Strategic Planning Goals and Action Steps Worksheet

Academic Affairs

Planning Unit: College of Education [COE]
Person Responsible: Dr. Russ Wall, Dean
Planning Year: July 1, 2005 to June 30, 2006
Date Submitted: June 20, 2005

Goals and Action Steps for 2005-06

Step 1: Advancing Institutional Goals

Goal 1.1: “The University shall conduct sustained recruitment operations in a five-state area and internationally to meet the enrollment goals established by the Council on Postsecondary Education and the Board of Regents.” [MSU Goal 1.1; COE Strategic Plan Objective 3A]

Responsible Party: COE Dean, Director of Teacher Education Services, COE Recruitment Committee, Minority Recruitment Coordinator, Chairs, and Director of Teacher Quality Institute

Action Steps (AS):

AS 1.1-1: Increase the number of minority graduate and undergraduate students (e.g., follow university minority recruitment plan, implement KDE Minority Educator Recruitment and Scholarship Program, implement African-American Administrator Recruitment Program, and collaborate with Teacher Quality Institute initiatives)

AS 1.1-2: Increase the number of students enrolling in high-need certification areas (Special Education, Modern Languages, Math, Science, etc.) by providing additional scholarship opportunities

AS 1.1-3: Support the continued involvement of faculty members in the Roads Scholars Program

AS 1.1-4: Develop undergraduate and graduate recruitment materials

AS 1.1-5: Increase regional campus programs and course offerings

Resources:

(i) Unit (TQI) funds a ½ time position with limited travel budget (limited to Kentucky)
(ii) Unit (TQI) has substantial scholarship program that is depleted annually
(iii) Institutional funds are needed for additional travel funds for recruitment ($5,000 for recruitment in the five-state area)

(iii) Institutional funds are needed to provide 25 scholarships, annually ($1,000 each) in high-need certification areas as described in goal 3A of the COE Strategic Plan.

Calendar/Timeline: A continuous process, reviewed annually, as consistent with Productivity Report

Criteria for Success or Key Performance Indicators (KPI):

KPI 1.1: Aggregate total for enrollment will increase each year

**Goal 2.1**: “Quality teaching and learning shall be the pre-eminent activities at the institution.” [MSU Goal 2.1; COE Strategic Plan Objectives 2C, 2D, 2E]

Responsible Party: College Dean, Department Chairs, Program Faculty

**Action Steps** (AS):

AS 2.1-1: Review teaching performance annually
AS 2.1-2: Mentor, effective teaching or remediate if necessary
AS 2.1-3: Hire faculty to support and improve off-campus programs

**Resources**:

(i) Dean, COE faculty mentors, and chairs
(ii) Effective teaching materials
(iii) Funds to cover expenses for conferences
(iv) Institutional funds needed for three full-time faculty positions at off-campus sites. Three faculty @ $40,000 = $120,000

Calendar/Timeline: A continuous process, reviewed annually

Criteria for Success or Key Performance Indicators (KPI):

KPI 2.1: Students in undergraduate and graduate programs pass appropriate exit exam (PRAXIS, PLT, ISLEC, etc.) with a 95% pass rate.

**Goal 2.4**: “The University shall sustain a balanced range of liberal and professional programs of excellence and endeavor to prepare students for their chosen professions.” [MSU Goal 2.4, same as COE Strategic Plan Objective number 1C]

Responsible Party: Dean, Chairs, Program Coordinators, and Program Faculty

**Action Steps** (AS):

AS 2.4-1: Refine collection of student and program data at the standards level via Livetext.
AS 2.4-2: Purchase Livetext electronic student/program data collection system
AS 2.4-3: Design data collection elements and rubrics (assessment instruments)
AS 2.4-4: Collaborate with program faculty and students to implement the system
AS 2.4-5: Collect, aggregate, and analyze data for program improvement

**Resources:**

(i) Unit Resources Available: Program faculty, technology, assessment instruments
(ii) Institutional Resources Requested: Live Text subscription for initial semester for undergraduate program—$44,250 ($70.80*625)

**Calendar/Timeline:** Initial implementation year 2005-2006; progress to be reviewed and revised summer 2006

**Criteria for Success or Key Performance Indicators (KPI):**

KPI 2.4: Student data available for faculty review by summer 2006.

**Goal 3.1:** “The University shall attract, develop, and retain high-quality, diverse faculty and staff.” [MSU Goal 3.1; COE Strategic Plan Objectives 2J and 2G]

**Responsible Party:** Dean, Chairs, Search Committees

**Action Steps (AS):**

AS 3.1-1: Conduct broad-based searches
AS 3.1-2: Implement university and COE minority faculty recruitment plan
AS 3.1-3: Follow policy and procedures relative to merit
AS 3.1-4: Provide support for travel to professional meetings and professional materials and resources
AS 3.1-5: Foster opportunities for professional sharing (e.g., COE retreat, brown bag lunches, Dean’s Chat, and commitment to professional organizations)
AS 3.1-6: Assist faculty in participation in Kentucky Department of Education, Education Professional Standards Board, and other professional activities
AS 3.1-7: Hire faculty to support and improve off-campus programs

**Resources:**

(i) Institutional funds, college funds, and grants
(ii) Additional funds needed to supplement salaries for high needs positions
(iii) Institutional funds needed for three full-time faculty positions at off-campus sites. Three faculty @ $40,000 = $120,000

**Calendar/Timeline:** A continuous process, reviewed annually

**Criteria for Success or Key Performance Indicators (KPI):**

KPI 3.1: Successfully fill faculty positions with qualified individuals
KPI 3.2: Faculty successfully progress toward promotion and tenure