Strategic Goals	Objectives	Strategies-Measures-Owners
Enhancement of Resources	- Recruit, develop and retain a quality faculty and staff. - Build partnerships through networking and collaboration. - Enhance the university's image, visibility, and influence. - Enhance the research environment for faculty and students. - Improve internal and external communications. - Improve employment opportunities. - Develop internal and external resources. - Recruit, retain and graduate students.	○ See page
Enhancement of Academics	- 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 to our students and faculty. - Utilize our Colleges of Technology to offer technical programs to all campuses. - Accommodate the diverse needs of students. - Enhance UAM's image.	○ See page
Enhancement of Quality of Life	- Accommodate the diverse needs of students. - Develop and implement a comprehensive student retention plan. - Promote healthy lifestyles for students, employees, and communities.	○ See page

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Strategic Goal 1:   Enhancement of Resources

Objectives		Strategy		KPI/Measure/Target	Strategy Owner
1.1	Recruit, develop, and retain a quality faculty and staff.	1.1A	Develop faculty through professional development in the area of assessment and data analysis.	60% of the faculty will attend at least 6 hours of professional development on the subject of assessment and data analysis and provide documentation of attendance.	National Council for Accreditation of Teacher Education (NCATE) Assessment Coordinator
		1.1B	Provide support/opportunities to the faculty that is specific to their needs.	90% of the faculty will be retained for the next year.	Dean
1.2	Build partnerships through networking and collaboration.	1.2	Develop a stronger partnership with the public schools to increase the number of students that can participate in the Methods Immersion Partnership.	Increase by 25% the number of students participating in the project.	UAM Methods Faculty, Partnership Coordinator, ERZ Staff
1.3	Enhance the university's image, visibility, and influence.	1.3	Utilizing partnerships with the Arkansas Department of Education, Arkansas post-secondary institutions, and public schools to increase statewide recruitment efforts for teacher education.	Increase by 2% the number of Arkansas Department of Education, Arkansas post-secondary institutions, and public schools recruitment events attended.	Recruitment/ Retention Coordinator, ERZ Staff
1.4	Enhance the research environment for faculty and students.	1.4	Encourage faculty to develop proposals for publications, presentations, and grants.	Increase by 2% the number of faculty submitting proposals for publications, presentations, and grants. Faculty will provide documentation of submission.	Dean
1.5	Improve internal and external communications.	1.5A	Utilize specified content meetings within the School of Education (SOE) to disseminate information internally.	Increase by 10% the number of content specific faculty meetings.	Dean, NCATE Coordinator, SOE Coordinators

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Strategic Goal 1:   Enhancement of Resources

Objectives		Strategy		KPI/Measure/Target	Strategy Owner
1.5	Improve internal and external communications (Continued).	1.5B	Inform community about School of Education Initiatives.	Increase by 10% the number of presentations and/or news release.	Dean, ERZ staff, Teacher Education Coordinator
		1.5C	Inform partner public schools about School of Education Initiatives and Projects.	Increase by 10% the number of meetings, information, and presentations to public school personnel.	Dean, ERZ Staff
1.6	Improve employment opportunities.	1.6	Develop additional degrees to meet needs of non-licensure population.	Additional degrees.	Dean, Graduate Coordinator
1.7	Develop internal and external resources.	1.7	Provide professional development opportunities for the faculty.	Increase by 5% the number of professional development SOE faculty participate in.	Dean, Faculty, ERZ Staff
1.8	Recruit, retain and graduate students.	1.8A	Utilize the SOE recruitment plan to increase the number of candidates admitted to teacher education in Middle Childhood and in the Education Leadership program.	Increase by 2% the number of Middle Childhood and Education Leadership candidates admitted.	Recruitment/ Retention Coordinator, Education Leadership Coordinator, ERZ Staff
		1.8B	Provide additional support for at-risk students through the development of support activities.	Increase by 2% the number of support activities offered to students through the School of Education.	Recruitment/ Retention Coordinator, UAM Faculty, ERZ Staff
		1.8C	Provide multiple opportunities for Praxis I exam support.	Increase by 2% the number of students passing the Praxis I exams on the first attempt.	Recruitment/ Retention Coordinator

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Strategic Goal 2:   Enhancement of Academics

Objectives		Strategy		KPI/Measure/Target	Strategy Owner
2.1	Improve academic quality standards.	2.1	Curriculum and Assessment Committee will analyze program data to formulate a plan to move students from acceptable on the program signature assessments to target on the signature assessments.	Increase by 5% the number of overall students who are scoring at the target level on all program signature assessments.	Curriculum, Assessment Committee
2.2	Share academic opportunities across units.	2.2	Expand partnerships with other units to develop activities for public school students.	Increase by 5% the number of activities developed for public school students in collaboration with other academic units.	ERZ Staff
2.3	Increase opportunities for faculty/student research and creative activities and increase experimental and service learning opportunities.	2.3	Encourage faculty to include students when possible in the writing of presentation, publication, and grant proposals.	Increase by 2% the number of faculty/student submitting proposals for publications, presentations, and grants. Faculty/students will provide documentation of submission.	NCATE/ Assessment Coordinator
2.4	Improve internal and external communications.	2.4A	Encourage faculty to utilize Blackboard to communicate class expectations and unit information with students in their courses.	100% of the courses will have a Blackboard supplemental instruction component.	Dean, Faculty
		2.4B	Utilize employer and graduate surveys to improve programs.	SOE will obtain a 35% rate of return on all surveys.	NCATE/ Assessment Coordinator
2.5	Provide the latest technology to our students and faculty.	2.5	Facilitate the Promethean Board technology training for UAM and partner school districts in Southeast Arkansas.	SOE will facilitate at least 5 technology trainings on the Promethean Board.	Dean, Faculty

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Strategic Goal 2:   Enhancement of Academics

Objectives		Strategy		KPI/Measure/Target	Strategy Owner
2.6	Utilize our Colleges of Technology to offer technical programs to all campuses.	2.6	Improve understanding of UAM-CTC and UAM-CTM course offerings.	Share technical programs and degrees provided at UAM-CTC and UAM-CTM with partner public schools.	Dean, ERZ Staff
2.7	Accommodate the diverse needs of students.	2.7	Develop faculty through professional development in the area of differentiated instruction for diverse learners.	60% of the faculty will attend at least 3 hours of professional development on the subject of differentiated instruction for diverse learners and provide documentation of attendance.	Dean, ERZ Staff, NCATE/ Assessment Coordinator
2.8	Enhance UAM's image.	2.8	Increase the local and state recognition of education students that demonstrate academic excellence.	Increase by 5% the number of newspaper articles that detail the academic excellence of education students.	Dean

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Strategic Goal 3:   *Enhancement of Quality of Life*

Objectives		Strategy		KPI/Measure/Target	Strategy Owner
3.1	Accommodate the diverse needs of students.	3.1	Develop a perception survey that is given to all students to determine the student perception of how well faculty accommodates the diverse needs of students.	Establish baseline data for future comparisons.	Collection of Documentation, NCATE/ Assessment Coordinator
3.2	Develop and implement a comprehensive student retention plan.	3.2A	Provide additional support for struggling students through the development of support activities.	Increase by 2% the number of support activities offered to students through the School of Education.	Recruitment/ Retention Coordinator
		3.2B	Provide multiple opportunities for Praxis I exam support.	Increase by 2% the number of students passing the Praxis I exams on the first attempt.	Recruitment/ Retention Coordinator
3.3	Promote healthy lifestyles for students, employees, and communities.	3.3	Develop continuing education opportunities for students, employees, and communities in the area of health and fitness.	Develop and deliver at least one continuing education opportunity each semester.	Dean, Faculty