7</p>
<p>Applications of data literacy</p> <p>Use of research and understanding of qualitative, quantitative and/or mixed methods research methodologies</p>	<p>NELP 6.3</p>	<p>Understand and demonstrate the capacity to reflectively evaluate, communicate about, and implement laws, rights,</p>	<p>0</p>	<p>9</p>	<p>21</p>	<p>30</p>	<p>2.7</p>

<p>Employment of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments</p> <p>Leading and/or participating in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents</p> <p>Application of professional dispositions, laws and policies, codes of ethics and professional standards appropriate to their field of specialization</p>		<p>policies, and regulations to promote student and adult success and well-being.</p>					
<p>Applications of data literacy</p> <p>Employment of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments</p> <p>Leading and/or participating in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents</p> <p>Application of professional dispositions, laws and policies, codes of ethics and professional standards appropriate to their field of specialization</p>	<p>NELP 7.1</p>	<p>Understand and have the capacity to collaboratively develop the school professional capacity through engagement in recruiting, selecting, and hiring staff.</p>	<p>0</p>	<p>9</p>	<p>21</p>	<p>30</p>	<p>2.7</p>
<p>Applications of data literacy</p> <p>Employment of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments</p> <p>Leading and/or participating in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents</p> <p>Application of professional dispositions, laws and policies, codes of ethics and professional standards appropriate to their field of specialization</p>	<p>NELP 7.2</p>	<p>Understand and have the capacity to develop and engage staff in a collaborative professional culture designed to promote school improvement, teacher retention, and the success and well-being of each student and adult in the school.</p>	<p>0</p>	<p>9</p>	<p>21</p>	<p>30</p>	<p>2.7</p>
<p>Applications of data literacy</p> <p>Employment of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments</p> <p>Leading and/or participating in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents</p> <p>Supporting appropriate applications of technology for their field of specialization</p>	<p>NELP 7.3</p>	<p>Understand and have the capacity to personally engage in, as well as collaboratively engage school staff in, professional learning designed to promote reflection, cultural responsiveness, distributed</p>	<p>0</p>	<p>9</p>	<p>21</p>	<p>30</p>	<p>2.7</p>

Application of professional dispositions, laws and policies, codes of ethics and professional standards appropriate to their field of specialization		leadership, digital literacy, school improvement, and student success.					
<p>Applications of data literacy</p> <p>Use of research and understanding of qualitative, quantitative and/or mixed methods research methodologies</p> <p>Employment of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments</p> <p>Leading and/or participating in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents</p>	NELP 7.4	Understand and have the capacity to evaluate, develop, and implement systems of supervision, support, and evaluation designed to promote school improvement and student success.	0	9	21	30	2.7