

**Southwest Minnesota State University Teacher Education Department Strategic Advancement in Learning and Teaching Plan**  
**Approved 10-22-03; Revised 5-6-09; 11.18.10; 12.12.12; 4.07.15; Fall 2016; Fall 2017**

**Mission:**  
 The mission of the Professional Education programs at SMSU is to create communities of practice where each learner is an active participant in the investigation of learning, teaching, and leadership processes. Teachers and learners will engage in educational theory, research, inquiry, critical reflection, and application in pursuit of excellence in education.

**Vision:**  
 Communities of practice investigating learning and teaching.

**Mission:**  
 The Physical Education Program develops leaders in physical education, coaching, recreation and sports management. We are committed to preparing students to meet the complex challenges of our regional and global communities.

**Vision:**  
 The Physical Education Program has a vision of a physically educated world where lifelong learning and physical activity are practiced by all. Our students are prepared to make lasting contributions to our profession, communities, and society.

**GOAL AREA: 1. Develop and support state of the art programs that enhance learning, teaching, and leadership.**

**Strategic Goal 1.1:** Prioritize selection and development of innovative and research-based programs.

	<b>Current Conditions/Needs</b>	<b>Action Plan</b>	<b>Timeline Semester/Year</b>	<b>Targeted Results/Evidence</b>	<b>Person(s) Responsible</b>	<b>Resources/ Est. Budget</b>
1	Consider NASPE/NCACE accreditation for Master’s of Science in Physical Education: Coaching of Sport	Develop proposal; Research and possibly seek NASPE/NCACE endorsement for Coaching Masters	2017 - 2018	Research and consider NASPE/NCACE accreditation for PECS	PE Program faculty  Director of On Campus & Online Graduate Programs in Education  School of Ed Chair	Approx. \$3,000
2	Seek Certificates for Graduate Licensure Programs	Currently under review at MinnState system offices; complete process	2017-2018	Certificates available to graduate students	SPED Program faculty  Directors of On Campus & Online Graduate Programs in Education  School of Ed Chair	

3	Expand our presence in MN and other states with a variety of delivery models.	Seek out potential sites based on needs. SARA authorization allows for marketing in other states.  OFF CAMPUS – West Metro On Campus/Online Grad – market PECS, English, Math, Reading, TESL	2012-2013  2014-2015 2016-2017 2017-2018	New articulations in ECE, ELED, SPED, and/or PE; New approved locations for various programs including 2 + 2 ECE, Ed Admin, Sped, etc.  Still in progress – need additional placement office support; continued collaboration with SWWC on SPED-ABS for paras with program starting in Fall 2016 *seeking BOT program approval	ED Program faculty  PE Program faculty  School of Ed Chair  Directors of Graduate Programs in ED  Director of 2 + 2 ECE Program	
4	Teachers need 125 hours of CEUs every 5 years to renew licensure. Teachers need graduate credits for lane changes.	Professional Development graduate courses for graduate credit that are nontransferable to a master's program.  Off Campus Grad - Develop marketing strategy for AE courses.  Collaborate with SWWC to offer AE courses for licensure  Offer targeted CEU sessions for classroom mentors.	2012-2013  2016-2017  2017-2018	Finish Fall 2012 Develop AE Policy  Completion of Faculty Qualifications for AE AE policy has been approved, some AE courses offered  Host a licensure renewal event; Market AE courses	Graduate faculty  Graduate Council  Teacher Education Licensure faculty	Tuition-supported Marketing budget
5	Shortage of special education teachers	Review ABS coursework for SPED at the UG & Grad level. Consider ECSE licensure at the graduate level. Move to a fully online program to provide an opportunity for candidates across the state.	-BOT approval -Curriculum committee -Present to faculty /approval -MinnState approval	Additional SPED programming at both the UG & Grad levels to address shortage areas.	Special education faculty  School of Ed Chair  Directors of Graduate Programs in ED  Director of Assessment & Accreditation	Request for an additional position in SPED based on program development and capacity in upcoming years.
6	LiveText integrated in courses targeted for Program Review Assessment and Accreditation	Integrate LiveText into the graduate licensure courses; develop the ED, SPED and TESL portfolio – completed	2013-2014  2014-2015	SPED portfolio and ESL portfolio in Livetext; Completed- SPED add'l to ABS and TESL portfolios	All faculty  Director of Assessment &	Students and faculty have LiveText; new students will

		Utilize Livetext for the TEP – Teacher Education Program application. Utilize Livetext for PECS – Master’s of Science: Physical Education: Coaching of Sport	2015-2016  2016-2017	available and used in Livetext Rubrics need to be added for Content courses in each major Use Livetext FEM for field placements. Consider use of LiveText for all School of Ed programs	Accreditation – Livetext Coordinator  School of Ed Admin Assistant (TEP app)	need to purchase LiveText.
7	Offer Health/PE licensure to meet the needs of the region	Seeking approval for Health/PE dual licensure	2017-2018	Health/PE Approved application by the BOT	PE faculty  Director of Assessment & Accreditation  School of Ed Chair	Health courses are classes that are already created
8	Expand Graduate programming to offer licensures and/or additional emphasis areas	Review Grad programs and consider adding STEAM, ELED, Tech emphasis	2017-2018	Additional graduate programming	Grad faculty  Directors of Grad Ed  School of Ed Chair  Director of Assessment & Accreditation	
9	Expand Teacher Cadet Program – offering ED 101 Introduction to Education at high schools	Research potential partnerships to offer Intro to Ed & LAB in high school settings.	2017-2018	Additional concurrent enrollment courses offered at high schools.	School of Ed Chair  Education faculty  Director of College Now	No direct costs

**GOAL AREA: 1. Develop and support state of the art programs that enhance learning, teaching, and leadership.**

**Strategic Goal 1.2:** Provide and advocate for diverse, multicultural, and global education

	<b>Current Conditions/Data</b>	<b>Action Plan</b>	<b>Timeline Semester/Year</b>	<b>Targeted Results/Evidence</b>	<b>Person(s) Responsible</b>	<b>Resources/ Est. Budget</b>
1	Continue to build Thai program; possibly include student teaching opportunity	<p>Thai program –SMSU faculty visit Thailand to learn about culture and explore possibilities</p> <p>Write a grant with SMSU Foundation Special Grants Program</p> <p>Encourage opportunities for students to do student teaching or other opportunities in Thailand</p>	<p>5 yr. agreement ending 2014 has been extended to 2019.</p> <p>2013-2014</p>	<p>Continued visits to SMSU from Thai doctoral program students</p> <p>SMSU faculty/students visit to Thailand</p> <p>2 student teaching candidates in Thailand Spring 2014</p>	<p>Dr. Kabes</p> <p>JoAnne Hinckley</p> <p>Dr. Lamb</p>	Need credits for faculty
2	Exploring options	<p>Global experience – grad/undergrad Global Studies Trips</p> <p>Continue to explore options to student teach out of state and abroad: Sweden and Cabo; explore other countries</p> <p>Explore options for completing Student Teaching outside the state of MN</p>	<p>Ongoing</p> <p>2014-2015</p> <p>2017-2018</p>	<p>Exploration with the Global Studies Program</p> <p>Teacher candidates student teaching in partnership schools abroad: Cabo, Sweden, Thailand</p> <p>Curriculum for Global Studies course and Global ST completed</p> <p>Consider and plan a GS trip for TCs.</p>	<p>Dr. Vierstraete</p> <p>Dr. Lamb</p> <p>Dr. Bonnstetter</p>	Follow Global Studies recommendations

3	Increase multicultural students	<p>Improve recruitment/retention of SMSU students from diverse cultures – partnerships with ABE, Upward Bound program, Multicultural Office at local schools</p> <p>Increase support for ELs/international students – with special focus on teacher ed candidates</p> <p>Creation of the Winston Gittens Diversity in Education scholarship</p> <p>Development of a language lab in the Academic Commons</p>	Ongoing	<p>Add student comments, etc. to SMSU website</p> <p>Market education programs to potential students</p>	<p>School of Ed faculty</p> <p>School of Ed Chair</p>	Travel costs
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**GOAL AREA: 1. Develop and support state of the art programs that enhance learning, teaching, and leadership.**

**Strategic Goal 1.3:** develop structure for more faculty credits for licensure evaluation, accreditation/assessment for ED, and TPA.

	<b>Current Conditions/Data</b>	<b>Action Plan</b>	<b>Timeline</b>	<b>Targeted Results/Evidence</b>	<b>Person(s) Responsible</b>	<b>Resources/ Est. Budget</b>
1	Seek AACTE membership and CAEP accreditation when the MN BOT aligns with CAEP.	Determine costs involved in this membership and accreditation.	2013/2014,  2015-2016  2017-2018	Department minutes  AACTE membership (one of only 2 schools of teacher ed in MN who aren't members)	School of Ed Chair  Director of Assessment & Accreditation  Ed faculty	TBD  \$3000-5000
2	Consider edTPA supports and remediation courses	Review edTPA supports and update policies and practices to increase edTPA achievements of teacher candidates	2017-2018	A variety of resources for teacher candidates noted on the website  Increase in edTPA scores	Director of Assessment & Accreditation  School of Ed Chair  ED faculty	

**GOAL AREA: 1. Develop and support state of the art programs that enhance learning, teaching, and leadership.**

**Strategic Goal 1.4:** Continue to develop policies and procedures for the Education Department

	<b>Current Conditions/Data</b>	<b>Action Plan</b>	<b>Timeline Semester/Year</b>	<b>Targeted Results/Evidence</b>	<b>Person(s) Responsible</b>	<b>Resources/ Est. Budget</b>
1	University graduate polices have been developed by the Graduate Curriculum Committee. Department undergraduate policy development is ongoing as needed.	Continue to compile existing undergraduate and graduate policies and procedures  Target areas for additional policies and procedures that are supported by the contract	Ongoing  2014-2015	Admissions policies to program are complete  Assessment policies are in place.  Compiled policies noted on T drive.	School of Education faculty  School of Ed Admin. Asst.	Faculty/staff time
2	Use assessment data, student evaluations, and feedback to assist in making informed decisions related to the program, classes, and practicums	Use the data collected through a series of different instruments (i.e., course evaluations, Survey Monkey, LiveText, Teacher Feedback) to help make necessary adjustments, changes, revisions to all School of Education Programs	Ongoing	Collected Data within the program using Livetext, Campus Liaison meetings (2x/yr), Teacher Education Advisory Committee meetings (2x/yr), Grad Advisory group meetings	School of Education faculty  Director of Assessment & Accreditation  School of Ed Chair	Faculty/staff time
3	Admission requirements for the TEP – Teacher Education Program are reviewed annually.	Review & Revise Admission to TEP requirements each year.	Ongoing	Updated TEP policies on the website and in handbooks: Orientation handbook, School of Education Policy Handbook; Post requirements to video announcement board	School of Education faculty  School of Ed Chair	Faculty/staff time

**GOAL AREA: 1. Develop and support state of the art programs that enhance learning, teaching, and leadership.**

**Strategic Goal 1.5: Promote and enhance awareness of the Department programs internally and externally.**

	<b>Current Conditions/Data</b>	<b>Action Plan</b>	<b>Timeline Semester/Year</b>	<b>Targeted Results/Evidence</b>	<b>Person(s) Responsible</b>	<b>Resources/ Est. Budget</b>
1	Internally provide tours to prospective students	Develop a faculty team and student ambassadors to share in the responsibility of conducting undergraduate tours and follow up with correspondence	Ongoing	Undergrad faculty take on 2 weeks/semester and 1 week in summer to provide continuous coverage; schedule provided to Admissions office	School of Education undergrad faculty	Faculty time
2	Promote new department programs	Internally -Add new program additions to the department annual report  Externally- Develop a coordinated effort to market both UG & Grad on campus and off campus programs -Publicity about SMSU's Education programs – newspaper, radio, flyers, etc.) -Share out at TEAC meeting	Ongoing	Listings in Annual Report and later in Dean's report in University publications  Radio ads, newspaper ads, flyers in papers, off campus information sessions at area schools, etc.	School of Education  Director of Graduate Office  Directors of Graduate and Distance Learning programs	University budget



**GOAL AREA: 1. Develop and support state of the art programs that enhance learning, teaching, and leadership.**

**Strategic Goal 1.6:** Recruit faculty, adjuncts, or co-facilitators who possess the knowledge and skills necessary to actively teach and promote the philosophy of the School of Education.

	<b>Current Conditions/Data</b>	<b>Action Plan</b>	<b>Timeline Semester/Year</b>	<b>Targeted Results/Evidence</b>	<b>Person(s) Responsible</b>	<b>Resources/ Est. Budget</b>
1	Convert Fixed-Term position/s to Probationary Tenure Track position/s	Add faculty to teach in Special Education to support the licensure programs  Position Request in the fall to convert ED FT to tenure-track.	2017-2018	Hiring of new faculty	SPEd Faculty  Graduate Directors  School of Ed Chair	University funds
2	Review TESL curriculum requirements for licensure.	Review and consider revising program to reduce credits to align with other ESL licensure programs in MN.  Consider partnership initiative with MnWest and Worthington Public Schools to expand TESL opportunities and programming.	2017-2018	Revised curriculum  Meet with stakeholders to address teacher shortage and consider EL programming.	TESL Faculty  Graduate Director  School of Ed Chair	University funds
3	Review UG Math Ed Major	Review and consider revisions to the UG Math Ed Major.	2017-2018	Reviewed/updated UG Math Ed Major if deemed appropriate	Math/Ed Faculty  School of Ed Chair  Math Dept. Chair  Director of Assessment & Accreditation	University funds
4	Review Ed Admin Licensure Program	The Ed Admin Licensure program is offered via a co-facilitator model with adjuncts; with any future retirements, a new hire is needed to advise and teach in the program.  Review course offerings and prepare for BOSA reaccreditation/site visit.	2017-2018	New faculty with ability to teach in graduate education and Ed Admin Licensure program  Offering of courses for all three licensure areas and successful reaccreditation.	Director of Graduate Education  School of Ed Chair  Director of Assessment & Accreditation  Grad Ed Faculty	University funds

5	On Campus Graduate Education programs: currently staffed with adjunct/overload	Add new faculty to fill the tenure-track position held by Dr. Gittens (vacant since Jan 2011); move fixed-term positions to tenure track.	2017-2018	Additional faculty member	Graduate Director of On Campus Ed  School of Ed Chair	University funds
6	Technology skills of faculty and adjuncts	Consider technology training to assist faculty with teaching, especially online teaching.  Possible training: Quality Matters Kaltura	2017-2018	Technology support training offered to faculty.	Graduate Directors of ED  School of Ed Chair  Director of Assessment & Accreditation – Livetext & edTPA coordinator	Faculty time

**GOAL AREA: 2. Collaboration with stakeholders.**

**Strategic Goal 2.1:** Promote continued strong partnerships with cooperating schools, programs, and agencies.

	<b>Current Conditions/Data</b>	<b>Action Plan</b>	<b>Timeline Semester/Year</b>	<b>Targeted Results/Evidence</b>	<b>Person(s) Responsible</b>	<b>Resources/ Est. Budget</b>
1	AE and PD workshops are offered through SMSU	CEU/Staff Development opportunities linked to Professional Development – these are now listed under AE; develop a handbook for offering these and a strategy/budget for marketing these.	2016-2017  ongoing  2017-2018	Off campus grad faculty have developed the Educator Development Network & proposed a revenue sharing plan to the administration.  Collaboration with Administration to increase professional development courses offered through SMSU based on market analysis	School of Ed Chair  Directors of Graduate Education  All faculty	Faculty time  University funds  Permanent non-student support for Grad Office for AE registration
2	Thai program	Thai program –SMSU faculty visit Thailand to learn about culture and explore possibilities  Write a grant with SMSU Foundation Special Grants Program  Encourage opportunities for students to do student teaching or other opportunities in Thailand	5 yr. agreement ending 2014 has been extended to 2019  2017-2018 (No Thai doctoral candidates for AY18 but may in future)	Continued visits to SMSU from Thai doctoral program students  SMSU faculty/student visits to Thailand  May need additional faculty support due to future retirements	Dr. Kabes  JoAnne Hinckley  Dr. Lamb	Faculty credits
3	Collaboration with SW/WC, MRVED, and other partners	Continued partnerships in professional development projects  Possible initiatives: *Save Your License Day *Concurrent Enrollment offerings	Ongoing	Collaborative workshops offered  Concurrent Enrollment offerings	School of Ed Chair  ED Faculty  Director of College Now	Grant funding – Kim Gunther, College Now Director; SWWC grant for New Teacher Center

4	Increase Communication with area partners	Attend local, regional, and state meetings to gain information on educational needs of the area and region (SW/WC Superintendent Council, Special Ed Directors meetings, MREA, etc.)  Share out information at TEAC	Ongoing	Reporting from faculty involved in attending meetings	Faculty as elected or appointed to the positions	Travel funds
5	Compliance with accrediting bodies	Work as a unit to meet state, regional, and/or national accreditation requirements in various programs	Ongoing	Successful accreditation by external agencies	Directors of ED Graduate  School of Ed Chair  Accreditation Faculty	Institutional support (membership fees)

**GOAL AREA: 2. Continue collaborating with stakeholders.**

**Strategic Goal 2.2:** Promote strong support, involvement, and advisement for students and in-service teachers.

	<b>Current Conditions/Data</b>	<b>Action Plan</b>	<b>Timeline Semester/Year</b>	<b>Targeted Results/Evidence</b>	<b>Person(s) Responsible</b>	<b>Resources/ Est. Budget</b>
1	TEAC – Teacher Education Advisory Council	Hold meetings with student groups and TEAC (Teacher Education Advisory Committee) to gain input into ways that our Education Dept. programs can be improved; connect to BOT accreditation needs NCACE accreditation needs for coaching	Ongoing	Notes from partners (schools, university supervisors, classroom mentors & students) on student input and suggestions from meetings; input shared at program/dept. meetings	Director of Assessment & Accreditation  Accreditation Faculty	Department Operating Budget
2	On Campus/Online Graduate Advisory Council	Establish a Graduate Advisory committee of alumni and graduate faculty to gain input into ways that our Education graduate programs can be improved; connect to accreditation needs	2017-2018	Grad alumni meet with TEAC twice a year; input shared at program/dept. meeting	Graduate ED Director  School of Ed Chair  Accreditation Faculty	Department Operating Budget
3	Undergraduate PE Advisory Council	PE program review needs input from students, alum, etc. Also needed for accreditation with NCACE.	2012- 2013  2017-2018	PE Programs review 2013-2014	PE faculty  School of Ed Chair	Department Operating Budget
4	Transfer Pathways Involvement	Stay abreast of changes and updates with Transfer Pathways and communicate with students and stakeholders.	2017-2018	ED faculty participating in Transfer Pathways	School of Ed Chair  Director of Assessment & Accreditation  Ed UG Faculty	University funds  Department Operating Budget
5	Strengthen Relationships with Classroom Mentors	Provide incentives to classroom mentors to host teacher candidates.	2017-2018	Possible incentives include: CEU session/s, athletic passes, grad credit	School of Ed Chair  Director of Assessment & Accreditation  ED Faculty	Department Operating Budget  University Funds – Office of Placement & Licensure

**GOAL AREA: 2. Continue collaborating with stakeholders.**

**Strategic Goal 2.3:** Seek and develop new partnerships and programs with stakeholders.

	<b>Current Conditions/Data</b>	<b>Action Plan</b>	<b>Timeline Semester/Year</b>	<b>Targeted Results/Evidence</b>	<b>Person(s) Responsible</b>	<b>Resources/ Est. Budget</b>
1	Seek and develop new programs/partnerships	Seek and develop new emphasis areas, licensures, and collaborative partnerships and programs in the undergraduate and graduate programs.  Explore a 3+2 UG/Grad program for graduate programs with an emphasis area.	Ongoing	Offering of new programs	School of Ed Chair  Directors of Graduate ED  ED faculty	Program startup costs
2	STEM, ECSE, Autism and CRED grants	Seek grant opportunities independent of the University to support, enhance and develop partnerships with area stakeholders	Ongoing	Continue to explore funded programs	All faculty	STEM grant is done, no new source of funding  Time to write grants

**GOAL AREA: 3. Expand personally and professionally through Communities of Practice**

**Strategic Goal 3.1:** Participate in and facilitate learning, scholarship, personal, and professional development.

	<b>Current Conditions/Data</b>	<b>Action Plan</b>	<b>Timeline Semester/Year</b>	<b>Targeted Results/Evidence</b>	<b>Person(s) Responsible</b>	<b>Resources/ Est. Budget</b>
1	Informal PDP sharing process	Develop and share the PDP/R reflection process.  Consider what it means to advance from level of assistant to associate to full professor.	Ongoing	PDP Progress Reports include reflection, shared with dept.  Description of levels of professorship.	Accreditation Coordinators  BEPS Dean  faculty	Department Operating Budget
2	Limited use of available funding. FIG money available for faculty application	Increase use of external and internal funding (FIG, CTL, contractual travel, and other sources)	Ongoing	Travel opportunities	Faculty	External funding resources
3	Faculty present in a variety of settings	Promote more publications and presentations	Ongoing	Activities reported in local media.	Faculty	Time for publication
4	Secure funds to support the continued training for assessment and accreditation	Explore avenues to secure funds for a budget for the Director of Assessment & Accreditation to attend edTPA and Livetext conferences.	Ongoing	Secured funds/budget for Director of Assessment & Accreditation	Director of Assessment & Accreditation – Livetext & edTPA coordination	University funds

**GOAL AREA: 3. Expand personally and professionally through Communities of Practice**

**Strategic Goal 3.2:** Encourage formal and informal development of our faculty through departmental faculty development; the sharing of resources, processes, and ideas; mentoring new colleagues, and providing assistance in difficult teaching situations.

	<b>Current Conditions/Data</b>	<b>Action Plan</b>	<b>Timeline Semester/Year</b>	<b>Targeted Results/Evidence</b>	<b>Person(s) Responsible</b>	<b>Resources/ Est. Budget</b>
1	Informal mentoring process	<p>Formalize and develop the mentoring process</p> <p>Further develop the faculty policy handbook</p> <p>Include formal and informal mentoring for new adjuncts</p>	Ongoing	Written plan in place Interview results	Ed Faculty  School of Ed Chair	Department Operating Budget
2	Professional development time	<p>Monthly educational issues</p> <p>Forums with faculty leading on a rotating basis - Topics on technology, etc. – Ed Tech Camp</p> <p>Develop and organize professional resources</p> <p>Report on professional activities on a regular basis</p>	Ongoing – as time allows	Meeting minutes to reflect professional development during meetings	Ed faculty  School of Ed Chair	Department Operating Budget



**GOAL AREA: 3. Expand personally and professionally through Communities of Practice**

**Strategic Goal 3.3:** Create community and nurture relationships among faculty and staff

	<b>Current Conditions/Data</b>	<b>Action Plan</b>	<b>Timeline Semester/Year</b>	<b>Targeted Results/Evidence</b>	<b>Person(s) Responsible</b>	<b>Resources/ Est. Budget</b>
1	Faculty members belong to a variety of professional organizations	Coordinate team travel to conferences.	Annually	Evidence in PDP portfolio  Presentation to SMSU faculty	School of Ed	Contractual Travel Faculty Improvement Grants
2	Limited displays	Enlarge and display photos showing faculty, staff, candidates and students engaged in learning – used on Education Facebook page and share out via Twitter @SMSUSchoolofEd	Ongoing	Warmer welcoming environment  Photos on School of Ed website  offices/classroom area painted warm colors;	School of Ed Chair  Faculty  SoE Admin Asst.	Department Operating Budget
3	Campus Liaison Program	Continue to improve campus communication by informal and formal meetings.	Ongoing	More effective communication  Held 1-2 times annually to review data, feedback, and consider changes	Director of Assessment & Accreditation  Ed Program. Faculty  Arts & Sciences Faculty	Dean’s budget support