

CAEP Evaluation of EPP-Created Assessment

Assessment: NELP-Aligned Multiple-Choice Assessment for Building-Level Principal Internship

1. ADMINISTRATION AND PURPOSE

The assessment was administered as a pilot test to 342 students enrolled in the Supervised Internship (Building-Level Principal Program) at the conclusion of their program.

The assessment is used to measure candidate proficiency on the NELP standards and to evaluate alignment with SLLA (School Leaders Licensure Assessment) domains. It informs both candidate performance and program improvement.

Students received clear instructions and were informed that a passing benchmark of 85% was initially set, with a revised analysis at 90%. The pass rate was 98% at 85% cutoff, and 96% at 90% cutoff, both of which are consistent with departmental SLLA performance history.

All 25 items are mapped to the NELP standards. The assessment integrates knowledge, skills, and dispositions critical for school leaders, aligned with CAEP, InTASC, and state expectations.

2. CONTENT OF ASSESSMENT

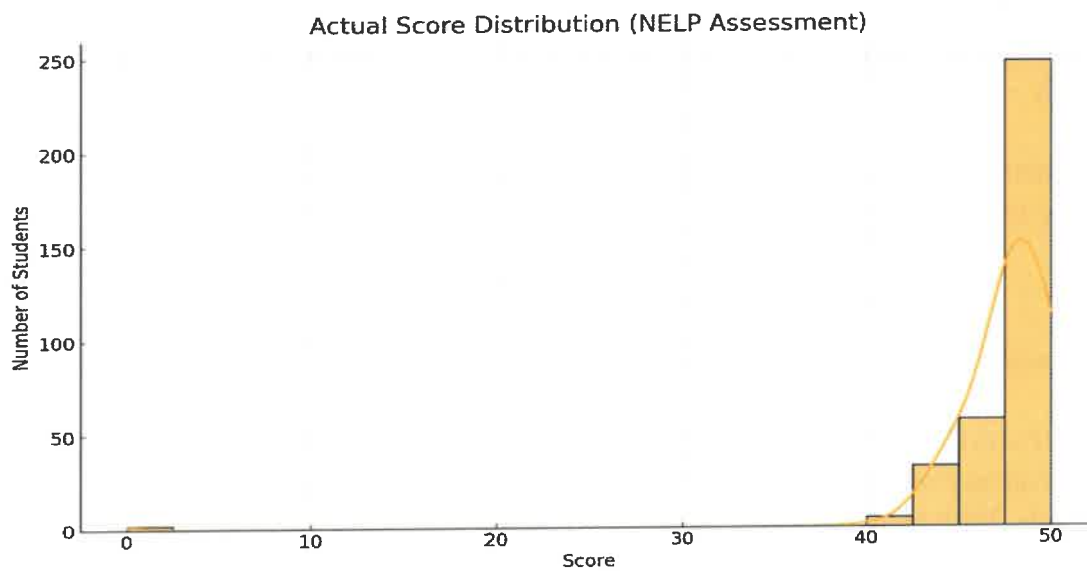
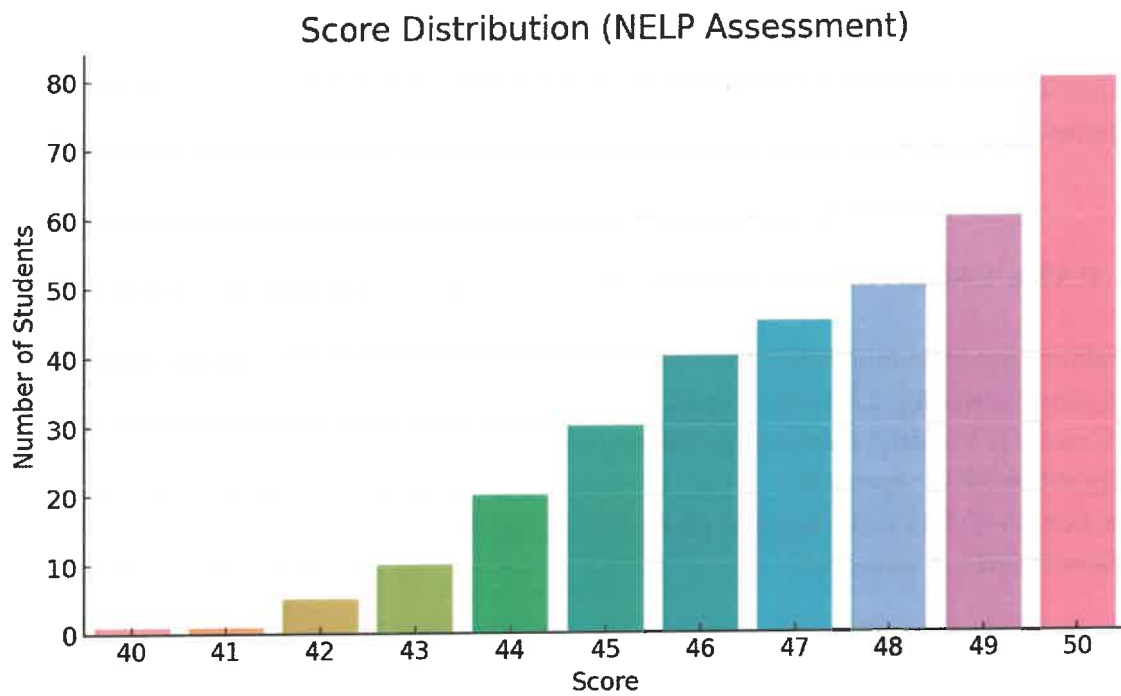
Each question is explicitly aligned with NELP components, with a Content Validity Matrix (CVM) available to document this alignment.

Items range from direct application to scenario-based decision-making, with several aligned to higher-order thinking skills such as analysis, evaluation, and strategic decision-making.

Each item targets a clear leadership competency and is based on real-world decisions relevant to school administration.

Data analysis showed broad competency coverage, with Standards 3 (Equity), 4 (Curriculum/Instruction), and 5 (Community Engagement) emerging as relative areas of weakness among candidates. This guides targeted curriculum and assessment revisions.

Figure 1: Score Distribution



4. DATA RELIABILITY

Internal consistency was measured using Cronbach's Alpha, which yielded a value of 0.78 (78%), indicating acceptable internal reliability for a pilot assessment.

Top Items Loading on Factor 1

Item (abbreviated)	Factor 1 Loading	Interpretation
Principal & Linguistic Diversity	-0.85	Likely measures cultural responsiveness
Equity in English Learners	-0.81	Likely measures inclusive leadership
Principal: Equity-Centered Vision	-0.55 to -0.77	Shared vision and community alignment
Disaggregated Data Use	-0.53 to -0.48	Organizational equity
Patterns of Discipline Inequity	-0.48	Ethics and equity focus

These items **cluster strongly together**, suggesting they tap into a **shared latent construct**—most likely aligned with **NELP Standard 3 (Equity & Cultural Responsiveness)** and parts of **Standard 5 (Community Engagement)**.

Construct Validity Interpretation

Indicator	Result
Factor Structure	Items grouped meaningfully under latent factors
Alignment	Factor 1 appears aligned with Equity, Data-Driven Leadership, and Community Responsiveness
Conclusion	Evidence supports construct validity — this assessment meaningfully groups leadership decisions consistent with NELP-defined domains

Purpose

The NELP Multiple Choice Assessment is designed to help identify your current areas of strength and weakness in relation to the National Educational Leadership Preparation (NELP) standards and components.

This assessment is **not punitive** and will not count against you. Instead, it is intended as a tool to support your growth as a leader.

How the Assessment Works

- The assessment contains **25 multiple-choice questions**, each worth **1 point**.
- Questions are directly aligned with the NELP standards and components.
- Your results will highlight areas where further development is needed.

How Results Are Used

- Your **areas of weakness** will inform your individualized internship plan.
- The goal is to tailor your learning experiences so you can address specific needs and maximize your growth.
- This assessment is strictly for **formative purposes**, to guide your progress, not to penalize.

Assessment Guidelines

1. **Do your best:**
Approach each question thoughtfully, giving your honest answer.
2. **No outside help:**
Do **not** use any study materials, internet resources, textbooks, or assistance from others. This should reflect your current knowledge and skills.
3. **Timed assessment:**
You will have **60 minutes** to complete all 25 questions.
4. **Integrity matters:**
Please complete the assessment independently and with fidelity.
Your honest effort ensures your results are meaningful and useful for your growth.

Key Reminders

- The assessment is **not graded** in a punitive way, it's a growth measure.
- Use this as an opportunity to reflect on your learning needs.
- Your results will help create an **internship plan** targeted to your unique development as an educational leader.

If you have questions or concerns, don't hesitate to get in touch with me (ashaw@astate.edu) before beginning the assessment. Good luck, and thank you for taking this step toward your professional growth!