

University of Richmond

Educational Leadership and Policy Studies Program

CAEP Annual Report Data
April 2022

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Spring 2021 Final ELPS Evaluation

In Spring 2021, the EPP had nine (9) candidates complete the Leadership Internship component of the Educational Leadership and Policy Studies program at the University of Richmond. The following report includes data on the ELPS Final Evaluation Tool built on the Virginia Uniform Performance Standards for Principals (UPSP). Leadership Interns are evaluated by their site mentor, and data are collected through Box. Data are reported by each UPSP category. The final report on page 11 provides data disaggregated by program track.

Internal University of Richmond leadership and faculty have access to adaptive dashboards in Box [here](#).

ELPS Final Evaluation Tables Criteria: UPSP #1

Final Evaluation Item	Unsatisfactory (0)	Requires Improvement (1)	Meets Criteria (2)	Exceeds Criteria (3)	Mean	SD	N	# of NA
Criteria: 1.1 The intern effectively employs various processes for gathering, analyzing, and using data for decision making.	-	-	56%	45%	2.4	0.53	9	0
Criteria: 1.2 The intern plans, implements, supports, and assesses instructional programs that enhance teaching and student achievement of the Standards of Learning.	-	-	56%	45%	2.4	0.53	9	0
Criteria: 1.3 The intern supervises the alignment, coordination, and delivery of assigned programs and/or curricular areas.	-		66.7%	33.3%	2.3	0.50	9	0
Criteria: 1.4 The intern provides or contributes to staff development programs consistent with program evaluation results and school instructional improvement plans.	-	-	33.3%	66.7%	2.7	0.50	9	0
Criteria: 1.5 The intern identifies, analyzes, and resolves instructional problems using effective problem-solving techniques.	-	-	33.3%	66.7%	2.7	0.50	9	0

ELPS Final Evaluation Tables Criteria: UPSP #2

Final Evaluation Item	Unsatisfactory (0)	Requires Improvement (1)	Meets Criteria (2)	Exceeds Criteria (3)	Mean	SD	N	# of NA
Criteria: 2.1 The intern maintains effective discipline and fosters a safe and positive environment for students and staff.	-	-	44%	56%	2.6	0.53	9	0
Criteria: 2.2 Consistently models and collaboratively promotes high expectations, mutual respect, concern, and empathy for students, staff, parents, and community.	-	-	22%	78%	2.8	0.44	9	0
Criteria: 2.3 Develops and/or implements a safe school plan that manages crisis situations in an effective and timely manner.	-	-	43%	57%	2.6	0.53	7	2
Criteria: 2.4 Is visible, approachable, and dedicates time to listen to the concerns of students, teachers, and other stakeholders.	-	-	44%	56%	2.6	0.53	9	0

ELPS Final Evaluation Tables Criteria: UPSP #3

Final Evaluation Item	Unsatisfactory (0)	Requires Improvement (1)	Meets Criteria (2)	Exceeds Criteria (3)	Mean	SD	N	# of NA
Criteria: 3.1 The intern contributes to the selection, induction, support, evaluation, and retention of quality instructional and support personnel, as appropriate.	-	-	63%	37%	2.4	0.52	8	1
Criteria: 3.2 Provides a mentoring process for all new and targeted instructional personnel, as well as cultivates leadership potential through personal mentoring.	-	-	63%	37%	2.4	0.52	8	1
Criteria: 3.3 Properly implements the teacher and staff evaluation systems, supports the important role evaluation plays in teacher and staff development using multiple sources.	-	-	85%	15%	2.1	0.38	7	2

ELPS Final Evaluation Tables Criteria: UPSP #4

Final Evaluation Item	Unsatisfactory (0)	Requires Improvement (1)	Meets Criteria (2)	Exceeds Criteria (3)	Mean	SD	N	# of NA
Criteria: 4.1 The intern effectively coordinates the daily operation of the assigned areas of responsibility.	-	-	56%	45%	2.4	0.53	9	0
Criteria: 4.2 The intern effectively manages material, and financial resources to ensure student learning and to comply with legal mandates.	-	-	50%	50%	2.5	0.55	6	3
Criteria: 4.3 The intern demonstrates effective organizational skills to achieve school, community, and division goals.	-	-	33%	66%	2.7	0.50	9	0
Criteria: 4.4 The intern identifies, analyzes, and resolves organizational and operational problems using effective problem-solving techniques.	-	-	56%	45%	2.4	0.53	9	0

ELPS Final Evaluation Tables Criteria: UPSP #5

Final Evaluation Item	Unsatisfactory (0)	Requires Improvement (1)	Meets Criteria (2)	Exceeds Criteria (3)	Mean	SD	N	# of NA
Criteria: 5.1 The intern promotes effective communication and interpersonal relations with students, staff, parents and the larger community.	-	-	22%	78%	2.8	0.44	9	0
Criteria: 5.2 The intern works collaboratively with staff, families, and community members to secure resources and to support the success of all students.	-	-	44%	56%	2.6	0.53	9	0
Criteria: 5.3 Maintains visibility and accessibility to students, parents, staff, and other stakeholders.	-	-	44%	56%	2.6	0.53	9	0
Criteria: 5.4 Speaks and writes consistently in an explicit and professional manner using standard oral and written English to communicate with students, parents, staff, and other stakeholders.	-	-	33%	66%	2.7	0.50	9	0

ELPS Final Evaluation Tables Criteria: UPSP #6

Final Evaluation Item	Unsatisfactory (0)	Requires Improvement (1)	Meets Criteria (2)	Exceeds Criteria (3)	Mean	SD	N	# of NA
Criteria: 6.1 The intern models professional, moral, and ethical standards as well as personal integrity in all interactions.	-	-	11%	89%	2.9	0.33	9	0
Criteria: 6.2 The intern works in a collegial and collaborative manner with other school personnel and the community to promote and support the mission and goals of the school division.	-	-	11%	89%	2.9	0.33	9	0
Criteria: 6.3 Maintains a professional appearance and demeanor.	-	-	11%	89%	2.9	0.33	9	0
Criteria: 6.4 The intern takes responsibility for and participates in a meaningful and continuous process of professional development.	-	-	11%	89%	2.9	0.33	9	0

ELPS Final Evaluation Tables Criteria: UPSP #7

Final Evaluation Item	Unsatisfactory (0)	Requires Improvement (1)	Meets Criteria (2)	Exceeds Criteria (3)	Mean	SD	N	# of NA
Criteria: 7.1 The intern collaboratively develops and implements a school improvement plan that results in increased student learning.	-	-	83%	17%	2.2	0.41	6	3
Criteria: 7.2 Collaborates with teachers and staff to monitor and improve multiple measures of student progress through the analysis of data, the application of educational research, and the implementation of appropriate intervention and enrichment strategies.	-	-	78%	22%	2.2	0.44	9	0
Criteria: 7.3 Demonstrates responsibility for school academic achievement through proactive interactions with faculty/staff, students, and other stakeholders.	-	-	56%	44%	2.4	0.53	9	0

ELPS Final Evaluation Tables Criteria: Disaggregated

Final Evaluation Item	M.Ed N	M.Ed Mean	Grad. Cert N	Grad. Cert Mean
Criteria1.1	5	2.20	4	2.75
Criteria1.2	5	2.20	4	2.75
Criteria1.3	5	2.00	4	2.75
Criteria1.4	5	2.60	4	2.75
Criteria1.5	5	2.60	4	2.75
Criteria2.1	5	2.40	4	2.75
Criteria2.2	5	2.80	4	2.75
Criteria2.3	4	2.25	3	3.00
Criteria2.4	5	2.40	4	2.75
Criteria3.1	4	2.00	4	2.75
Criteria3.2	5	2.20	3	2.67
Criteria3.3	4	2.00	3	2.33
Criteria4.1	5	2.40	4	2.50
Criteria4.2	3	2.33	3	2.67
Criteria4.3	5	2.80	4	2.50
Criteria4.4	5	2.40	4	2.50
Criteria.5.1	5	2.80	4	2.75
Criteria5.2	5	2.40	4	2.75
Criteria5.3	5	2.40	4	2.75
Criteria5.4	5	2.80	4	2.50
Criteria6.1	5	3.00	4	2.75
Criteria6.2	5	3.00	4	2.75
Criteria6.3	5	3.00	4	2.75
Criteria6.4	5	3.00	4	2.75
Criteria7.1	5	2.00	1	3.00
Criteria7.2	5	2.00	4	2.50
Criteria7.3	5	2.40	4	2.50

Spring 2019 to Fall 2020 ELPS Final Evaluation

From Spring 2019 to Fall 2020, the EPP had fifty-three (53) candidates complete the Leadership Internship component of the Educational Leadership and Policy Studies program at the University of Richmond. The following report includes data on the ELPS Final Evaluation Tool built on the Virginia Uniform Performance Standards for Principals (UPSP). Leadership Interns are evaluated by their site mentor, and data are collected through Box. Data are reported by each UPSP category.

Internal University of Richmond leadership and faculty have access to adaptive dashboards in Box [here](#).

ELPS Final Evaluation Tables Criteria: UPSP #1

Final Evaluation Item UPSP #1	Unsatisfactory (0)	Requires Improvement (1)	Meets Criteria (2)	Exceeds Criteria (3)	Mean	SD	N	# of NA
Criteria: 1.1 The intern effectively employs various processes for gathering, analyzing, and using data for decision making.	-	2%	52%	46%	2.4	.54	50	3
Criteria: 1.2 The intern plans, implements, supports, and assesses instructional programs that enhance teaching and student achievement of the Standards of Learning.	-	-	48%	52%	2.53	.51	48	5
Criteria: 1.3 The intern supervises the alignment, coordination, and delivery of assigned programs and/or curricular areas.	-	2%	47%	51%	2.48	.54	47	6
Criteria: 1.4 The intern provides or contributes to staff development programs consistent with program evaluation results and school instructional improvement plans.	-	2%	40%	58%	2.55	.55	45	8
Criteria: 1.5 The intern identifies, analyzes, and resolves instructional problems using effective problem-solving techniques.	-	2%	43%	55%	2.53	.55	47	6

ELPS Final Evaluation Tables Criteria: UPSP #2

Final Evaluation Item UPSP #2	Unsatisfactory (0)	Requires Improvement (1)	Meets Criteria (2)	Exceeds Criteria (3)	Mean	SD	N	# of NA
Criteria: 2.1 The intern maintains effective discipline and fosters a safe and positive environment for students and staff.	-	4%	33%	63%	2.59	.57	49	4
Criteria: 2.2 Consistently models and collaboratively promotes high expectations, mutual respect, concern, and empathy for students, staff, parents, and community.	-	2%	25%	73%	2.7	.50	51	2
Criteria: 2.3 Develops and/or implements a safe school plan that manages crisis situations in an effective and timely manner.	-	2%	46%	52%	2.50	.54	44	9
Criteria: 2.4 Is visible, approachable, and dedicates time to listen to the concerns of students, teachers, and other stakeholders.	-	2%	27%	71%	2.68	.51	51	2

ELPS Final Evaluation Tables Criteria: UPSP #3

Final Evaluation Item UPSP #3	Unsatisfactory (0)	Requires Improvement (1)	Meets Criteria (2)	Exceeds Criteria (3)	Mean	SD	N	# of NA
Criteria: 3.1 The intern contributes to the selection, induction, support, evaluation, and retention of quality instructional and support personnel, as appropriate.	-	5%	53%	42%	2.37	.58	43	10
Criteria: 3.2 Provides a mentoring process for all new and targeted instructional personnel, as well as cultivates leadership potential through personal mentoring.	-	5%	47.5%	47.5%	2.43	.58	44	9
Criteria: 3.3 Properly implements the teacher and staff evaluation systems, supports the important role evaluation plays in teacher and staff development using multiple sources.	-	5%	60%	35%	2.31	.60	39	14

ELPS Final Evaluation Tables Criteria: UPSP #4

Final Evaluation Item UPSP #4	Unsatisfactory (0)	Requires Improvement (1)	Meets Criteria (2)	Exceeds Criteria (3)	Mean	SD	N	# of NA
Criteria: 4.1 The intern effectively coordinates the daily operation of the assigned areas of responsibility.	-	-	47%	53%	2.53	.50	51	2
Criteria: 4.2 The intern effectively manages material, and financial resources to ensure student learning and to comply with legal mandates.	-	2%	48%	50%	2.48	.55	44	9
Criteria: 4.3 The intern demonstrates effective organizational skills to achieve school, community, and division goals.	-	2%	38%	60%	2.58	.54	50	3
Criteria: 4.4 The intern identifies, analyzes, and resolves organizational and operational problems using effective problem-solving techniques.	-	-	51%	49%	2.49	.50	51	2

ELPS Final Evaluation Tables Criteria: UPSP #5

Final Evaluation Item UPSP #5	Unsatisfactory (0)	Requires Improvement (1)	Meets Criteria (2)	Exceeds Criteria (3)	Mean	SD	N	# of NA
Criteria: 5.1 The intern promotes effective communication and interpersonal relations with students, staff, parents and the larger community.	-	-	26%	74%	2.74	.44	50	3
Criteria: 5.2 The intern works collaboratively with staff, families, and community members to secure resources and to support the success of all students.	-	-	28%	72%	2.72	.45	50	3
Criteria: 5.3 Maintains visibility and accessibility to students, parents, staff, and other stakeholders.	-	-	27%	73%	2.73	.45	49	4
Criteria: 5.4 Speaks and writes consistently in an explicit and professional manner using standard oral and written English to communicate with students, parents, staff, and other stakeholders.	-	-	27%	73%	2.73	.45	49	4

ELPS Final Evaluation Tables Criteria: UPSP #6

Final Evaluation Item UPSP #6	Unsatisfactory (0)	Requires Improvement (1)	Meets Criteria (2)	Exceeds Criteria (3)	Mean	SD	N	# of NA
Criteria: 6.1 The intern models professional, moral, and ethical standards as well as personal integrity in all interactions.	-	-	16%	84%	2.84	.37	51	2
Criteria: 6.2 The intern works in a collegial and collaborative manner with other school personnel and the community to promote and support the mission and goals of the school division.	-	2%	18%	80%	2.78	.46	51	2
Criteria: 6.3 Maintains a professional appearance and demeanor.	-	-	16%	84%	2.84	.37	51	2
Criteria: 6.4 The intern takes responsibility for and participates in a meaningful and continuous process of professional development.	-	-	14%	86%	2.86	.34	51	2

ELPS Final Evaluation Tables Criteria: UPSP #7

Final Evaluation Item UPSP #7	Unsatisfactory (0)	Requires Improvement (1)	Meets Criteria (2)	Exceeds Criteria (3)	Mean	SD	N	# of NA
Criteria: 7.1 The intern collaboratively develops and implements a school improvement plan that results in increased student learning.	-	2%	65%	33%	2.3	.51	46	7
Criteria: 7.2 Collaborates with teachers and staff to monitor and improve multiple measures of student progress through the analysis of data, the application of educational research, and the implementation of appropriate intervention and enrichment strategies.	-	2%	60%	38%	2.35	.53	46	7
Criteria: 7.3 Demonstrates responsibility for school academic achievement through proactive interactions with faculty/staff, students, and other stakeholders.	-	-	52%	48%	2.48	.50	50	3

Spring 2021 ELPS Capstone Assignment

The ELPS Capstone Assignment was completed by 9 candidates enrolled in EDUC 611U in Spring 2021. Data are reported by final score on the assignment. Note that final scores are denoted post Q&A session upon faculty deliberation. First reading inter-rater is reported in the 7th column and provides variation between Approaching Criteria and Meets Criteria.

On final results from Spring 2021, four candidates passed with distinction.

Internal University of Richmond leadership and faculty have access to adaptive dashboards in Box [here](#).

ELPS Spring 2021 Capstone Assignment Evaluation: Prompt 1

Item	Does not meet Criteria	Approaching Criteria	Meets Criteria	Mean	N	Inter-rater Agreement on First Read
Criteria #1.1: <i>Identify a Relevant and Appropriate Problem of Practice in a School Setting</i>	-	-	100%	3.00	9	100%
Criteria #1.2: <i>Select Appropriate Data</i>	-	-	100%	3.00	9	100%
Criteria #1.3: <i>Analysis and Interpretation of Data</i>	-	-	100%	3.00	9	77%
Criteria #1.4: <i>Action to Improve</i>	-	-	100%	3.00	9	89%
Criteria #1.5: <i>Presentation and Stakeholder Involvement</i>	-	-	100%	3.00	9	67%
Criteria #1.6: <i>Response Quality</i>	-	-	100%	3.00	9	100%

ELPS Spring 2021 Capstone Assignment Evaluation: Prompt 2

Item	Does not meet Criteria	Approaching Criteria	Meets Criteria	Mean	N	Inter-rater Agreement on First Read
Criteria #2.1: <i>Ability to Identify a current Issue related to education</i>	-	-	100%	3.0	9	89%
Criteria #2.2 <i>Analysis of social, political, legal, and/or ethical implications</i>	-	22%	78%	2.77	9	78%
Criteria #2.3: <i>Conclusion & Connections</i>	-	11%	89%	2.88	9	78%
Criteria #2.4: <i>Response Quality</i>	-	-	100%	3.0	9	44%

ELPS Spring 2021 Capstone Assignment Evaluation: Oral Presentation

Item	Does not meet Criteria	Meets Criteria	N
Criteria #3.1: <i>Communication on Capstone</i>	-	100%	9
Criteria #3.2 <i>Collegiality & Engagement</i>	-	100%	9

Fall 2020 ELPS Capstone Assignment

The ELPS Capstone Assignment was completed by 9 candidates enrolled in EDUC 611U in Fall 2020. Data are reported by final score on the assignment. Note that final scores are denoted post Q&A session upon faculty deliberation. First reading inter-rater is reported in the 7th column and provides variation between Approaching Criteria and Meets Criteria.

On final results from Fall 2020, two candidates passed with distinction. One Candidate was asked to re-submit Prompt #2 and successfully passed on their second attempt.

Internal University of Richmond leadership and faculty have access to adaptive dashboards in Box [here](#).

ELPS Fall 2020 Capstone Assignment Evaluation: Prompt 1

Item	Does not meet Criteria	Approaching Criteria	Meets Criteria	Mean	N	Inter-rater Agreement on First Read
Criteria #1.1: <i>Identify a Relevant and Appropriate Problem of Practice in a School Setting</i>	-	-	100%	3.00	9	100%
Criteria #1.2: <i>Select Appropriate Data</i>	-	11%	89%	2.88	9	78%
Criteria #1.3: <i>Analysis and Interpretation of Data</i>	-	22%	78%	2.77	9	44%
Criteria #1.4: <i>Action to Improve</i>	-	11%	89%	2.88	9	44%
Criteria #1.5: <i>Presentation and Stakeholder Involvement</i>	-	-	100%	3.00	9	89%
Criteria #1.6: <i>Response Quality</i>	-	22%	78%	2.77	9	44%

ELPS Fall 2020 Capstone Assignment Evaluation: Prompt 2

Item	Does not meet Criteria	Approaching Criteria	Meets Criteria	Mean	N	Inter-rater Agreement on First Read
Criteria #2.1: Ability to Identify a current Issue related to education	-	-	100%	3.00	9	78%
Criteria #2.2 Analysis of social, political, legal, and/or ethical implications	-	-	100%	3.00	9	78%
Criteria #2.3: Conclusion & Connections	-	11%	89%	2.88	9	44%
Criteria #2.4: Response Quality	-	11%	89%	2.88	9	33%

ELPS Fall 2020 Capstone Assignment Evaluation: Oral Presentation

Item	Does not meet Criteria	Meets Criteria	N
Criteria #3.1: Communication on Capstone	-	100%	9
Criteria #3.2 Collegiality & Engagement	-	100%	9