



Strategic Plan 2013/14
School of Education
UAM is Dedicated to Providing Educational Opportunities

Strategic Goals	Objectives	Strategies-Measures-Owners
Enhancement of Resources	<ul style="list-style-type: none"> ▪ 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. 	<ul style="list-style-type: none"> ○ See page
Enhancement of Academics	<ul style="list-style-type: none"> ▪ 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. ▪ Utilize our Colleges of Technology to offer technical programs to all campuses. ▪ Accommodate the diverse needs of students. ▪ Enhance UAM’s image. 	<ul style="list-style-type: none"> ○ See page
Enhancement of Quality of Life	<ul style="list-style-type: none"> ▪ Accommodate the diverse needs of students. ▪ Develop and implement a comprehensive student retention plan. ▪ Promote healthy lifestyles for students, employees, and communities. 	<ul style="list-style-type: none"> ○ See page

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Strategic Goal 1: Enhancement of Resources

Objectives	Strategy	KPI/Measure/Target	Strategy Owner
<p>1.1 Recruit, develop, and retain a quality faculty and staff.</p>	<p>1.1A Continue to develop faculty expertise through professional development in areas of common core curriculum, the new teacher evaluation standards, and methods to promote teachers as facilitators of learning.</p>	<p>70% of the faculty will attend at least 6 hours of professional development in the focus areas.</p>	<p>Teacher Center Coordinator; ERZ Director; STEM Center Director; Dean</p>
	<p>1.1B Provide prescriptive professional development for faculty</p>	<p>Observation/evaluation of faculty by the dean will evidence use of new learning.</p>	<p>Dean</p>
	<p>1.1C Further develop professional learning teams to provide additional support for faculty</p>	<p>90% of the faculty will be retained for the next year.</p>	<p>Dean</p>
	<p>1.1D Provide additional faculty support for programs with increasing enrollment</p>	<p>Additional full-time/part-time faculty, additional Grad Assistants, additional adjunct support</p>	<p>Dean</p>
<p>1.2 Build partnerships through networking and collaboration.</p>	<p>1.2 The School of Education/supporting units and school-based faculty will share expertise and integrate resources to support candidate learning.</p>	<p>100% of the School of Education licensure program faculty will partner with public school faculty to team-teach, plan strategies, conduct research, and/or engage in collaborative projects. Continued efforts will be made to partner with other universities/two –year schools for course sharing or other creative partnerships</p>	<p>UAM Faculty, Partnership Coordinator, ERZ Staff, Dean, Graduate Coordinator, STEM Center staff</p>

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Strategic Goal 1: Enhancement of Resources

Objectives	Strategy	KPI/Measure/Target	Strategy Owner
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.	Attend two Arkansas Department of Education and/or public schools recruitment events and host one recruitment event on the UAM campus.	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.	1.5 Utilize resources to create new publicity/communications strategies	Distribute and Education Leadership recruitment poster. Purchase new recruitment banners. Continue radio advertisement for all programs. Create fliers/news releases to communicate unit activities, initiatives, and programs. Better utilize e-blasts.	Dean, NCATE Coordinator, SOE Coordinators, ERZ staff, Teacher Center Coordinator
1.6 Improve employment opportunities.	1.6 Explore options for new online graduate degrees/programs of study to enhance employment and promotion opportunities for public school employees	At least one new online graduate degree or program of study	Dean, Graduate Coordinator
1.7 Develop internal and external resources.	1.7 SOE faculty will conduct professional development (PD) opportunities for other SOE faculty.	Two PD workshops each semester conducted by SOE faculty/staff	Dean, Faculty, ERZ Staff, STEM staff

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Strategic Goal 1: Enhancement of Resources

Objectives	Strategy	KPI/Measure/Target	Strategy Owner
1.8 Recruit, retain and graduate students.	1.8A Utilize the SOE recruitment plan to increase the number of candidates admitted to the undergraduate and MAT programs in Middle Childhood Math/Science and MAT 7-12 math/science.	Increase by 20% the number of teachers licensed in Middle Level math/science and 7-12 math/science.	Recruitment/Retention Coordinator, Education Leadership Coordinator, ERZ Staff
	1.8B Provide multiple opportunities for Praxis I exam support.	Increase by 10% the number of students passing the Praxis I exams on the first attempt.	Recruitment/Retention Coordinator; SOE Faculty

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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 10% the number of overall students who are scoring at the target level on all program signature assessments.	Curriculum, Assessment Committee; SOE faculty
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; SOE faculty and 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.	SOE Teacher Center Coordinator; Dean; SOE faculty
2.4 Improve internal and external communications.	2.4A Faculty will participate in Blackboard professional development to improve communication in online courses	100% of faculty will have completed Blackboard online course workshop and made modifications to online courses to enhance online communication.	Dean, SOE Faculty
	2.4B Gain access to data from the Arkansas Department of Education on SOE graduate success rates, etc.	Access to state data by the UAM School of Education	NCATE/ Assessment Coordinator

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Strategic Goal 2: Enhancement of Academics

Objectives	Strategy	KPI/Measure/Target	Strategy Owner
2.5 Utilize our Colleges of Technology to offer technical programs to all campuses.	2.5 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, SOE faculty
2.6 Accommodate the diverse needs of students.	2.6 Develop faculty through professional development in the needs of students in high poverty, diverse settings.	100% of the SOE faculty will engage in professional development for strategies for teaching students of poverty.	Dean, ERZ Staff, NCATE/ Assessment Coordinator
2.7 Enhance UAM’s image.	2.7 Increase the local and state recognition of education students and graduates that demonstrate academic excellence.	Increase by 10% the number of newspaper articles that detail the academic excellence of education students. Continue billboards campaigns	Dean, Teacher Center Coordinator, Partnership Coordinator

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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 Conduct workshops with faculty to enhance understanding of working with at-risk students, especially those from poverty	Completion of workshop and improved faculty evaluations regarding attention to special needs	ERZ staff/Dean
3.2 Develop and implement a comprehensive student retention plan.	3.2 Provide additional support for at-risk students through enhanced advising, differentiated instruction and referring student to available support resources.	20% increase in undergraduate and graduate completion rates over the 2012-13 year.	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.	Continue to develop a SOE Fitness Laboratory to be used by exercise science majors/interns. SOE and other faculty may be evaluated and receive prescriptive services by exercise science interns.	Dean, Faculty