



Educational Administration Tier II Program

Signature Assignment for EDAD 658

Action Research Study Plan

Student Learning Outcome Assessed:

SLO #2: Advocate, and sustain a school culture and instructional program conducive to student learning and staff professional growth.

SLO #3: Manage the organization, operations, and resources to foster a safe, efficient, and effective learning environment.

Description of the Signature Assignment

Candidates develop a plan for an “Organization Development/Action Research Study” to improve school culture and the quality of results, enhance participants’ professional judgment, and to give insight into how to achieve educational goals. This study offers a means for changing from current practice to better practice.

Directions for Students

Develop a plan for an “Organization Development/Action Research Study” of a situation at your school. The purpose of the study will be to improve the school culture and the quality of certain actions and results in the organization, enhance the participants’ professional judgment, and to give insight into how better to achieve desirable educational goals.

This study will offer a means for changing from current practice to better practice. It will be conducted by a group of people who want to do something to improve their own situation about a school-wide issue or a specific program. During the next year this team will facilitate the school-based steps of the study. You will meet with the team at the school during the course.

Scoring Rubric

Criteria	4 = Exceeds expectations	3 = Meets expectations	2 = Meets some expectations	1 = Does not meet expectations	0 = Unable to score; incomplete or missing work	Score
Organization of OD/AR Study Plan	OD/AR Plan organized in a thoughtful, logistical and creative team approach	Some lack of overall structure in the OD/AR Plan	Major components of the OD/AR Plan are not fully related.	Poor development of the OD/AR Plan		
OD/AR Plan Steps/Process: Problem, Setting, Goals, & Proposed Solution(s)	Describes connection of OD/AR Plan to larger school and district context. Identifies goals/process of OD/AR Plan to outcomes and student achievement. Shows how constituent groups will be included	Connections of the OD/AR Plan and implementation are adequate, but lacks creative involvement	Lacks in-depth development and description of the OD/AR Plan	Several OD/AR planning elements are not included		
Description of Evaluation Steps & Use of Data	OD/AR Plan is comprehensive in identifying the proposed outcomes, methods of assessment, use of data, and relationship to the team goals	OD/AR Plan reflects synthesized description of the assessment and use of data	OD/AR Plan assessment lacks some coherence and knowledge base; and data partially analyzed	Major evaluation elements of the OD/AR Plan process are missing		
Synthesis and Application of the Plan to the CPSEL and Research on OD/AR and Effective Organizations	OD/AR Plan is creatively organized in action-based steps using the CPSEL Standards, research, and full team involvement in the OD/AR process	OD/AR Plan is organized effectively but the process connections to the CPSEL and research are not fully described	OD/AR Plan needs a focus on the CPSEL and research; few minor mistakes limit support and outcomes for the process	The OD/AR Plan is not logically or effectively structured to gain meaningful results		
Presentation of OD/AR Study Plan	Fully explains the story and process of the OD/AR Plan in an excellent and meaningful way	Each part of the OD/AR Plan is addressed with acceptable depth and understanding	OD/AR Plan detail not presented clearly and comprehensively	Major elements of the OD/AR Plan process are missing and lacking creative development and meaningful presentation		
Total						/20

Legend

Total Points	College of Education Assessment Scale Equivalent
17-20	4 (Exceeds Expectations)
13-16	3 (Meets Expectations)
9-12	2 (Meets Some Expectations)
6-8	1 (Does Not Meet Expectations)
0-5	0 (Can't Score)