

**STRATEGIC PLAN FOR THE SCHOOL OF EDUCATION**  
**Annual Report**  
**UNIVERSITY OF ARKANSAS AT MONTICELLO**  
**July 2007 – June 2008**

**Mission, Role, and Scope**

The University of Arkansas at Monticello School of Education is committed to the development of high-quality teacher leaders who are caring, competent professionals dedicated to meeting the needs of a changing, diverse society. The UAM School of Education faculty and teacher education students serve their communities through active participation in academic studies and field experiences that develop high level competencies in content knowledge, pedagogy, professionalism, and diversity. The UAM School of Education, in close partnership and collaboration with partnering schools and the arts and sciences, is dedicated to providing the highest level of teacher training and excellence of schools in southeast Arkansas.

**Support goals from Enhancement of Resources focus:**

Recruit, develop, and retain a quality faculty and staff.  
Build partnerships through networking and collaboration.  
Enhance the University's image, visibility, and influence.  
Improve internal and external communications.  
Improve employment opportunities.  
Develop internal and external resources.  
Recruit, retain, and graduate students.

**Short-Range Objectives**

1. To continue to provide quality staff development opportunities for faculty and staff (**Conceptual Framework (CF): Knowledge; Pedagogy; Diversity; Technology; Professionalism**)

**Accomplished and Continuing:**

**Faculty and staff have attended numerous conferences and workshops at the local level and state level as participants and presenters. The Faculty Development Funds provided by the university were supplemented with unit M&O funds to allow approval of the majority of faculty request for professional development. The Educational Renewal Zone project hosted on-campus professional development workshops that were attended by public school administrators and teachers as well as unit faculty. Several workshops focused on the use of instructional technology to enhance learning and were attended by faculty from the arts, sciences, SOE, and public schools. The ERZ project hosted the High School Redesign Project in which university faculty from the SOE, arts, and sciences and faculty from area high schools shared instructional strategies and use of instructional**

**technology. High school faculty observed university faculty classroom instruction and provided valuable feedback and recommendations. Public school faculty and SOE faculty co-presented topics including Parental Involvement and Use of Instructional Technology in several professional development events.**

2. To collaborate with other universities to recruit faculty from doctoral education programs (CF: Professionalism; Diversity)

**Not Accomplished:**

**Contacts were made at universities in Arkansas as well as in other states to recruit faculty for the Educational Leadership position. Special efforts were made to recruit minority faculty. Advertisements were placed in the Chronicle of Higher Education, the Arkansas Democrat Gazette Newspaper, the UAM Netlist, the UAM homepage, in Diversity Jobs, on Diversitylink.com, in Hispanic Outlook, and in Black Issues in Higher Education.**

3. To further nurture the partnership with public school officials, SEARK Cooperative staff, and the Arkansas Department of Education to identify specific strategies to address issues and concerns in education

**(CF: Knowledge; Pedagogy; Diversity; Technology; Professionalism)**

**Accomplished/Continuing:**

**The SOE Dean attended four SEARK Educational Cooperative board meetings in the fall and spring semesters to seek input from area superintendents. The Arkansas Department of Education met on the UAM campus in the spring semester with the Dean, the NCATE coordinators, the partnership coordinator, and the Provost to discuss state and local issues and concerns as well as successes related to teacher education programs. Public school teachers and administrators served on interview committees for admission to teacher education and admission to the advanced programs in Educational Leadership. UAM SOE faculty continued to visit the public schools in the partnership area and to work with individual teachers to improve instruction. SOE faculty and public school faculty co-presented in the parental involvement workshop hosted by the SOE and ERZ. The Math and Science Specialists co-presented in workshops with the SEARK Educational Cooperative Math and Science Specialists in the region. The SOE hosted a Stakeholders' meeting in April which was attended by 106 partners from the university, the public schools, the Educational Cooperative and the community.**

4. To continue to focus on the need for UAM SOE faculty and staff to attend SEARK Cooperative meetings and professional development workshops (CF: **Knowledge; Technology; Pedagogy; Professionalism; Diversity**)

**Accomplished/Continuing:**

**SOE faculty attended several SEARK Cooperative meetings and professional development workshops during the 2007 – 2008 year. The Math and Science Specialists and the ERZ staff participated in numerous professional development opportunities at the site.**

5. To further promote the visibility and contributions of the SOE faculty and staff in the area public schools (CF: **Professionalism**)

**Accomplished /Continuing:**

**SOE faculty, in partnership with the Educational Renewal Zone project, continued to serve as liaisons (Professors Partnering with Professionals) to the public schools and to participate in specific classroom projects. The SOE Math and Science Center provided numerous workshops for public school faculty on the UAM campus as well as at the school sites. Some SOE faculty also provided professional development for schools as well as tutored public school children on site as a part of the Supplemental Education Services Project in the spring 2008 semester. SOE faculty read to public school children during Children's Book Week in April.**

6. To continue the efforts of the Educational Renewal Zone (ERZ) Project to assist the SOE in collaborating with educational cooperatives, public schools, and other universities (CF: **Professionalism**)

**The ERZ Project hosted numerous workshops that included all education partners.**

7. To increase the activities and projects to recruit new teacher education candidates from area schools (CF: **Diversity**)

**Accomplished/Continuing:**

**The SOE partnered with the ERZ to enhance the recruitment and retention efforts of the unit. New billboards and radio spots were used to promote teaching as a profession. Dr. Sue Martin was designated as the SOE Recruitment and Retention Coordinator. Campus events such as hot dog cookouts, recruitment events organized around holiday themes, and phone-a-thons were utilized to attract current and future UAM students to teacher education. The ERZ hosted community meetings to involve community members in the recruitment of new teachers.**

8. To continue to attend community college career days to increase enrollment in the 2+2 program (CF: Diversity)

**Accomplished/Continuing**

**The SOE partnership director and the Graduate Coordinator attended career fairs and made personal contact with additional Arkansas community colleges to develop new 2+2 partnership agreements.**

9. To continue to develop news releases and to find partners to share accomplishments and to promote teaching as a profession in the community (CF: Professionalism)

**Accomplished/Continuing:**

**The SOE Dean recorded several radio public service announcements designed to recruit new teacher education candidates and to promote teacher education as a profession. The ERZ funded new billboards that were placed in high volume locations in the region.**

10. To continue to increase the recruitment efforts for the Master of Arts in Teaching graduate program (CF: Diversity)

**Accomplished/Continuing:**

**The SOE Dean recorded radio public service announcements that specifically targeted recruitment for the MAT program. The graduate coordinator and the SOE Recruitment and Retention Coordinator attended state career fairs and ADE teacher recruitment events. State newspaper advertisements were also used to recruit new candidates for the MAT program.**

11. To continue to assign mentors for new UAM School of Education faculty and staff (CF: Professionalism; Knowledge; Technology; Pedagogy; Diversity)

**Accomplished/Continuing:**

**The SOE had no new faculty during the 2007-2008 academic years but will continue to assign mentors as new faculty members are hired.**

12. To use the electronic calendar for better coordination of events (CF: Technology)

**Accomplished/Continuing**

### Intermediate-Range Objectives

1. To continue to recognize faculty and staff for exemplary service and teaching through awards/publicity (CF: Professionalism)

**Accomplished:**

**Dr. C. Morrell Jones was recognized by the Drew County Chamber of Commerce as the UAM Teacher of the Year.**

2. To continue to seek grants to fund programs and to provide additional faculty compensation (CF: Professionalism)

**Accomplished/Continuing:**

**Several faculty received NCLB grants from the state to conduct ESL professional development workshops. The SOE also was awarded the Supplemental Services Grant by ADE to provide tutorial services in selected local districts. The funds from these sources compensated faculty for their work in the projects.**

3. To continue to expand ERZ activities to include more community agencies and groups (CF: Knowledge; Professionalism; Diversity)

**Accomplished/Continuing:**

**The ERZ project expanded the teacher recruitment project to include community partners. The ERZ included ADE and a consulting firm from Atlanta to provide professional development for the new partners.**

4. To continue to advertise and promote the 2+2 program and the partnership with community colleges (CF: Diversity)

**Accomplished/Continuing**

**The 2+2 Partnership Director traveled to several areas of the state to meet community college representatives. Advertisements and brochures were placed in community college service areas.**

5. To further enhance advising of teacher candidates to improve academic focus and candidate retention (CF: Professionalism; Knowledge; Pedagogy; Diversity)

**Accomplished/Continuing:**

**Faculty workshops were conducted to allow faculty to share ideas and to discuss the importance of retention of teacher candidates through good advising.**

6. To refine and enhance seminar courses that prepares students for the Praxis I, Praxis II, and the PLT (CF: Knowledge; Technology; Pedagogy)

**Accomplished/Continuing:**

**Faculty improved the strategies used in the Praxis I seminars to promote success on the Praxis I tests. Plato software was also used as supplemental instruction.**

7. To create better defined roles for the school superintendents' advisory committee (CF: Professionalism; Knowledge; Pedagogy; Technology; Diversity)

**Accomplished:**

**The SOE dean developed an agreement with the SEARK Educational Cooperative that would allow the dean to participate in the superintendents board meetings. The dean will meet twice per semester during the fall and spring to share SOE program news and to request input from the group.**

8. To recruit teacher candidates through the academic education honorary fraternity, Kappa Delta Pi (CF: Diversity)

**Accomplished:**

**The Kappa Delta Pi Honorary Society, under the supervision of Dr. Sue Martin, conducted a recruiting phone-a-thon and assisted in numerous recruitment campus events.**

Long-Range Objectives

1. To advocate salary increases through committee service (CF: Professionalism)

**Not Accomplished**

2. To reward faculty and staff for exemplary teaching and service through recognition and monetary rewards (CF: Professionalism)

**Not accomplished although a faculty member was recognized by the Drew County Chamber of Commerce at the annual banquet.**

3. To develop professional learning communities inclusive of school of education faculty, public school faculty/administration, community agencies, legislators, educational cooperatives, etc.

**(CF: Professionalism; Knowledge; Technology; Pedagogy; Diversity)**

**Accomplished/Continuing:**

**The Educational Renewal Zone Project was a mechanism for the SOE faculty, the public schools, and the cooperative to partner in professional development opportunities and for unit program review. The SOE Stakeholders' meeting also promoted a stronger climate for professional learning communities.**

**Support goals from Enhancement of Academic focus:**

Improve academic quality standards.

Share academic opportunities across units.

Increase opportunities for faculty/student research and creative activities and increase experimental and service learning opportunities.

Improve internal and external communications.

Provide the latest technology for our students and faculty.

Accommodate the diverse needs of students.

Enhance UAM's image.

**Short-Range Objectives**

1. To enhance and improve School of Education programs of study that meet national, state, and specialty program accreditation organizations standards and the needs of the candidates

**(CF: Knowledge; Pedagogy; Diversity; Technology; Professionalism)**

**Partially Accomplished/Continuing:**

**All SOE program reports were submitted to ADE for state approval and the respective national Specialty Program Associations (SPA) for nation accreditation recognition. ADE program approval was received. SPA report findings should be received in June or July of 2008. The NCATE Board of Examiners will visit the unit in March 2009 for a continuing accreditation review.**

2. To refine and use the School of Education data base for collection and aggregation of unit and program assessment data

**(CF: Knowledge; Pedagogy; Technology; Diversity; Professionalism)**

**Accomplished/Continuing:**

**The SOE has an electronic data base which houses unit and program data from multiple sources.**

3. To continue to assess unit and program quality by using specific evaluation tools and assessments  
(CF: Knowledge; Pedagogy; Technology; Diversity; Professionalism)

**Accomplished/Continuing:**

**The SOE used multiple unit and program assessments to evaluate candidate performance and the candidates' impact on student learning.**

4. To continue to use aggregated and summarized data for unit and program analysis to make program improvements  
(CF: Knowledge; Pedagogy; Technology; Diversity; Professionalism)

**Accomplished/Continuing:**

**Aggregated data are summarized and used to evaluate the unit and its programs. Recent findings were shared with the UAM Teacher Education Committee, the SOE Stakeholders at the April meeting, and are regularly discussed in faculty meetings to determine areas of improvement.**

5. To develop a SOE technology plan (CF: Technology; Knowledge; Pedagogy)

**Accomplished**

6. To continue to upgrade computers in the School of Education computer laboratory (CF: Technology; Knowledge; Pedagogy)

**Partially Accomplished/Continuing:**

**The University provided approximately 10 upgraded computers for the SOE instructional computer laboratory. The SOE dean requested in the 2008-2009 budgets the purchase of 25 new computers for the laboratory.**

7. To continue to use Smart Room Technology in everyday instruction  
(CF: Technology; Knowledge; Pedagogy)

**Accomplished/Continuing:**

**The ERZ project provided additional professional development for the SOE faculty in the use of Smart Room Technology including the use of InterWrite boards. Faculty members have increased the use of the Smart Room tools in their instruction.**

8. To continue to imbed the use of the latest instructional software in SOE courses  
(CF: Technology; Knowledge; Pedagogy)

**Accomplished/Continuing:**

**SOE faculty attended workshops to better understand the use of instructional software to enhance instruction and to model the use of instructional technology for candidates. Teacher candidates at the Stakeholders' meeting indicated that although many faculty used the resources, not all faculty were proficient in its use.**

9. To require candidates to use modern instructional technology in everyday instruction (CF: Technology; Knowledge; Pedagogy)

**Accomplished/Continuing:**

**SOE teacher candidates are required to take EDUC 2233 Instructional Technology and to demonstrate the use of instructional technology in the lessons they teach.**

10. To increase collaboration with arts, sciences, and other academic units  
(CF: Knowledge; Pedagogy; Technology; Diversity; Professionalism)

**Accomplished/Continuing:**

**The arts and sciences faculty attended professional development workshops with the SOE faculty. They served on the University Teacher Education Committee and participated in the Stakeholders' meetings to evaluate the units' progress and to make recommendations for improvements. Arts and Science faculty served on interview committees and as university supervisors for interns in the public schools. The SOE faculty partnered with the Arts and Science faculty in the SES tutoring program and to assist public school faculty as needed.**

11. To increase participation in the Teacher Education Committee  
(CF: Knowledge; Pedagogy; Technology; Diversity; Professionalism)

**Accomplished**

12. To increase faculty participation in and understanding of Sharepoint system  
(CF: Technology)

**Accomplished/Continuing:**

**SOE faculty have access to the Sharepoint system. Instruction in its uses was provided in a faculty meeting.**

13. To increase faculty professional development in understanding student diversity  
(CF: Diversity)

**Accomplished/Continuing:**

**The SOE established a Diversity Committee to develop a unit Diversity Plan to define goals and objectives for better understanding of the unique needs of a diverse student and candidate population. The plan also addressed how to recruit diverse teacher candidates and faculty. Diversity was the topic in several faculty meetings to better define its meaning and the importance of considering diversity in planning and instruction.**

Intermediate-Range Objectives

1. To implement TaskStream instructional system software for portfolio management into the School of Education curriculum  
(CF: Technology)

**Accomplished**

2. To continue to seek grants to fund faculty and student professional development  
(CF: Knowledge; Pedagogy; Technology; Diversity; Professionalism)

**Not Accomplished/Continuing:**

**Although faculty professional development was funded by the university and the unit M&O fund, no grants were specifically written for this purpose. Other grants had components which supported some faculty and student professional development.**

3. To continue to host/attend workshops to increase awareness of latest technology and educational trends  
(CF: Technology)

**Accomplished/Continuing**

4. To integrate special education instructional strategies into arts and sciences content courses that prepares teachers  
(CF: Knowledge; Pedagogy; Technology; Diversity; Professionalism)

**Not Accomplished**

5. To continue to create partnerships with Arkansas Rehabilitation Services, physicians and other entities to expand opportunities for the exercise science interns  
(CF: Knowledge; Pedagogy; Technology; Diversity; Professionalism)

**Accomplished**

6. To continue to identify school faculty with exemplary instructional skills to serve as clinical internship mentor teachers  
(CF: Knowledge; Pedagogy; Technology; Diversity; Professionalism)

**Accomplished**

#### Long-Range Objectives

1. To expand the 2+2 program by collaborating with additional community colleges  
(CF: Knowledge; Pedagogy; Diversity)

**Not Accomplished**

**Although many contacts were made with additional community colleges, no formal agreements have been developed.**

2. To create an Exercise Science and Wellness Laboratory Center  
(CF: Knowledge; Pedagogy; Technology)

**Not Accomplished**

#### **Support goals from Enhancement of Quality of Life focus:**

Accommodate the diverse needs of students/candidates.  
Develop and implement a comprehensive student retention plan.  
Promote healthy lifestyles for students, employees, and communities.

#### Short-Range Objectives

1. To enhance the School of Education tutoring center to meet the specific learning needs of Teacher Education candidates  
(CF: Knowledge; Pedagogy; Technology; Diversity)

**Accomplished**

**Plato tutorial software was added to the computer laboratory although candidates did not use this resource as much as was expected.**

2. To seek additional grants to pay the Praxis I, Praxis II, and PLT test fees for teacher education students who have financial need  
(CF: Diversity)

**Not Accomplished**

**Meetings were held with potential cooperate donors but no funding has been received.**

3. To develop a SOE diversity plan (CF: Diversity)

**Accomplished**

Intermediate-Range Objectives

1. To survey the School of Education candidates to determine diversity of needs (CF: Knowledge; Pedagogy; Technology; Diversity; Professionalism)

**Not Accomplished/Continuing**

2. To establish a peer mentoring program for candidates (CF: Knowledge; Pedagogy; Technology; Diversity; Professionalism)

**Not Accomplished/Continuing**

Long-Range Objectives

1. To promote a campus healthy lifestyles program through the UAM School of Education Exercise Science/Wellness program (CF: Professionalism)

**Partially Accomplished/Continuing**

**Ms. Frazer provided personal training opportunities for faculty and staff. Several faculty participated in the services.**

2. To continue to emphasize the importance of health and wellness and to increase participation in the UAM Health and Wellness Fair (CF: Knowledge; Professionalism)

**Partially Accomplished/Continuing**

3. To continue to emphasize the need for a SOE Exercise Science and Wellness Laboratory Center (CF: Knowledge; Professionalism)

**Not Accomplished/Continuing**

4. To create a formal School of Education Candidate retention plan (CF: Knowledge; Pedagogy; Diversity)

**Accomplished**

**The SOE developed a Recruitment and Retention Plan that was reviewed by the Stakeholders in the April meeting.**