

**STRATEGIC PLAN FOR THE SCHOOL OF EDUCATION  
UNIVERSITY OF ARKANSAS AT MONTICELLO  
July 2008– June 2009**

**Mission, Role, and Scope**

The University of Arkansas at Monticello School of Education (SOE) 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 based upon evaluations and to develop new knowledge and skills as they relate to the strands of the School of Education (SOE) conceptual framework (Conceptual Framework (CF): Knowledge; Pedagogy; Diversity; Technology; Professionalism)

**Extensive professional development was provided for faculty and staff particularly in the areas of technology, program and unit assessment and data analysis.**

2. To continue the partnership with the Education Renewal Zone Project (ERZ) to promote SOE faculty collaboration with professional educators in the P-12 schools and with faculty in other university units to improve teaching (CF: Knowledge; Pedagogy; Diversity; Technology; Professionalism)

**The faculty partnered with public school faculty in presentations, team teaching, and curriculum redesign projects.**

3. To continue to collaborate with the Education Renewal Zone Project, the SEARK Education Cooperative, and the university faculty to provide professional development services  
(CF: Knowledge; Pedagogy; Diversity; Technology; Professionalism)

**The faculty and the ERZ project provided some professional development opportunities but did not partner with the Southeast Arkansas Education Cooperative as extensively as had planned.**

4. To enhance existing and to create new activities and projects to recruit and retain a diverse enrollment of teacher education candidates in all initial and advanced programs (CF: Diversity)

**The SOE and the ERZ project initiated numerous recruitment and retention activities such as Teacher of Tomorrow Clubs, school recruitment visits, radio and billboard ads, and a pinning ceremony for students admitted to the teacher education program.**

5. To continue to recruit a diverse teacher candidate population by attending community college career days to increase enrollment in the 2+2 program  
(CF: Diversity)

**The SOE Partnership Coordinator and the Teacher Education Coordinator attended numerous recruitment fairs and made visits to the community colleges to recruit.**

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

**This has been achieved.**

7. To further enhance advising of teacher candidates to improve academic focus and candidate retention and graduation rates  
(CF: Professionalism; Diversity)

**The faculty attended advising professional development and discussed appropriate advising strategies in faculty meetings.**

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

**Not Achieved.**

9. To develop professional learning communities inclusive of school of education faculty, public school faculty/administration, arts/sciences faculty, community agencies, legislators, educational cooperatives, etc.  
(CF: Professionalism; Knowledge; Technology; Pedagogy; Diversity)

**The unit hosts regular meetings with public school faculty and administrators to discuss education issues and to review SOE data for program improvement. The first annual SOE Stakeholders' meeting was held in April 2008.**

### **Intermediate-Range Objectives**

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

**Not Achieved.**

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

**Seminar courses were changed from one hour to two hour courses and the curriculum was modified to better meet the needs of the students.**

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

**Not Achieved.**

4. To recruit a diverse population of teacher candidates through the academic education honorary fraternity, Kappa Delta Pi (CF: Diversity)

**The Kappa Delta Pi sponsor promoted membership into the honorary fraternity and increased the participation of diverse teacher candidates.**

### **Long-Range Objectives**

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

**Not Achieved.**

### **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 continue to use data to assess and improve the SOE unit and the programs of study to meet national, state, and specialty program accreditation organizations standards and the meet the needs of the diverse candidate population (CF: Knowledge; Pedagogy; Diversity; Technology; Professionalism)

**All SOE programs are evaluated using an extensive data base. All programs of study have received specialty program association national recognition with the Special Education (SPED) program receiving national recognition with conditions. The School of Education (SOE) also had a successful National Council for the Accreditation of Teacher Education (NCATE) reaccreditation visit with a recommendation of continuing national accreditation. The NCATE Board of Examiners particularly commented on the unit's efforts to meet the needs of a diverse candidate population.**

2. To provide ongoing professional development for the SOE faculty in the use of multiple instructional technology tools in classroom instruction (CF: Technology; Knowledge; Pedagogy)

**The SOE engaged in extensive professional development in the use of instructional technology. NCATE recognized the unit for the faculty's use of these instructional tools.**

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

**The unit has developed a close partnership with the arts and sciences. Faculty from those units supervise teacher interns, partner with SOE faculty in planning, and participate in ERZ High School Redesign projects. The NCATE review acknowledged the collaborative efforts among the academic units.**

4. To increase faculty understanding and use of Sharepoint system  
(CF: Technology)

**The faculty participated in extensive training in the use of SharePoint and are able to access unit and program data as well as the numerous other documents housed in that system. SharePoint is a mainstay of the unit's housing of materials and documentation.**

5. To increase faculty professional development in understanding candidate/student diversity for better integration of instructional strategies into the curriculum to meet diverse needs of learners (CF: Diversity)

**Faculty have developed through professional development workshops and trainings a thorough understanding of the ten components of the definition of diversity and of the necessary instructional strategies to meet the needs of a diverse student/candidate population.**

6. To collaborate with the ERZ and other resources to promote the use of instructional technology strategies into arts and sciences content courses that prepares teachers  
(CF: Knowledge; Pedagogy; Technology; Diversity; Professionalism)

**The ERZ presented workshops on the use of classroom technology. Some faculty in education, arts, and sciences have incorporated these resources into their teaching. The goal is for all faculty to use multiple forms of instructional technology to meet the needs of students and to model the use for teacher candidates.**

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

**The Partnership Coordinator made numerous contacts to principals and teachers to secure clinical internship mentor teachers who were Pathwise trained.**

8. To continue to develop news releases and other media to promote teaching as a profession in the community  
(CF: Professionalism)

**Numerous news releases, radio ads, signs, and a billboard were utilized.**

### **Intermediate-Range Objectives**

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

**Grants were sought but none were secured**

2. 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)

**Exercise Science interns work in the physical therapist clinics, the Warren YMCA, and at Monticello Assistive Living Centers.**

3. To develop an clinical internship alternative route for non-traditional Preschool candidates to complete the P-4 Early Childhood Program (CF: Professionalism; Knowledge; Pedagogy; Diversity)

**Not Achieved.**

### **Long-Range Objectives**

- 1, To collaborate with an area public school to create a SOE laboratory school for candidates to have enhanced opportunities to apply and reflect on their content, professional, and pedagogical dispositions (CF: Professionalism; Knowledge; Diversity; Pedagogy; Technology)

**Not Achieved.**

### **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 continue to enhance the School of Education tutoring center to meet the specific learning needs of teacher education candidates (CF: Knowledge; Pedagogy; Technology; Diversity)

**This has been achieved.**

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)

**The Walton Foundation has continued funding to pay for Praxis I fees for a limited number of minority students.**

3. To enhance opportunities for candidates to interact with faculty, children and youth from diverse backgrounds, cultures, races and genders (CF: Diversity)

**The SOE developed extensive early and often field experiences in diverse settings which is required of all teacher education majors throughout their program of study.**

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

**This has been achieved.**

### **Intermediate-Range Objective**

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

**Not Achieved.**

### **Long-Range Objectives**

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

**Not Achieved.**

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)

**The unit encourages faculty and students to participate in the university wellness fair.**

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

**Not Achieved.**