

Southwest Minnesota State University

School of Education

Strategic Plan

Approved 10-22-03; Revised 5-6-09; 11.18.10; 12.12.12; 4.07.15; Fall 2016; Fall 2017; Fall 2018; Fall 2019; Fall 2020

University Mission

Southwest Minnesota State University prepares students to meet the complex challenges of this century as engaged citizens in their local and global communities. Our comprehensive degree programs, taught in the liberal arts tradition, are dedicated to connecting students' academic and practical professional development experiences in southwestern Minnesota to the wider world.

University Vision

SMSU aspires to be recognized throughout Minnesota and beyond for being an inclusive and student-centered university.

SMSU Value Statement

We value:

1. Discovery through innovative teaching, research and other high-impact experiences.
2. Civic engagement and strategic partnerships.
3. Developing broadly educated and well-rounded leaders.

University Goals based on the University Strategic Plan 2016-2021: <http://www.smsu.edu/administration/strategicplanning/index.html>

1. Foster quality teaching and learning (Academic Plan)

Through quality teaching and in-depth learning at the undergraduate and graduate levels as well as our distance learning programs and College Now

2. Create a campus and community climate that embraces differences and inclusiveness (Diversity Plan)

Through the recruiting and retaining of diverse faculty, staff, and administration, and students

3. Enhance campus life experiences by aligning facility resources with university and community needs (Master Facilities Plan)

Through the stewardship of physical resources to enhance academic, student life, workplace experiences, and utilizing spaces

4. Increase comprehensive enrollment (Enrollment Management Plan)

Through growing new student enrollment, retention, and degree completion

5. Foster an institution culture that supports students and employees (Institutional Capacity and Effectiveness)

Through celebrating achievements, sustaining comprehensive student support services, enhancing employee development to meet the University's current and future needs, and supporting the research and scholarship of faculty, staff, and students

SMSU School of Education Mission:

The mission of the Professional Education programs at SMSU is to create inclusive 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 a culturally responsive education.

SMSU School of Education Vision:

Inclusive communities of practice investigating learning and teaching.

SMSU School of Education - Physical Education 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.

SMSU School of Education – Physical Education 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.

SCHOOL OF EDUCATION STRATEGIC GOAL: 1. Develop and support researched-based programs that enhance learning, teaching, and leadership

SCHOOL OF EDUCATION STRATEGIC OBJECTIVE: 1.1 Prioritize selection and development of innovative and research-based programs

Supporting -

UNIVERSITY VALUES:

1. Discovery through innovative teaching, research, and other high-impact experiences.
2. Civic engagement and strategic partnerships.
3. Developing broadly educated and well-rounded leaders.

UNIVERSITY STRATEGIC GOAL AREA/S:

1. Foster quality teaching and learning (Academic Plan)
3. Enhance campus life experiences by aligning facility resources with university and community needs (Master Facilities Plan)
4. Increase comprehensive enrollment (Enrollment Management Plan)

	Current Conditions/Needs	Action Plan (Strategies)	Timeline Semester/Year	Targeted Results/Evidence	Person(s) Responsible	Resources/ Est. Budget
1	Consider NASPE/NCACE accreditation for Master of Science in Physical Education: Coaching of Sport	Develop proposal; Research and possibly seek NASPE/NCACE endorsement for Coaching Masters Consider – discussion at next PECS meeting - Master’s degree and coaching certificate? Speak with Dean Foundation funding? GA - project	AY2020	Research and consider NASPE/NCACE accreditation for PECS	PE Program faculty Grad PECS Coordinator ED Grad Director SoE Chairperson	Approx. \$3,000
2	Further develop Master’s degree(s)/program(s) – including graduate certificates as needed	Create a Master of Education emphasis in (Charter Administration Leadership) Master of PE with Sports Management & Fitness	AY2021	Master’s degree emphasis for Charter School Administrators/Leaders	ED Grad Director Grad Coordinators SoE Chairperson Faculty	

		<p>ECSE post-bacc licensure with Master's degree option</p> <p>SEPs post-bacc licensure grad certificate</p> <p>Develop a DAPE emphasis area for master's degree and graduate certificate</p> <p>ECFE/Parent Educator licensure</p> <p>DD /DCD licensure at the grad level as a standalone mild-to-severe (1 class/1practicum)</p>			Director of Assessment & Accreditation	
3	Expand our presence in MN and other states with a variety of delivery models.	<p>Seek out potential sites based on needs. SARA authorization allows for marketing in other states.</p> <p>Expand concurrent enrollment to other sites – ED 101 and Introduction to Child Growth & Development</p> <p>Explore PBTE – Practice-based Teacher Education</p> <p>Physical presence at 2-year sites, such as Century College & Ridgewater</p>	Ongoing	New articulations in non-licensure ED/ED Studies and/or PE; New approved locations for various programs including Ed Admin, Sped, etc.	<p>ED Program faculty</p> <p>PE Program faculty</p> <p>SoE Chairperson</p> <p>ED Grad Director</p> <p>Grad Coordinators</p> <p>Director of Articulations & Transfer Pathways</p>	

		Southwest Teacher Preparation Partnership NCTR – National Center for Teacher Residency				
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 - Review marketing strategy for AE courses. Continue to collaborate with SWWC to expand AE course offerings for teacher licensure & re-licensure Offer targeted CEU sessions such as the Grad AR Conference for classroom mentor teachers and market earlier in the term/offer at the end of the term.	Ongoing	Host a licensure renewal event; Market AE courses	Graduate faculty ED Grad Director Grad Coordinators Grad LC Coordinator Graduate Council Teacher Education Licensure faculty ED Leadership – School of Ed Chair, Director of Placement & Licensure, Director of Assessment & Accreditation, other directors/coordinators	Tuition-supported Marketing budget
5	Shortage of professionally (tier 3 & 4) licensed teachers – specifically special education teachers	Review ABS coursework for SPED at the UG & Grad level. – SPED for licensure at grad level/post-baccalaureate Request for an additional position in SPED based on program development and capacity in upcoming years.	-PELSB 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 SoE Chairperson ED Grad Director Grad Coordinators Director of Placement & Licensure	Faculty salary

		Add ECSE back to the grad level.			Director of Assessment & Accreditation	
6	LiveText integrated in courses targeted for Program Review Assessment and Accreditation	All LCs use – Survey Monkey (annual subscription) PE/REC/Sport Management – bring to PE meeting/contact Marilyn (7 years Livetext)	Ongoing	Consider use of LiveText for all School of Ed programs – or UG & licensure programs only? Grad non-licensure optional?	All faculty Director of Assessment & Accreditation – Livetext Coordinator School of Ed Admin Assistant (TEP app)	Students and faculty have LiveText; new students will need to purchase LiveText.
7	Expand Graduate programming to offer licensures and/or additional emphasis/certificate areas	Explore post-baccalaureate options and review Grad programs and consider adding STEAM, ELED, Tech emphasis Mental Health (AE program launched summer 2020) for youth and adult – consider grad certificate Charter School Leadership – develop emphasis Sports Management?	AY2020	Additional graduate programming	Grad faculty ED Grad Director Grad Coordinators SoE Chairperson Director of Placement & Licensure Director of Assessment & Accreditation	
8	School of Education environment	Create a model classroom space	2018-2019 - ongoing	Designated space for a model classroom and professional educator development space	SoE Chairperson	Funding for model classroom

		<p>Create PD space – to support department and edTPA/teacher candidates</p> <p>Create a dedicated graduate education space</p>			<p>Ed Admin Asst</p> <p>Ed faculty</p>	<p>Faculty time/effort</p>
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SCHOOL OF EDUCATION STRATEGIC GOAL: 1. Develop and support research-based programs that enhance learning, teaching, and leadership

SCHOOL OF EDUCATION STRATEGIC OBJECTIVE: 1.2 Provide and advocate for diverse, multicultural and global education

Supporting -

UNIVERSITY VALUES:

1. Discovery through innovative teaching, research, and other high-impact experiences.
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UNIVERSITY STRATEGIC GOAL AREA/S:

1. Foster quality teaching and learning (Academic Plan)
2. Create a campus and community climate that embraces differences and inclusiveness (Diversity Plan)
4. Increase comprehensive enrollment (Enrollment Management Plan)
5. Foster an institutional culture that supports students and employees (Institutional Capacity and Effectiveness)

	Current Conditions/Data	Action Plan (Strategies)	Timeline Semester/Year	Targeted Results/Evidence	Person(s) Responsible	Resources/ Est. Budget
1	Continue to build Thai program; possibly include student teaching opportunity *Also supports SoE Strategic Goal 2.1	Thai program –SMSU faculty visit Thailand to learn about culture and explore possibilities Encourage opportunities for students to do student teaching or other opportunities in Thailand – offer interest session at EMAE.	5 yr. agreement ending 2014 has been extended to 2019. Ongoing	Continued visits to SMSU from Thai doctoral program students SMSU faculty/students visit to Thailand Thai doctoral students visiting SMSU	Dr. Lamb Dr. Noles Stevens	Need credits for faculty
2	Exploring Global Placement options for candidates	Global experience – grad/undergrad Global Studies Trips	Ongoing	Exploration with the Global Studies Program Teacher candidates student teaching in partnership schools abroad: Cabo, Sweden, Thailand, and Northern Ireland	Dr. Vierstraete Dr. Lamb Dr. Bonnstetter Director of Placement and Licensure	Follow Global Studies recommendations

		Continue to explore options to student teach out of state and abroad: Sweden, Cabo, Thailand; explore other countries: Ireland, Northern Ireland, England, Netherlands, China, potentially others		Consider and plan a GS trip for TCs – on a bi-annual basis.	SoE Chairperson Director of Assessment & Accreditation	
3	Increase multicultural students	<p>Improve recruitment & retention of SMSU students from diverse cultures – partnerships with ABE, Upward Bound program, multicultural offices at local schools</p> <p>Increase support for ELs/international students – with special focus on teacher ed candidates</p> <p>Continue promotion of the Winston Gittens Diversity in Education scholarship.</p> <p>Further develop/expand language lab offerings and support from Administration.</p>	Ongoing	<p>Add student comments, etc. to SMSU website</p> <p>Market education programs to potential students</p> <p>Creation of the Winston Gittens Diversity in Education scholarship</p> <p>Development of a language lab in the Academic Commons</p> <p>Partnership with Worthington ISD 518 and Minnesota West</p>	<p>Faculty</p> <p>SoE Chairperson</p> <p>Director of Placement & Licensure</p>	<p>Travel costs</p> <p>SMSU Foundation Grant</p> <p>SWIF & McKnight Foundation Grants</p>

		<p>Southwest Teacher Preparation Partnership – EMAE connection?</p> <p>Explore graduate opportunities - set up with meeting with Director of International Studies</p> <p>Para to TESL major</p> <p>Increase online programming to increase opportunities for place bound students</p>				
4	Cultural Competency	<p>Curriculum map cultural competency</p> <p>Seek grants to support cultural competency work</p> <p>Explore speakers / consultants with cultural competency expertise to support our work with the curriculum and offer sessions to our students</p> <p>Cultural Competency cohort trainings with Southwest Teacher Preparation Partnership (SwTPP) in Worthington – including book study – A Good Time for the Truth: Race in MN</p> <p>Contract thru the SwTPP with NCTR – National Center for Teacher Residency to build an</p>	Ongoing	<p>Updated cultural competency curriculum map</p> <p>Secured Grants</p> <p>Faculty majority with cultural competency training via the SwTPP</p> <p>Residency program</p> <p>Book study/professional learning community meetings/participation</p> <p>Completion of the TeachingWorks certificate program and implementation of HLCs – High Leverage Practices in PBSTE – Practice Based Teacher Education in the Teacher Ed Program –</p>	<p>SoE Chairperson</p> <p>ED Faculty</p> <p>Director of Placement & Licensure</p>	Funding

	<p>inclusive teacher residency program.</p> <p>White Fragility book study with SMSU faculty</p> <p>Teaching Works – post-grad certificate program with three faculty members being selected for the fellowship (Drs. Kandy Noles Stevens, Debbie VanOverbeke, Sonya Vierstraete) to focus on social justice & equity in education through Practice-Based Teacher Education</p>		<p>specifically Elementary Education</p>		
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SCHOOL OF EDUCATION STRATEGIC GOAL: 1. Develop and support researched-based programs that enhance learning, teaching, and leadership

SCHOOL OF EDUCATION STRATEGIC OBJECTIVE: 1.3 Develop more faculty support for licensure evaluation, accreditation/assessment for Education, and edTPA

Supporting -

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1. Discovery through innovative teaching, research, and other high-impact experiences.
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UNIVERSITY STRATEGIC GOAL AREA/S:

1. Foster quality teaching and learning (Academic Plan)
5. Foster an institutional culture that supports students and employees (Institutional Capacity and Effectiveness)

	Current Conditions/Data	Action Plan (Strategies)	Timeline	Targeted Results/Evidence	Person(s) Responsible	Resources/ Est. Budget
1	Continue AACTE and MACTE memberships and become active members.	Determine costs involved in this membership and accreditation. Ask Dean and Provost for support for team participation at the annual AACTE conference. Explore grant support for attendance.	Ongoing	Department minutes AACTE members Attend MACTE meetings – business sessions and collaboration days MACTE MEC Board members: Dr. Rhonda Bonnstetter, President; Dr. Sonya Vierstraete, Board Member AACTE attendance	SoE Chairperson Director of Placement & Licensure Director of Assessment & Accreditation Ed faculty	TBD \$5000-7000

2	Continue edTPA supports	Review edTPA supports and update policies and practices to increase edTPA achievements of teacher candidates	Ongoing	<p>A variety of resources for teacher candidates noted on the website</p> <p>Created ED 458, ED 459, & ED 459L to support edTPA Action Research</p> <p>Increase in edTPA scores</p>	<p>Director of Placement & Licensure</p> <p>Director of Assessment & Accreditation</p> <p>SoE Chairperson</p> <p>ED faculty</p>	
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SCHOOL OF EDUCATION STRATEGIC GOAL: 1. Develop and support researched-based programs that enhance learning, teaching, and leadership

SCHOOL OF EDUCATION STRATEGIC OBJECTIVE: 1.4 Continue to develop policies and procedures for the School of Education

Supporting -

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1. Discovery through innovative teaching, research, and other high-impact experiences.
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UNIVERSITY STRATEGIC GOAL AREA/S:

1. Foster quality teaching and learning (Academic Plan)
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	Current Conditions/Data	Action Plan (Strategies)	Timeline Semester/Year	Targeted Results/Evidence	Person(s) Responsible	Resources/ Est. Budget
1	University graduate polices have been developed by the Graduate Curriculum Committee. Department undergraduate policy development is ongoing as needed. Off Campus Graduate Policy reviews and updates annually.	Continue to compile existing undergraduate and graduate policies and procedures Target areas for additional policies and procedures that are supported by the contract	Ongoing	Admissions policies to program are complete – and reviewed as needed. Assessment policies established. Compiled policies noted on T drive. Dept handbook with policies.	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 programs, 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	Ongoing	Collected Data within the program using Livetext, Campus Liaison meetings annually, Teacher Education Advisory Committee meetings (annual	School of Education faculty Director of Assessment & Accreditation SoE Chairperson	Faculty/staff time

		School of Education Programs		meetings in fall), Grad Advisory groups meetings (annual meetings). PASLs & RASLs		
3	Admission requirements for the TEP – Teacher Education Program are reviewed annually. Admission requirements for graduate education	Review & Revise Admission to TEP requirements each year. Review & Revise as needed Graduate Admission policies.	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 SoE Chairperson	Faculty/staff time

SCHOOL OF EDUCATION STRATEGIC GOAL: 1. Develop and support research-based programs that enhance learning, teaching, and leadership

SCHOOL OF EDUCATION STRATEGIC OBJECTIVE: 1.5 Promote and enhance awareness of the Department programs internally and externally

**Supporting -
UNIVERSITY VALUES:**

1. Discovery through innovative teaching, research, and other high-impact experiences.
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UNIVERSITY STRATEGIC GOAL AREA/S:

4. Increase comprehensive enrollment (Enrollment Management Plan)

	Current Conditions/Data	Action Plan (Strategies)	Timeline Semester/Year	Targeted Results/Evidence	Person(s) Responsible	Resources/ Est. Budget
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 with a communication calendar. -Develop a standard email reply. -Develop a brief survey regarding communication: Who is going to help you make this decision?/What are the factors that play into making this decision.	Ongoing	Undergrad faculty take on 2 weeks/semester and 1 week in summer to provide continuous coverage; schedule provided to Admissions office Communication calendar. Standard email reply and brief survey for prospective students – post visits.	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	Ongoing	Listings in Annual Report and later in Dean's report in University publications	School of Education Director of Graduate Office	University budget

		<p>campus and off campus programs -Publicity about SMSU's Education programs – social media, newspaper, radio, flyers, etc.) -Share out at TEAC meeting</p> <p>ELED online/online opportunities for students – marketing plan development</p>		<p>Social media, radio ads, newspaper ads, flyers in papers, off campus information sessions at area schools, etc.</p> <p>EMAE – virtual meeting attendance (shared out via social media and sections 11 & 12 courses – as well as listserv)</p>	<p>ED Grad Director</p> <p>Grad Coordinators</p>	
3	Marketing	<p>Grad</p> <p>Distance learning programs</p>	AY2021 – and then ongoing	Hire professional SEOs – search engine optimization	<p>SEO</p> <p>Computer Science department/majors provide support?</p> <p>Faculty</p> <p>ED Grad Director</p> <p>Grad Coordinators</p> <p>SoE Chairperson</p>	Funding – grants, budgets, University support

SCHOOL OF EDUCATION STRATEGIC GOAL: 1. Develop and support research-based programs that enhance learning, teaching, and leadership.

SCHOOL OF EDUCATION STRATEGIC OBJECTIVE: 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

Supporting -

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UNIVERSITY STRATEGIC GOAL AREA/S:

1. Foster quality teaching and learning (Academic Plan)
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	Current Conditions/Data	Action Plan (Strategies)	Timeline Semester/Year	Targeted Results/Evidence	Person(s) Responsible	Resources/ Est. Budget
1	Convert Fixed-Term position/s to Probationary Tenure Track position/s	Move fixed-term positions to tenure-track positions: College Now in ED Special Education Add faculty to teach in Special Education to support the licensure programs	Ongoing	Hiring of new faculty	SPED Faculty ED Grad Director Grad Coordinators SoE Chairperson	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 Minnesota	AY2020	Revised curriculum Meet with stakeholders to address teacher	TESL Faculty ED Grad Director Online Grad Coordinator SoE Chairperson	University funds

		West and Worthington Public Schools ISD 518 to expand TESL opportunities and programming.		shortage and consider EL programming.	SwTPP Coordinator	
3	Review UG Math Ed Major	Review and consider revisions to the UG Math Ed Major – specifically sequencing of courses and pedagogy. TEAC suggestion Campus Liaison meeting needed	2017-2018 – AY20 Ongoing	Review/update UG Math Ed Major if deemed appropriate	Math/Ed Faculty SoE Chairperson Math Dept. Chair Director of Assessment & Accreditation	University funds
4	Continue BOSA accreditation for EDAL program. +licensure options for provisional candidates	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.	Ongoing	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.	ED Grad Director SoE Chairperson Director of Placement & Licensure Director of Assessment & Accreditation Grad Ed Faculty	University funds
5	Online 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.	Ongoing	Additional faculty member(s) – especially needed with the retirement of Dr. Sharon Kabes at the end of AY20.	ED Grad Director Online Grad Coordinator School of Ed Chair	University funds
6	Expand Technology skills of faculty and adjuncts	Explore technology training to assist faculty with teaching, especially online teaching. Possible training: Quality Matters	Ongoing	Technology support training offered to faculty.	ED Grad Director Grad Coordinators SoE Chairperson	Faculty time

		Kaltura Zoom Teams D2L Brightspace		Curriculum mapping of technology in TEP courses.	Director of Placement & Licensure Director of Assessment & Accreditation – Livetext & edTPA coordinator	
7	Succession Planning	Consider succession planning for department leadership positions Continue to seek support for Assessment & Accreditation work, Placement & Licensure work/office, and Chairperson work. Continue to seek support for Directors and Coordinators.	Ongoing	Developed succession plan that promotes positive growth even with changing stakeholders and faculty/staff	Faculty Ed Leadership: Director of Assessment & Accreditation, Director of Placement & Licensure, Director of Graduate Education for the SoE, Grad Coordinators, and School of Ed Chair	Time to complete task Potential funding to address attrition

SCHOOL OF EDUCATION STRATEGIC GOAL: 2. Collaboration with stakeholders

SCHOOL OF EDUCATION STRATEGIC OBJECTIVE: 2.1 Promote continued strong partnerships with cooperating schools, programs, and agencies

Supporting -

UNIVERSITY VALUES:

2. Civic engagement and strategic partnerships.
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UNIVERSITY STRATEGIC GOAL AREA/S:

1. Foster quality teaching and learning (Academic Plan)
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	Current Conditions/Data	Action Plan (Strategies)	Timeline Semester/Year	Targeted Results/Evidence	Person(s) Responsible	Resources/ Est. Budget
1	Collaboration with SW/WC, MRVED, and other partners	Continued partnerships in professional development projects – communicate areas of faculty expertise to workshops and other professional development opportunities	Ongoing	Collaborative workshops offered Concurrent Enrollment offerings	SoE Chairperson ED Faculty Director of College Now	Grant funding – Kim Gunther, College Now Director; SWWC grant for New Teacher Center
2	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

3	Compliance with accrediting bodies	<p>Work as a unit to meet state, regional, and/or national accreditation requirements in various programs</p> <p>Consider seeking national accreditation for the Teacher Education Program thru AAQEP - develop workgroup to conduct feasibility study.</p>	Ongoing	<p>Successful accreditation by external agencies</p> <p>Feasibility study – and recommendation to Administration regarding national accreditation</p>	<p>ED Grad Director</p> <p>Grad Coordinators</p> <p>SoE Chairperson</p> <p>Accreditation Faculty</p>	Institutional support (membership fees)
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SCHOOL OF EDUCATION STRATEGIC GOAL: 2. Collaboration with stakeholders

SCHOOL OF EDUCATION STRATEGIC OBJECTIVE: 2.2 Promote strong support, involvement, and advisement for students and in-service teachers

Supporting -

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	Current Conditions/Data	Action Plan (Strategies)	Timeline Semester/Year	Targeted Results/Evidence	Person(s) Responsible	Resources/ Est. Budget
1	TEAC – Teacher Education Advisory Council	Hold meetings with student groups and TEAC (Teacher Education Advisory Committee) to gain input into ways that our licensure/accredited programs can be improved; connect to PELSB accreditation needs; NCACE accreditation needs for coaching (also standard 1.1)	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 SoE Chairperson	Department Operating Budget
2	Undergraduate PE Advisory Council	PE program review needs input from students, alum, etc. Also needed for accreditation with NCACE. Revive the advisory council.	Ongoing	PE Programs review 2013-2014	PE faculty SoE Chairperson	Department Operating Budget

3	Transfer Pathways Involvement & Updates	<p>Stay abreast of changes and updates with Transfer Pathways and communicate with students and stakeholders.</p> <p>Curriculum Review & updates to EPPAS</p>	Ongoing	<p>ED faculty participating in Transfer Pathways</p> <p>ECE, ELED, SPED, COMM ARTS PE is no longer a Transfer Pathway.</p> <p>EPPAS updates</p>	<p>SoE Chairperson</p> <p>Director of Assessment & Accreditation</p> <p>Ed UG Faculty</p>	<p>University funds</p> <p>Department Operating Budget</p>
4	Strengthen Relationships with Classroom Mentors	<p>Provide incentives to classroom mentors to host teacher candidates. Develop workgroup to support this effort.</p> <p>Seek higher stipend for classroom mentors. Currently \$120 and has been for several years.</p> <p>SMSU certificate – “I am a SMSU classroom mentor; I make a difference.” Brown & Gold ribbon; clipboards</p> <p>Pursue grad credits as an option.</p>	Ongoing	Possible incentives include: CEU session/s, athletic passes, grad credit	<p>SoE Chairperson</p> <p>Director of Placement & Licensure</p> <p>ED Faculty</p>	<p>Department Operating Budget</p> <p>University Funds – Office of Placement & Licensure</p>

SCHOOL OF EDUCATION STRATEGIC GOAL: 2. Collaboration with stakeholders

SCHOOL OF EDUCATION STRATEGIC OBJECTIVE: 2.3 Seek and develop new partnerships and programs with stakeholders

Supporting -

UNIVERSITY VALUES:

1. Discovery through innovative teaching, research, and other high-impact experiences.
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UNIVERSITY STRATEGIC GOAL AREA/S:

1. Foster quality teaching and learning (Academic Plan)
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	Current Conditions/Data	Action Plan (Strategies)	Timeline Semester/Year	Targeted Results/Evidence	Person(s) Responsible	Resources/ Est. Budget
1	Seek and develop new programs/partnerships	<p>Seek and develop new emphasis areas, licensures, and collaborative partnerships and programs in the undergraduate and graduate programs.</p> <p>Concurrent enrollment – expand partnerships/high schools and courses. Consider ITV options for smaller, rural districts.</p> <p>Explore opportunities for faculty to be in partner schools – especially with courses with labs.</p> <p>AG WBL (WorkBased Learning), CTE, FACS, DAPE, and Parent and Family Educator/ECFE licensure areas</p>	Ongoing	Offering of new programs	<p>SoE Chairperson</p> <p>ED Grad Director</p> <p>Grad Coordinators</p> <p>ED faculty</p>	Program startup costs

		<p>Explore a 3+2 UG/Grad program for graduate programs with an emphasis area.</p> <p>Collaborate with other departments across campus</p>		<p>New Sports Performance minor with psychology</p>		
2	Seek Grant Opportunities	<p>Seek grant opportunities independent of the University to support, enhance and develop partnerships with area stakeholders.</p> <p>Review grant process</p>	Ongoing	<p>Continue to explore funded programs</p> <p>PE received a grant in collaboration with MN public schools.</p> <p>Partnership grants</p> <p>Rope grants</p> <p>PASP grant</p> <p>Foundation Grant</p> <p>Potential resources: ATC – Academic Technology Committee</p> <p>STC – Student Technology Committee</p> <p>MinnState & MDE grants submitted</p>	All faculty	<p>STEM grant is done, no new source of funding</p> <p>Time to write grants</p>

SCHOOL OF EDUCATION STRATEGIC GOAL: 3. Expand personally and professionally through Inclusive Communities of Practice

SCHOOL OF EDUCATION STRATEGIC OBJECTIVE: 3.1 Participate in and facilitate learning, scholarship, personal, and professional development

Supporting -

UNIVERSITY VALUES:

1. Discovery through innovative teaching, research, and other high-impact experiences.
2. Civic engagement and strategic partnerships.
3. Developing broadly educated and well-rounded leaders.

UNIVERSITY STRATEGIC GOAL AREA/S:

1. Foster quality teaching and learning (Academic Plan)
2. Create a campus and community climate that embraces differences and inclusiveness (Diversity Plan)
4. Increase comprehensive enrollment (Enrollment Management Plan)
5. Foster an institutional culture that supports students and employees (Institutional Capacity and Effectiveness)

	Current Conditions/Data	Action Plan (Strategies)	Timeline Semester/Year	Targeted Results/Evidence	Person(s) Responsible	Resources/ Est. Budget
1	Limited use of available funding. FIG money available for faculty application.	Increase use of external and internal funding (FIG, CTL, contractual travel 19B funds, and other sources) Mentoring session on new topics – SmSUFA session regarding contract; mentorship handbook	Ongoing	Travel opportunities	Faculty	External funding resources
2	Faculty disseminate knowledge regarding the discipline in a variety of ways	Promote more publications and presentations	Ongoing	Activities reported in local media. Formally adopted and added to the SoE Policy Handbook; revisit policy handbook annually.	Faculty	Time for publication

3	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/Director of Placement & Licensure to attend edTPA and Livetext conferences.	Ongoing	Secure funds/budget for Directors to attend conferences and trainings.	Director of Assessment & Accreditation – Livetext & edTPA coordinator Director of Placement & Licensure SoE Chairperson TEP licensure faculty	University funds
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SCHOOL OF EDUCATION STRATEGIC GOAL: 3. Expand personally and professionally through Inclusive Communities of Practice

SCHOOL OF EDUCATION STRATEGIC OBJECTIVE: 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

Supporting -

UNIVERSITY VALUES:

1. Discovery through innovative teaching, research, and other high-impact experiences.
3. Developing broadly educated and well-rounded leaders.

UNIVERSITY STRATEGIC GOAL AREA/S:

1. Foster quality teaching and learning (Academic Plan)
2. Create a campus and community climate that embraces differences and inclusiveness (Diversity Plan)
3. Enhance campus life experiences by aligning facility resources with university and community needs (Master Facilities Plan)
5. Foster an institutional culture that supports students and employees (Institutional Capacity and Effectiveness)

	Current Conditions/Data	Action Plan (Strategies)	Timeline Semester/Year	Targeted Results/Evidence	Person(s) Responsible	Resources/ Est. Budget
1	Informal mentoring process	<p>Formalize and develop the mentoring process – each faculty member is assigned a tenured faculty member to serve as a formal mentor.</p> <p>Further develop the faculty policy handbook</p> <p>Include formal and informal mentoring for new adjuncts</p>	Ongoing	<p>Written plan in place</p> <p>Interview results</p>	<p>Ed Faculty</p> <p>SoE Chairperson</p>	<p>Department Operating Budget</p>
2	Professional development time	<p>Monthly educational issues – email updates</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>	Ongoing – as time allows	<p>Meeting minutes to reflect professional development during meetings</p>	<p>Ed faculty</p> <p>SoE Chairperson</p>	<p>Department Operating Budget</p>

		Report on professional activities on a regular basis				
		Annual programmatic retreats				
		Explore a professional development space				

SCHOOL OF EDUCATION STRATEGIC GOAL: 3. Expand personally and professionally through Inclusive Communities of Practice

SCHOOL OF EDUCATION STRATEGIC OBJECTIVE: 3.3 Create community and nurture relationships among faculty and staff

Supporting -

UNIVERSITY VALUES:

1. Discovery through innovative teaching, research, and other high-impact experiences.
2. Civic engagement and strategic partnerships.
3. Developing broadly educated and well-rounded leaders.

UNIVERSITY STRATEGIC GOAL AREA/S:

1. Foster quality teaching and learning (Academic Plan)
2. Create a campus and community climate that embraces differences and inclusiveness (Diversity Plan)
3. Enhance campus life experiences by aligning facility resources with university and community needs (Master Facilities Plan)
4. Increase comprehensive enrollment (Enrollment Management Plan)
5. Foster an institutional culture that supports students and employees (Institutional Capacity and Effectiveness)

	Current Conditions/Data	Action Plan (Strategies)	Timeline Semester/Year	Targeted Results/Evidence	Person(s) Responsible	Resources/ Est. Budget
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 throughout the on campus and online environments	Enlarge and display photos showing faculty, staff, candidates and students engaged in learning – used on Education Facebook page and share out via Twitter @SMSUSchoolofEd – Instagram & snapchat	Ongoing	Warmer welcoming environment Photos on School of Ed website offices/classroom area painted warm colors	SoE Chairperson 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 annually with individual	Director of Assessment & Accreditation	Dean’s budget support

		Ensure content standards are integrated into content courses.		departments/groups to review data, feedback, and consider changes – typically in the fall	Ed Program. Faculty Arts & Sciences Faculty SoE Chairperson	
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