

IUS SOE Strategic Planning Document (adopted Spring '03)

High Quality Educators

Key: C = Counseling D = Diversity EL = Ed Leadership EE = Elementary Ed FD = Faculty Development FECP = Field Exp.
 GR = Governance/Resources MEST = Master's PAUE = Unit Assessment SE = Secondary Ed SP = Special Ed

A high quality educator understands the central concepts, tools of inquiry and structure of the discipline(s) he/she teaches and creates educational experiences that make these aspects meaningful for students.

- Goal 1 The SOE will increase its commitment to and enhance its reputation for the development of high quality educators.
- Goal 2 The SOE will continue to use student and program data to improve the performance of the unit.
- Goal 3 The SOE candidates will demonstrate a high level of attainment on knowledge, skills, and professional dispositions on appropriate assessments.
- Goal 4 The SOE will strive to use best-practices in the innovative use of instructional and information technology.
- Goal 5 The SOE will attract and retain high quality faculty, professional staff, and classified staff.
- Goal 6 The SOE will attract and retain high quality teacher candidates.

Goals	03-04 Program/ Quality Team Goals	Suggested Strategies	Assessment/Objectives	Timeline	Stakeholders	Responsible Parties
<u>Goal 1</u>	MEST 9, 10	Begin a concentrated effort to prepare teachers for National Board Certification (NBC) through publications, literature, and the use of NB outcomes.	Ninety-five percent of M.S. Candidates will meet NBPTS standards.	Begin offering a course Fall 2003. Annually.	Graduate Studies Team, Area Schools	Graduate Studies Team, MEST
	MEST 9	Offer a new NB Course.	Record who has taken course and who has accomplished National Board Certification (NBC).	Begin offering a course Fall 2003 (grad credit – 3 hrs). Annually.	Graduate Studies Team, Area Schools	Graduate Studies Team, MEST
	MEST 9	Provide opportunity for NBC teachers for roles in SOE programs.	Document degree of involvement in SOE by NBC teachers.	Begin Fall 2003. Annually.	Graduate Studies Team, Area Schools	Graduate Studies Team, MEST

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	FP 5	Record development of full and part-time faculty by encouraging attendance and participation at conferences.	Eighty percent of faculty and adjuncts will attend at least two conferences per year. One hundred percent will engage in some type of scholarly activity. Record # conferences, # scholarly activities through surveys and annual reports.	Begin Jan. 2004 with 2003 annual reports. Annually.	Adjuncts, Faculty, Program Coordinators	Program Coordinators, Professional Development Quality Team
	MEST 10	Promote IPSB Mentor Teacher Certification through graduate course.	Eighty percent of teachers who take the mentoring course will receive certification. Record # of mentor teachers trained. Maintain contact with teachers following training.	Begin Spring 2003. Annually.	Area Schools, Faculty	MEST, Graduate Studies Team
	FECF 9, 10, 12 SE 1,2,5,6,7,8,10,14 EE 3, 5 C 6	Expand field experience opportunities. Increase the number of field experience placements in diverse settings.	Increase the number of students who participate in study abroad opportunities by 25% per year. Record # of students studying abroad. Increase the number of field experience placements in diverse settings by 5% each year. Survey students as to effectiveness of field experiences.	Begin Fall 2003. Annually.	Candidates, Area Schools, Faculty	Program Coordinators, Student Services
<u>Goal 2</u>	EE 6 SP 1, 6 PAUE 1,3,4,6,8,11,13 FECF 11 MEST 3, 4 C 3	Maintain UAS with program analysis of student and program performance.	One hundred percent of programs will document student and program performance. Record UAS documentation, program documentation, student work samples, and additional staff assigned to assessment initiative.	Begin Spring 2003. Continuous-End of year reporting of program changed based on data collection.	Students, Program Coordinators, UAT	UAT, Program Coordinators
	FECF 2	Provide Praxis preparation workshops.	Eighty percent of students who participate in test preparation workshop will pass educational tests. One hundred percent of students taking Praxis tests will pass.	Begin Spring 2003. Annually.	Candidates, Faculty, Staff	Program Coordinators, Faculty, Staff

Goals	03-04 Program/ Quality Team Goals	Suggested Strategies	Assessment/Objectives	Timeline	Stakeholders	Responsible Parties
	SP 3 PAUE 2 FECF 3 MEST 11 SE 17	Provide all candidates with program handbooks.	Eighty percent of teacher candidates will rate the information in program handbooks as effective/informative, useful.	Begin Spring 2004. Annually.	Candidates, Faculty, Staff	Program Coordinators, Faculty, Staff
	FECF 7 EL 3, 5	Provide orientations and seminars to all program candidates.	Eighty percent of candidates are satisfied with information received.	Begin Spring 2004. Annually	Candidates, Faculty, Staff	Program, Faculty, Staff
	SE 1,2,5,6,7,8,10 FECF 4, 11, 14 SP 5 EL 1 EE 1 C 12	Monitor candidate success at SDP's for each program.	Surveys of candidates supervising teachers and program faculty regarding the effectiveness of SDP's.	Begin Spring 2003. Annually.	Candidates, Faculty, Staff	Program, Faculty, Staff
	MEST 7	Enhance teacher research projects through an SOE Best Practices Fair.	Increase the number of students who participate in the research fair by 10% each year.	Begin Spring 2004. Annually.	Candidates, Faculty, Staff	Program Teams, Staff, Professional Development Quality Team
<u>Goal 3</u>	PAUE 5, 7, 9 SP 2 MEST 5, 8 FECF 15 SE 1,2,5,6,7,8,9,10, 14,17,19,21,22,28	Maintain an active UAS.	Review the appropriateness of how knowledge, skills and dispositions are assessed in the SDP's of each program.	Begin Spring 2003. End of year reporting. Annually.	Students, Program Coordinators, UAT	UAT, Program Coordinators
	FECF 5	Establish and promote events that support job placement.	% of candidates who are hired increase by 5 %	Begin Spring 2004	Students, Program Coordinators, UAT	UAT, Program Coordinators

Goals	03-04 Program/ Quality Team Goals	Suggested Strategies	Assessment/Objectives	Timeline	Stakeholders	Responsible Parties
<u>Goal 4</u>	C 3 FD 1 SE 1,2,4,6,7,8,10, 14,27	Build a list of teaching strategies (including technology) used in unit.	Twenty-five percent of faculty will do presentations on effective teaching practices.	Begin Spring 2003. Annually.	UAT, Program Coordinators	UAT, Program Coordinators
	FECF 6 MEST 1 PAUE 10 EE 4	Map technology skills used in programs.	All programs map technology skills.	Begin Spring 2004.	UAT, Program Coordinators	UAT, Program Coordinators
<u>Goal 5</u>	All faculty participate on quality teams.	Encourage optimal involvement of new faculty in assessment/NCATE/IPSB.	One hundred percent of faculty will be involved in some level of NCATE preparation activities. Record # of faculty involved in NCATE conferences, units and program planning for NCATE review.	Begin Spring 2004. Annually.	Faculty	Quality Team Chairs, NCATE Coordinator
	FD 1	Promote mentoring activities, peer observation, ILTE partnerships, and FACET nominations.	Eighty percent of faculty will be engaged in one of the activities listed each year. Record # of activities faculty participate in.	Begin Fall 2003. Annually.	Advisory Groups Faculty, Staff	Dean, Program Teams, Staff
	FD 2	Faculty: Preserve quality through release time, salary initiatives and reduced class size, and professional travel.	Faculty: Record # reassigned time, # class size, salary increment, and funding for professional travel.	Begin Fall 2003. Annually.	Faculty, Dean, Professional Staff, Program Coordinators	Dean's Office, Program Coordinators
	FD 1	Staff: Preserve quality through additional training, salary initiatives, recognition for quality performance and involvement in unit decision-making.	Staff: Eighty percent of staff will engage in activities that improve performance each year. Record # of training activities, monitor salary, list recognitions, tabulate involvement on unit teams.	Begin Fall 2003. Annually.	Faculty, Dean, Professional Staff, Program Coordinators	Dean's Office, Program Coordinators

Goals	03-04 Program/ Quality Team Goals	Suggested Strategies	Assessment/Objectives	Timeline	Stakeholders	Responsible Parties
<u>Goal 6</u>	EL 2	Conduct outreach to area schools for targeted student recruitment: build outreach into annual review scholarships and encourage collaboration with and visits by recruitment staff.	<p>Increase number of visits to targeted schools by ¼ each year. Record # of visits.</p> <p>Increase number of students admitted to teach in areas of need by 5 per year. Record # of people admitted</p> <p>Record # of candidates in need areas – special education, science, math. Increase GPA of each group by 5 points per year. GPA of each cohort group.</p>	Begin Fall 2004. Annually.	Faculty, Program Coordinators	Program Coordinators, Diversity Quality Team, Campus Admission Staff

Caring Professional

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A caring professional engages in continuous self-improvement and professional growth, support the professional development of others and display positive professional behaviors and dispositions.

- Goal 1 The SOE will provide and support a student-centered learning environment.
- Goal 2 The SOE will promote a learning climate that values service learning.
- Goal 3 The SOE will broaden its efforts in recognizing SOE faculty, staff and students.

Goals	03-04 Program/ Quality Team Goals	Suggested Strategies	Assessment/Objectives	Timeline	Stakeholders	Responsible Parties
<u>Goal 1</u>	FECP 7 SE 1, 2	Strengthen advising and career counseling.	Eighty percent of students surveyed will indicate high level of satisfaction with advising and counseling. Record #of advisees per faculty.	Begin Fall 2003. Annually.	Program Coordinators, Faculty	Program Faculty, Student Services Staff
		Create an SOE Website advising section.	Eighty percent of students surveyed will indicate high level of satisfaction with web information. Record number of hits on SOE Website advising section.	Begin Fall 2003. Annually.	Program Coordinators, Faculty, Students	Webmaster
	MEST 7 EL 5	Support a collegial environment that encourages faculty and staff to interact with each other and with students.	Increase attendance at the following events by 25%: SOE picnic, SEESAC activities, research fair, and First-year seminar. Eighty percent of those surveyed will indicate satisfaction with the climate of SOE.	Begin Spring 2003. Annually.	Dean, Alumni Association, Faculty, Staff, Students	Dean, SOE Council, Faculty, Alumni Association, Public Relations Ad Hoc Committee

Goals	03-04 Program/ Quality Team Goals	Suggested Strategies	Assessment/Objectives	Timeline	Stakeholders	Responsible Parties
		Reduce class sizes.	Class size will be reduced by 10% over three-year period until it reaches satisfactory size. Record number of students per class, and prepare comparative tables.	Begin Fall 2004 with goal attained by 2007	Dean, Chancellor, Vice Chancellor, SOE Council, Faculty, Students	Dean, SOE Council, School Governance Quality Team
	C 4 EL 3	Evaluate group-advising sessions.	Eighty percent of those surveyed will indicate satisfaction with advising sessions.	Begin Spring 2004. Annually.	Program Coordinators, Student Groups, UD Staff	Program Coordinators, Student Groups, UD Staff
<u>Goal 2</u>	MEST 12	Encourage programs and courses to include service-learning components by requiring a certain amount of hours/assignments as part of each program.	The number of service learning activities will increase by 3 each year across the unit with an increase of at least one per year. Record # of courses that include a service learning component. Syllabi and Annual Reports.	Begin Fall 2004. Annually.	Program Coordinators, Faculty, Students, Area Schools, Agencies	Program Coordinators, Faculty, Students, Area Schools, Agencies
	FD 3	Student awards for academics leadership and service.	Number of award recipients will increase by 10%. List of awards granted to students, by category and academic year.	Begin Spring 2003. Annually.	SOE, Dean, Faculty, Students, Community Groups	Dean, Faculty, Public Relations Committee
	FD 3, 4	Scholarship Fund to recognize students' academic accomplishments and promise.	Scholarship funding increase by 5% each year. List of scholarships granted to students by academic year.	Begin Fall 2004. Annually.	SOE, Dean, Faculty, Alumni, Students, Community Groups	Dean, SOE Council
<u>Goal 3</u>	FD 5	Create section devoted to faculty and students accomplishments in SOE electronic and printed newsletter.	Of those surveyed, 90% will find the newsletter informative and useful. Increase # of accomplishments by 10%	Begin Fall 2003. Annually.	Program Coordinators, Faculty, Students.	Program Coordinators, Webmaster, Faculty

Continuous Renewal of Schools

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A caring, high quality educator possesses knowledge of schools as organizations, knowledge about central issues that are at the center of school change, and skills to analyze and revise new approaches proposed in school transformation.

- Goal 1 The SOE programs will promote systematic review, involvement in and renewal of P-12 schools.
- Goal 2 The SOE will support the equitable distribution of resources to support the continuous renewal of schools.
- Goal 3 The SOE will broaden its relationships beyond the campus.

Goals	03-04 Program/ Quality Team Goals	Suggested Strategies	Assessment/Objectives	Timeline	Stakeholders	Responsible Parties
<u>Goal 1</u>		Establish new initiatives and funding sources for collaborative projects.	Increase number of partnerships with schools by 10% each year.	Begin Fall 2003. Annually.	Area Schools, SOE Faculty	SOE Advisory Board, Dean
		Communication via email to SOE faculty about potential collaborative projects such as grants, service learning and other projects with local schools.	Number of notices and opportunities presented to faculty for their consideration increase by 10%.	Begin Fall 2003. Annually.	Area Schools, SOE Faculty	NCATE Coordinator, Dean
			Monitor SOE involvement in schools.	Begin Fall 2003. Annually.	SOE Faculty	Governance and Resource Quality Team

Goals	03-04 Program/ Quality Team Goals	Suggested Strategies	Assessment/Objectives	Timeline	Stakeholders	Responsible Parties
	C 7, 8 FECP 8	Involvement of P-12 schools will be recognized at Honors program, faculty meetings and informational/promotional materials for collaborative projects and volunteer activities.	Number of partnerships will increase by 10% a year recognized.	Begin Spring 2003. Annually.	SOE Faculty, Local Community, IUS	PR Ad Hoc Committee
		Work with Arts and Sciences Faculty to involve them in renewal of P-12 Schools.	Increase number of partnerships with other IUS schools by one each year. Record number of projects produced from meetings with A&S. Eighty percent of those involved will find partnerships highly satisfying and effective.	Begin Fall 2004. Annually.	SOE, A&S Faculty	SOE Program Coordinators, NCATE Coordinator

Goals	03-04 Program/ Quality Team Goals	Suggested Strategies	Assessment/Objectives	Timeline	Stakeholders	Responsible Parties
	C 5	Assess needs of P-12 schools for SOE involvement.	Number of schools who participated in a needs assessment for SOE Services.	Begin Spring 2004. Annually.	Area Schools, SOE	SOE Advisory Board
		Attract external funding.	Increase number of proposals submitted to 3 per year.	Begin Fall 2004. Annually.	School District, SOE Faculty	Program Coordinators, NCATE Coordinator
			Grants received increased by 1 each year. Number of grants received and amounts.	Begin Fall 2003. Annually.	SOE Faculty, Area Schools	Dean's office, SOE Faculty
	EE 2 SP 1 SE 2	Implement the Transition to Teaching program. Find college graduates interested in teaching career.	Increase admission to T-to-T by 5 per year. T-to-T will increase its number of completers by 5 per year.	Begin Spring 2003. Annually.	SOE Faculty, School District	SOE Faculty, T to T Program Coordinator
			Seventy-five percent of T-to-T completers will have jobs within one year.	Begin Fall 2004. Annually.	SOE Faculty, School District	SOE Faculty, T to T Program Coordinator
	<u>Goal 2</u>		Establish and or work with cadet teaching programs in high schools and JCPS magnet teacher preparation programs.	Fifty percent of students who participate in the cadet-teaching program will receive college credit for participation. Number of contracts, interactions, and programs with cadet teaching and magnet programs. Ten percent of students who take credit will attend IUS.	Begin Fall 2002. Annually.	SOE Faculty, School District
One hundred percent of those involved in cadet teaching programs will participate in a regional conference. Of the cadet teachers surveyed after high school graduation, 80% will rate their participation with IUS through the cadet program as highly satisfactory/valuable.				Begin Planning Fall 2003. Annually.	SOE Faculty, School District	SOE Cadet Teaching Contacts

Goals	03-04 Program/ Quality Team Goals	Suggested Strategies	Assessment/Objectives	Timeline	Stakeholders	Responsible Parties
		Increase SOE faculty and staff involved with community groups such as social service agencies.	Number of involvements by faculty in community groups will increase by 5% each year.	Begin 2003. Annually.	SOE Faculty	Dean, SOE Faculty
<u>Goal 3</u>	MEST 2 EI 4	Increase the diversity of SOE advisory boards.	Each advisory board will increase its diversity each year.	Begin Spring 2004. Annually.	SOE, SOE Faculty, Local Community	NCATE Coordinator, Program Coordinators

Multicultural Society

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Caring, high quality educators respond appropriately to diversity and to the needs of all students, and promote educational success and positive personal change in himself/herself and others.

- Goal 1 The SOE curriculum, instructional resources, and clinical experiences will reflect and support the development of the individual student with specific attention to the inclusion of diversity, pluralism, and multicultural and global perspectives and strategies.
- Goal 2 The SOE will examine, address, and remove all barriers within the SOE environment in order to create access, opportunity, and fairness to all students, faculty, and staff.
- Goal 3 The SOE will improve the educational climate for students, staff, faculty and the surrounding community by fostering an environment that is pluralistic and inclusive.
- Goal 4 The SOE faculty and staff will develop a professional development program on a variety of issues relating to multicultural education, diversity, and global awareness.

Goals	03-04 Program/ Quality Team Goals	Suggested Strategies	Assessment/Objectives	Timeline	Stakeholders	Responsible Parties
<u>Goal 1</u>	MEST 1 C 9, 10, 11, 13 SP 4 EL 4 FECP 9, 10, 12 EE 3 SE 1, 2, 3, 6, 7, 8, 10			Begin Fall 2003. Annually.	<i>(These apply to all 4 goals under Multi-cultural Society)</i> SOE Advisory Board, SOE Faculty, Staff, SOE Dean	<i>(This is a compilation of all of the individuals and groups who have responsibility for the attainment of one or more of these goals.)</i> SOE Dean, SOE Faculty, Diversity Quality Team, SOE UAT, SOE Field Placement Staff, SOE Prof. Dev. Quality Team, Campus Office of Int'l Programs, ILTE, IU Int'l Studies Office, area school systems, IUS Affirmative Action Office, SOE S&S Committees and AA Monitors, IUS SFA Office, External Affairs Staff, IUS HR

Goals	03-04 Program/ Quality Team Goals	Suggested Strategies	Assessment/Objectives	Timeline	Stakeholders	Responsible Parties
						Dept., Univ. Div. Staff, SOE Student Services Staff, SOE Program Stakeholder Groups, IUS Library Faculty and Staff, IUS IT Staff, SOE Quality Team Chairs, IUS Ogle Center Staff
<u>Goal 2</u>	SE 1, 2, 3, 6, 7, 8, 10 SP 1 D 1.5, 2.1, 2.2, 2.3, 2.4, 2.6	See Attached SOE Diversity Plan.	See attached SOE Diversity Plan .	Begin Fall 2003. Annually.	See above.	See above.
<u>Goal 3</u>	MEST 6 SE 6, 7, 8 PAUE 7 D 2.6, 2.7, 3.3	See Attached SOE Diversity Plan.	See Attached SOE Diversity Plan .	Begin Fall 2004. Annually.	See above	See above
<u>Goal 4</u>	EL 2, 6 SE 1, 2, 3, 6, 7, 8, 9, 10 FD 1 D 1.1, 1.4, 3.1, 3.3	See Attached SOE Diversity Plan .	See Attached SOE Diversity Plan.	Begin Fall 2005. Annually.	See above.	See above.