### University Assessment Goals

1. Graduates will demonstrate disciplinary competence and/or professional proficiency.

2. Graduates will demonstrate critical thinking skills.

3. Graduates will demonstrate Ignatian values, to include but not limited to a commitment to an exploration of faith and the promotion of justice.

### Graduate School Goals

1. Graduates will demonstrate the disciplinary competence and/or professional proficiency with a global perspective in service to others.

2. Graduates will demonstrate an ability to combine critical thinking, disciplined research, and effective problem-solving in their field of study.

3. Graduates will demonstrate ethical decision making, service, and civic responsibility in accordance with the Judeo-Christian tradition and Ignatian values.

### Program Outcomes

- The program integrates Jesuit charisms, *cura personalis* (care of the individual), *magis* (striving for excellence), men and women for and with others, and contemplation in action. The standards for graduate preparation programs for school principals are established by the Educational Leadership Constituent Council (ELCC), NCATE, and the principal endorsement standards of the Nebraska Department of Education. They are termed the Interstate School Leaders Licensure Consortium Standards (ISLLCS).

  - Program Standards include:
    - Vision of Learning
    - School Culture
    - Management
    - Community Collaboration
    - Ethics
    - Political/social context
    - Field Service
    - Catholic School Leadership

### Assessment Procedures and Criteria

- Students complete a culminating portfolio that includes course products and reflective essays that demonstrate competence in each program standard. Students present their portfolio to 2 to 4 faculty who use a rubric to assess performance.

- Students use a reflective essay to evaluate the program.

### Assessment Results

- Approximately 100% of students completing the program meet target criteria for program completion.

- Students’ assessment of the program are analyzed to identify necessary changes.

### Use of Assessment Results/Change

- Students’ performance on portfolios and their assessment of the program are used to identify program changes. Recent improvement based on student feedback included:
  - Infusing more technology
  - Infusing charisms in every class
  - Infusing conceptual framework in every class
  - Diversity/culturally responsive teaching
  - Field experiences in diverse SES settings

- The reflective assessment has been recently revised to gather data more specific to the impact of Ignatian values; thus insufficient data is available.

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- Assessment of program data specific to the impact of Ignatian values will be maintained and analyzed to determine additional program development in this area.
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<td>4. Graduates will demonstrate the ability to communicate clearly and effectively.</td>
<td>4. Graduates will respectfully and effectively communicate information through all modes of expression.</td>
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<td>5. Graduates will demonstrate deliberative reflection for personal and professional formation.</td>
<td>5. Graduates will demonstrate deliberative reflection for lifelong personal and professional formation.</td>
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<td>6. Graduates will demonstrate the ability to work effectively across race, ethnicity, culture, gender, religion, and sexual orientation.</td>
<td>6. Graduates will demonstrate an ability to work effectively and in solidarity across the distinctions of human diversity.</td>
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