Northern Arizona University

College of Education

Strategic Goals 2016-2020
Updated August 14, 2016

Preamble: The College of Education at Northern Arizona University embraces its mission to prepare competent and committed professionals who are equipped to make positive differences for children, students and adults in educational and health service settings, and communities. Through active interchange among students, staff, faculty, alumni, and stakeholders, we will form solutions and that address university and college strategic goals in a compassionate, inclusive and diverse environment.

I. Community Engagement

- Expand and increase engagement in mutually beneficial partnerships to meet the needs of diverse communities and populations in Arizona, the US and globally.
- Serve as leaders and advocates for education, health, and human services in Arizona's communities and respond to issues currently impacting these professions.

Strategies:

1. Expand the number of partnerships across the university and with local preschools, K-12 school districts, and health service settings in our communities.
2. Form strategic partnerships with Local Education Agencies (LEA) that serve a high number of diverse students in rural and reservation communities.
3. Broaden the number of service learning opportunities in early childhood, K-12, across the university, and community organizations, and increase the participation rate in these activities for our students in COE.
4. Facilitate the communication of these service learning opportunities and activities through the website and social media platforms.
5. Provide on-going professional development opportunities in our communities for educators and human service professionals across the university, in local P-12 schools, and in health service organizations.
6. Develop strategic partnerships with international communities to provide opportunities for our students and faculty to participate in international experiences and that enable opportunities to meet the cultural proficiency educational needs of all children being served.
7. Expand program options to address the educator and human service professional shortage in school districts, universities, and health service organizations.
8. Provide support to student organizations to foster student leadership development

9. Seek ways to support early childhood education and mental health in the local communities.

Metrics:

a) Total number of partnerships developed with school districts and health service organizations in Arizona
b) Total number of partnerships developed with school districts in diverse communities including schools that reflect the diversity of the southwest (Native Americans and Hispanics)
c) Total number of undergraduate and graduate student participating in international experiences
d) Total number of students participating in experiential learning opportunities in partnership schools
e) Number of student clubs and organizations that support advocacy.
f) Number of student participants in clubs and professional organizations that prepare them to serve as leaders and advocates for educational issues
g) Number of students participating in unique service learning projects

II. Research and Innovation

- Creating and enhancing innovative and effective teaching, technological, and clinical practices that respond to current trends and anticipate future needs.
- Promoting, supporting, and celebrating faculty and student research, grants, and scholarship.

Strategies:

1. Participate in a continuous improvement process through a review of course offerings to enhance student learning.
2. Develop benchmarks to measure innovative and effective teaching.
3. Emphasize and reward high research productivity with broad impact.
4. Encourage and support a culture of collaborative and interdisciplinary research and scholarship.
5. Assess the current output of scholarship in the college.
6. Provide support for grant activities and submission of grant proposals.
7. Engage in public recognition and communication of nationally recognized scholarship success.
8. Promote student participation in scholarship activities.
9. Engage in scholarship for public impact.

Metrics:

a) Federal research expenditures
b) Number of students participating in undergraduate research experiences including Hooper Undergraduate Research Awards
c) Number of students who receive the Presidential Fellowship Awards
d) Completed Assessment Data

e) Annual public recognition day for high impact scholarship projects that have received national recognition
f) Number of honors and awards for faculty and students
g) Number of scholarship projects that are interdisciplinary, collaborative with high public impact
h) Number of completed established program learning outcomes and completed program assessment plan reports

III. Diversity, Inclusion, Equity, and Justice

- Fostering an environment that is inclusionary, reflective and celebrates diversity.
- Modeling and developing skills, knowledge and dispositions that promote ethical and professional conduct in serving diverse populations.
- Recruiting and retaining diverse students, staff, and faculty.
- Encouraging pedagogy that promotes equity and social justice.

Strategies:

1. Data-driven decision planning with major recruitment groups on campus to increase enrollment in all programs that reflect the diversity of the state and in Arizona K-12 schools with a special emphasis on Native American and Hispanic students.
2. Establish retention programs to foster student success.
3. Work with the Center of International Education to help increase international student enrollment.
4. Provide high impact interventions to help students succeed in entry level tests to profession.
5. Create a culture of collaboration among departments.
6. Provide strong support for non-tenure-track faculty to be inclusive and valued.
7. Enhance the recruitment process for excellence in hiring that promotes the diversity of faculty and staff in the college.
8. Provide seminars on pedagogy that build an understanding of equity and justice.
9. Provide experiences within academic programs to prepare students for lifelong learning, leadership and success.

Metrics:

a) Number of diverse faculty and staff
b) Number of students from diverse backgrounds
c) Increase in collaborative activities among departments
d) Increase in international enrollment
e) Number of alumni in leadership positions
f) Student success on national exams
g) Assessment of courses that address pedagogy that fosters understanding of equity and justice