

College of Education Strategic Plan

Submitted 5/1/09

Vision:

The College of Education is innovative and reflective in developing learners and leaders who critically and creatively respond to the needs of our changing global society.

Mission:

The mission of the College of Education at East Stroudsburg University is to serve a diverse community of students, faculty, and professionals and to prepare lifelong learners who can effectively respond to the challenges of our global society.

Values

- Knowledge
- Excellence
- Integrity
- Honesty
- Being a life long leader
- Caring
- Technology
- Diversity
- Best practice
- Collaboration
- Dispositions - self respect, respect for others
- Value ourselves as teachers

- Scholarship
- Service to others
- Cutting edge technology + educational development
- Life long learning/ continuing professional development
- Accessibility
- Individual attention
- Open-mindedness
- Collaboration with multiple perspectives
- Critical/creative thinking
- Critical leadership
- Student centered approach
- Competence
- Innovation: university (policy, teaching), encouraging students
- Supportive of individuals and groups
- Reflective/deliberate decision makers

Strategic Themes

Technology:

By 2015, the COE will have access to state of the art technological systems that support teaching, learning, & research.

Funding:

By 2015, the COE will have funding streams in support of teaching, learning, research, and cutting edge technology.

Distance Education:

By 2015, the COE will utilize distance education opportunities to provide students and various communities access to the teaching and resources of the College of Education.

Partnerships:

By 2015, the COE will develop relationships with partners in support of learning, teaching, and business opportunities.

Facilities:

By 2015, the COE will have an up-to-date facility that provides students, faculty, and staff quality working and teaching stations to learn, conduct research, and advisement.

Communication:

By 2015, the COE will use a communication process that actively engages, informs, and dialogs about all aspects of education within the COE and with its community counterparts,

Personnel:

By 2015, the COE will have the personnel needed to support teaching, learning, and research as they develop and implement recruiting methods and incentives to attract and retain faculty and staff that represent a diverse population.

Sustainability:

The efforts in achieving each of our outcomes will enhance our sustainability and help us stay focused on our mission and vision.

Synergistic Outcomes:

At the end of the cycle, the College of Education will assess the stated outcomes to determine the changes and accomplishments within the unit.

Strategic Theme Action Plan:

Department of Early Childhood & Elementary Education

Strategic Theme Action Plan

STRATEGIC THEME and GOAL: (ECED/ELED)

Facilities: By 2015, the Early Childhood and Elementary Education Department will have an up-to-date facility that provides students, faculty, and staff quality working and teaching stations to learn, conduct research, and advisement.

Objectives	WHO	WHEN	OUTCOME	NEW RESOURCE (If Applicable)
1.) Have the entire Early Childhood and Elementary Education Department housed together in one area.	Department Chair	Immediately	Department housed in one location	
2.) New furnishings for all faculty and staff members	Department Chair	By 2015	New furniture – desk, chairs, file cabinets, rugs, etc. for all faculty and staff	Replacement furniture money

STRATEGIC THEME and GOAL:(ECED/ELED)

Technology: By 2015, the Early Childhood and Elementary Education Department will have access to state of the art technological systems that support teaching, learning, & research.

Objectives	WHO	WHEN	OUTCOME	NEW RESOURCE (If Applicable)
1.) Have Smart Boards in all ECED/ELED classrooms	Dr. Alison Rutter	By 2015	Smart Boards installed	Money for technology
2.) Computer technology replacement rotation plan	Dr. Andrew Whitehead	By 2011	New computer technology for all faculty members on a rotating basis of need	Money for technology

STRATEGIC THEME and GOAL: (ECED/ELED)

Distance Education: By 2015, the Early Childhood and Elementary Education Department will utilize distance education opportunities to provide students and various communities access to the teaching and resources of the department.

Objectives	WHO	WHEN	OUTCOME	NEW RESOURCE (If Applicable)
1.) Offer two graduate level courses via distance education.	Dr. Craig Wilson Dr. Sharon Switzer	In process	Two courses offered via distance education	

STRATEGIC THEME and GOAL: (ECED/ELED)

Funding: By 2015, the Early Childhood and Elementary Education Department will have funding streams in support of teaching, learning, research, and cutting edge technology.

Objectives	WHO	WHEN	OUTCOME	NEW RESOURCE (If Applicable)
1.) Development of new grant funding in support of programs.	Assistant to the Chair	By 2015	New grants in support of department initiatives	Grant monies

STRATEGIC THEME and GOAL: (ECED/ELED)

Partnerships: By 2015, the Early Childhood and Elementary Education Department will develop relationships with partners in support of learning, teaching, and business opportunities.

Objectives	WHO	WHEN	OUTCOME	NEW RESOURCE (If Applicable)
1.) Redesign Professional Development School relationships consistent with the new certification programs established for fall 2009.	PDS Coordinator and Department Chair	September 2011	Establishment of new Apprentice I and Apprentice II PDS relationships with local school districts and childcare providers in the local area.	

STRATEGIC THEME and GOAL: (ECED/ELED)

Communication: By 2015, the Early Childhood and Elementary Education Department will use a communication process that actively engages, informs, and dialogs about all aspects of education within the department and with its community counterparts.

Objectives	WHO	WHEN	OUTCOME	NEW RESOURCE (If Applicable)
1.) Hold monthly department meetings.	Department Chair	Immediately	Dissemination of minutes	
2.) Hold twice yearly Professional Development School liaison meetings.	PDS Coordinator	Immediately	Dissemination of minutes	

STRATEGIC THEME and GOAL: (ECED/ELED)

Personnel: By 2015, the Early Childhood and Elementary Education Department will have the personnel needed to support teaching, learning, and research as they develop and implement recruiting methods and incentives to attract and retain faculty and staff that represent a diverse population.

Objectives	WHO	WHEN	OUTCOME	NEW RESOURCE (If Applicable)
1.) Fill existing full-time continuing faculty member positions with the most qualified replacements.	Department Search and Screen Committee	Immediately	Two new full-time continuing, tenure track faculty members	

Strategic Theme Action Plan:**Department of Special Education & Rehabilitation****STRATEGIC THEME and GOAL: (SPED)****Distance Education**

By 2015, the COE will utilize distance education opportunities to provide students and various communities access to the teaching and resources of the College of Education.

Objectives	WHO	WHEN	OUTCOME	NEW RESOURCE (If Applicable)
1. Make select courses available in distance education format.	The Special Education and Rehabilitation Department	Prepare courses summer 2009	Courses available to more students. Convenience for students who do not live in the immediate area.	
2. Develop a distance education graduate degree option.		2015	Keep up with competition of other online degree programs.	

Strategic Theme Action Plan

STRATEGIC THEME and GOAL: (SPED)

Funding

By 2015, the COE will have funding streams in support of teaching, learning, research, and cutting edge technology.

Objectives	WHO	WHEN	OUTCOME	NEW RESOURCE (If Applicable)
1. Locate grants that will support projects related to faculty members' interests and expertise.	The Special Education and Rehabilitation Department	Ongoing	Opportunities for grant funding identified.	
2. Apply for grants that will support projects related to faculty members' interests and expertise.			Grant funding opportunities pursued.	

STRATEGIC THEME and GOAL: (SPED)

Communication

By 2015, the COE will use a communication process that actively engages, informs, and dialogs about all aspects of education within the COE and with its community counterparts.

Objectives	WHO	WHEN	OUTCOME	NEW RESOURCE (If Applicable)
1. Gain proficiency with using TK-20 as a communication tool within the COE.	The Special Education and Rehabilitation Department	9/09	Faculty comfortable with and confident in using TK-20 as a communication tool.	
			Streamlined communication	

Strategic Theme Action Plan

STRATEGIC THEME and GOAL: (SPED)

Partnerships

By 2015, the COE will develop relationships with partners in support of learning, teaching, and business opportunities.

Objectives	WHO	WHEN	OUTCOME	NEW RESOURCE (If Applicable)
1. Develop a list of possible contacts.	The Special Education and Rehabilitation Department	2015	A list of contacts developed	
2. Develop contact protocols.			Contact protocol in place	
3. Continue to solidify existing relationships			Continued relationships	

Strategic Theme Action Plan

STRATEGIC THEME and GOAL (SPED)

Facilities

By 2015, the COE will have an up-to-date facility that provides students, faculty, and staff quality working and teaching stations to learn, conduct research, and advisement.

Objectives	WHO	WHEN	OUTCOME	NEW RESOURCE (If Applicable)
*Identify faculty, staff, and students to brainstorm needs *Develop a list of needs to achieve an up to date facility *Work with the university to gain support for the needs	Department Department Department	2015 2015 2015	List of participants List of needs Support from the University	

STRATEGIC THEME and GOAL: (SPED)

Technology

By 2015, the COE will have access to state of the art technological systems that support teaching, learning, and research.

Objectives	WHO	WHEN	OUTCOME	NEW RESOURCE (If Applicable)
*Develop a list of needed technology. *Develop a guide as to where the technology will be Located.	Department Department	2015 2015	List of needed technology Guide for location of technology	

Strategic Theme Action Plan:

STRATEGIC THEME and GOAL: (SPED)

Personnel

By 2015, the COE will have the personnel needed to support teaching, learning, and research as they develop and implement recruiting methods and incentives to attract and retain faculty and staff that represent a diverse population.

Objectives	WHO	WHEN	OUTCOME	NEW RESOURCE (If Applicable)
*Develop a list of needed personnel	Department	2015	List of needed personnel	
*Using University guide lines for recruiting, hire the needed personnel.	Department	2015	Personnel in house	
*Develop a list of incentives to attract and retain faculty.	Department	2015	List of incentives to attract and retain faculty	

Strategic Theme Action Plan:

Department of Professional & Secondary Education

STRATEGIC THEME and GOAL: Facilities (PSED)				
Objectives	WHO	WHEN	OUTCOME	NEW RESOURCE (If Applicable)
PSED will be housed in one location in order to facilitate communication, research and effective co-teaching	Dean, PSED Chair	2009-1010	Suggested location: Monroe Hall	
The COE will have its own building where all departments within the college will have access to each other in order to facilitate communication, research and effective teaching.	Dean, Provost	2010-2011		

Strategic Theme Action Plan

STRATEGIC THEME and GOAL: Technology (PSED)

Objectives	WHO	WHEN	OUTCOME	NEW RESOURCE (If Applicable)
The PSED will partner with area schools in order to understand how to utilize “state of the art” technology.	Dean, Chairs, faculty	2009-2010	Formal meetings.	
The COE will establish more formal learning relationships within the College in order to utilize the expansive skills that already exist among faculty and students.	Dean	2009-2010	Formal meetings.	
The PSED will consider working closely with area teachers so they might develop curriculum that focuses on technology/media literacy.	Dean, chairs, faculty	2009-2010		

STRATEGIC THEME and GOAL: Distance Education (PSED)

Objectives	WHO	WHEN	OUTCOME	NEW RESOURCE (If Applicable)
PSED will offer the entire National Board Certification Masters sequence on line.	Dean, PSED Chair, faculty	2009-1012	Complete online program	

Strategic Theme Action Plan

STRATEGIC THEME and GOAL: Funding (PSED)

Objectives	WHO	WHEN	OUTCOME	NEW RESOURCE (If Applicable)
PSED will continue to be a Center of Excellence for National Board Certification	Dean, PSED Chair	2009-1010		
PSED and the COE will develop effective partnerships with urban and rural schools in need in order to develop practical, useful research agendas	Dean, Provost	2010-2011		

STRATEGIC THEME and GOAL: Partnerships (PSED)

Objectives	WHO	WHEN	OUTCOME	NEW RESOURCE (If Applicable)
PSED and the COE will work with the College of Business in order to develop an effective business-education partnership.	Provost, Dean, PSED Chair	2010-2012		
PSED will maintain their partnerships with area IU's and administrators.	PSED chair, faculty	ongoing		

Strategic Theme Action Plan

STRATEGIC THEME and GOAL: Communication (PSED)

Objectives	WHO	WHEN	OUTCOME	NEW RESOURCE (If Applicable)
The COE will publish a graduate, alumni, and research journals.	Dean, COE chairs, graduate dean	2009-1010		

STRATEGIC THEME and GOAL: Personnel (PSED)

Objectives	WHO	WHEN	OUTCOME	NEW RESOURCE (If Applicable)
ESU will consider alternative, flexible hiring strategies in order to attract diverse candidates	Administration	2009-1010		

Strategic Theme Action Plan:

Department of Reading

STRATEGIC THEME and GOAL: Personnel (REED)

By 2015, the COE will have the personnel needed to support teaching, learning, and research, as they develop and implement recruiting methods and incentives to attract and retain faculty and staff that represent a diverse population.

Objectives	WHO	WHEN	OUTCOME	NEW RESOURCE (If Applicable)
By 2010, the Reading Department will have the two additional full-time continuing faculty members it needs to teach existing courses.	The Administration will approve and fund these positions.	The first position will be approved ASAP, but definitely by the start of the Fall 2009 semester. The second will be approved by the start of Fall 2010.	The Reading Department will have sufficient faculty to teach existing courses with minimal support from adjuncts.	Additional faculty

STRATEGIC THEME and GOAL: Facilities (REED)

By 2015, the COE will have an up-to-date facility that provides students, faculty, and staff quality working and teaching stations to learn, conduct research, and advisement.

Objectives	WHO	WHEN	OUTCOME	NEW RESOURCE (If Applicable)
1. The Reading Department will have access to an on-campus model or charter school. This will provide undergraduate students with access to observe various reading techniques being taught to students. The Model School will also house the ESU Reading Clinic on Saturdays during the fall and spring semesters. The Reading Clinic currently serves 300 students of diverse backgrounds annually.	The Administration will need to approve this project and provide funding.	By 2015	ESU undergraduate and graduate students will be able to observe and teach students in an on-campus school. Graduate students seeking Reading Specialist Certification will also be able to use the school to teach students.	An on-campus Model School
2. The faculty of the Reading Department and the COE will have adequate parking space in the Rosenkrans Parking Lot.	The Administration and “Facilities Planning” need to either (a) build the parking structure on the Rosenkrans lot that was announced to faculty 6 years ago or (b) designate the Rosenkrans lot as Faculty Only.	ASAP – definitely by Fall 2009	Reading Department and COE faculty will have parking spaces available throughout the day—as opposed to the current system in which faculty drive about campus for 30 – 60 minutes waiting for a parking space to become available.	Faculty will be able to use their time for teaching, researching, writing, and advising.

Strategic Theme Action Plan

STRATEGIC THEME and GOAL: Funding (REED)

By 2015, the COE will have funding streams in support of teaching, learning, research, and cutting edge technology.

Objectives	WHO	WHEN	OUTCOME	NEW RESOURCE (If Applicable)
To fund two additional full-time, continuing faculty positions in the Reading Departments	The Administration	One position will begin in Fall 2010; the other in Fall 2011	Enough faculty to teach existing and future Reading courses	Additional Reading Faculty
To fund cutting-edge technological teaching advancements for Reading Department Faculty.	Administration, technology fees, and grants	ASAP, but definitely by Spring 2010	Faculty using cutting-edge technology for teaching, researching, and writing.	Cutting-edge technology
To continue to fund the Reading Department budget to maintain current partnerships and special projects and to create additional partnerships and special projects.	Administration	Continuing from this point and increasing over time	The Reading Department creating new partnerships and community projects	Partnerships and projects.
To continue to provide opportunities for Instructional Fees Funding, Provost's Instructional Support Grants, and other grant opportunities for instructional reading materials and professional development for Reading Department faculty	Administration, Grant sources	Continuing from this point and increasing over time	Up-to-date instructional materials reflecting best practice and cutting-edge knowledge derived from professional development	

STRATEGIC THEME and GOAL: Technology (REED)

By 2015, the COE will have access to state of the art technological systems that support teaching, learning, and research.

Objectives	WHO	WHEN	OUTCOME	NEW RESOURCE (If Applicable)
By 2010 the Reading Department Faculty will be able to use cutting-edge technology, including Smart Boards and I-Pods (for podcasting) to teach on campus.	Administration and technology experts	ASAP, but definitely by Spring 2010	Faculty will use cutting edge technology to model best practice and to teach on campus.	Smart Boards, I-Pods, etc.
By 2010 the Reading Department Faculty will participate in professional development for the use of Smart Boards and I-Pods for podcasting.	Administration and technology experts	ASAP, but definitely by Spring 2010	Faculty will be able to use cutting-edge technology to model best practice and to teach.	Professional development
By 2010 the Reading Department Faculty will have access to digital video technology for video analysis of students' lessons.	Administration and technology experts.	ASAP, but definitely by 2010	Faculty and students will be able to use digital video tools to analyze teaching.	Digital video equipment

STRATEGIC THEME and GOAL: Distance Education (REED)

By 2015, the COE will utilize distance education opportunities to provide students and various communities access to the teaching and resources of the College of Education.

Objectives	WHO	WHEN	OUTCOME	NEW RESOURCE (If Applicable)
By 2015, the Reading Department Faculty will have opportunities for ongoing professional development related to Distance Education.	Administration and Distance ED technology specialists	Starting ASAP and continuing every semester	Faculty able to knowledgeably engage in teaching through Distance ED	Professional development for teaching through Distance Education
By 2010, the faculty of the Reading Department Faculty will have opportunities to integrate cutting-edge types of technology, such as video conferencing and web cams, into Distance ED.	Administration and technology specialists	Beginning ASAP and continuing every semester	Optimal means of teaching through Distance ED	Tools to facilitate Distance ED

STRATEGIC THEME and GOAL: Partnerships (REED)

By 2015, the COE will develop relationships with partners in support of learning, teaching, and business opportunities.

Objectives	WHO	WHEN	OUTCOME	NEW RESOURCE (If Applicable)
To sustain existing Reading Department partnerships and develop new ones to support Reading Clinic, Books for Babies, and Reading Workshop	The Reading Department, the Dean of the COE, and the Administration	Present day through 2015	Existing and new Reading Department partnerships	Additional partnerships

STRATEGIC THEME and GOAL: Communication (REED)

By 2015, the COE will use a communication process to actively engage, inform, and dialog about all aspects of education within the COE and with its community counterparts.

Objectives	WHO	WHEN	OUTCOME	NEW RESOURCE (If Applicable)
The Reading Department faculty will develop and use a specific communication process to discuss various reading-related educational topics (such as the Graduate Reading Program, literacy coaching, best practices in the teaching of reading, etc.) with colleagues in the COE, professionals in partner school districts, such as Stroudsburg Area School District and Pleasant Valley School District, and associates in our other partner businesses and organizations, such as Pocono Medical Center.	The Reading Department and the COE	Continuing from this point forward	Communication process accessible to a variety of colleagues on and off campus	Viable communication process

Strategic Theme Action Plan:

Department of Media Communication & Technology

STRATEGIC THEME and GOAL: Media Communication and Technology Department				
Objectives	WHO	WHEN	OUTCOME	NEW RESOURCE (If Applicable)

To prepare our students to enter the workforce prepared to meet the evolving standards of digital media.	Students Faculty and Staff	ASAP	Mirror best business practices of digital media	
Ensure student access to the state of the art technology needed to prepare them for the work environments they will face.	Students	ASAP	All equipment needs to replicate what is the most current industry standard.	New Funding
Provide students with state of the art classroom and lab environments that replicate the working conditions they will face in the industry.	Students Faculty and Staff	ASAP	Facilities need to match the best industry practices Constant upgrades of current software and hardware.	New Funding
Create funding streams that will provide for continuous replacement of aging equipment and continual upgrades of software	Students Faculty and Staff	ASAP	Funding to meet the upgrade cycle of software and hardware in addition to our current budgets.	New Funding
Ensure faculty and staff are fully trained on all software and hardware applications they are responsible to teach and model.	Faculty and Staff	ASAP	Faculty and staff obtain extensive new resources for professional development and training	New Funding
Teach new course material in emerging areas of digital media.	New Faculty Members	ASAP	New tenure track faculty are hired to teach emerging areas of digital media.	New Faculty Line/lines

Strategic Theme Action Plan:

Department of Academic Enrichment & Learning

STRATEGIC THEME and GOAL: (DAEL)

FACILITIES: By 2015 DAEL will have adequate space to provide students, faculty, and staff with quality working, advising, tutoring, and counseling areas to enhance student learning and improve persistence and retention.

Objectives	WHO	WHEN	OUTCOME	NEW RESOURCE (If Applicable)
1. Increase square footage for University-Wide Tutorial Program from 3,000 SF to 7,200 SF to accommodate student demand for tutoring	Administration/ Facilities	Fall 2015	Additional space provided in new or existing building (optimally 1 large room, but could be 2 rooms of 3600 SF)	Space allocation
2. Provide space (3,000 SF with 7 cubicles and 1 room to accommodate group of 15) for an advising center to accommodate increased number of undeclared students and students in academic jeopardy.	Administration/ Facilities	Fall 2015	Space provided in new or existing building (optimally co-located with other DAEL designated space).	Space allocation
3. Provide space for a disability services center to accommodate students with disabilities who need advising, access to special equipment, and accommodations.	Administration/ Facilities	Fall 2015	Space provided in new or existing building.	Space allocation
4. Provide additional offices to accommodate increases in DAEL faculty (3), peer counselors for Act 101 & SSS programs (2), and student office staff (1)	Administration/ Facilities	Fall 2012	Additional space for offices provided in DAEL designated space, co-located with other DAEL offices	Space allocation

STRATEGIC THEME and GOAL: (DAEL)

TECHNOLOGY: By 2015 DAEL will have access to technological systems that support student advisement, tracking, and learning.

Objectives	WHO	WHEN	OUTCOME	NEW RESOURCE (If Applicable)
1. Provide 15 laptop computers with wireless access for tutors to actively assist students in accessing electronic information relevant to their coursework.	Administration/ Computing	Fall 2013	Laptop computers procured for Tutoring Program (kept on cart, locked at end of each day).	Technology fees
2. Provide software to adequately track persistence, retention, GPA improvement, stop-outs for all students involved in DAEL programs.	Administration/ Computing	Fall 2013	Faculty & staff trained in TK-20 or Advisortrack software purchased.	Technology fees

STRATEGIC THEME and GOAL: (DAEL)

DISTANCE EDUCATION: By 2015 DAEL will be able to provide distance tutoring to students who have difficulties coming to campus.

Objectives	WHO	WHEN	OUTCOME	NEW RESOURCE (If Applicable)
1. Provide dedicated computer lab space (3 computers) with videoconferencing capabilities for tutors to reach individuals or small groups for tutoring at an off-campus site.	Administration/ Instructional Resources	Fall 2015	Computer lab space and computers provided in University-Wide Tutorial Program space	3 Computers with videoconferencing capability.

Strategic Theme Action Plan

STRATEGIC THEME and GOAL: (DAEL)

PARTNERSHIPS: By 2015 DAEL will build on existing relationships with professional development schools in area high schools to provide pre-college Academic Success in College seminars.

Objectives	WHO	WHEN	OUTCOME	NEW RESOURCE (If Applicable)
1. Provide summer seminars to Fall HS seniors to teach skills & study habits for college-level success; explore major, career, and life options; promote civic engagement as an outcome of a liberal arts education.	Administration/ Curriculum Committee	Fall 2015	Approved curriculum and faculty designated to teach summer seminars	

STRATEGIC THEME and GOAL: (DAEL)

COMMUNICATION: By 2015 DAEL will partner with other COE departments to use a communication process that actively engages, informs, and dialogs about all aspects of education within the COE

Objectives	WHO	WHEN	OUTCOME	NEW RESOURCE (If Applicable)
1. Partner with other COE departments and Admissions to improve the communication about ESU/DAEL academic support programs with high schools and first year applicants.	Dean of COE and other COE department chairs	Fall 2010	DAEL program descriptions will be included in COE brochure	New printing of brochure

Strategic Theme Action Plan

STRATEGIC THEME and GOAL: (DAEL)

PERSONNEL: By 2015 DAEL will have the personnel needed to support teaching, learning, and research, as it develops and implements incentives to attract and retain faculty and staff that represent diverse populations.

Objectives	WHO	WHEN	OUTCOME	NEW RESOURCE (If Applicable)
1. Provide 2 additional faculty lines for disability services to improve faculty to student ratio for advising, documentation review, and recommendations for accommodations.	Academic Affairs	Fall 2011 (for 1 add'l) Fall 2015 (for 2 nd)	Additional faculty lines approved and filled	Faculty salaries & benefits; office space
2. Provide 1 full-time administrative assistant for the tutoring program and learning center to assist in tracking student outcome data and tutoring payroll.	Academic Affairs/ HR	Fall 2010	Additional SUA position approved and filled	Staff salary & benefits; office space
3. Provide 4 more (1 per year) faculty advisors to provide academic advising to undeclared students and students in academic jeopardy to improve faculty to student ratio.	Academic Affairs	Fall 2011 Fall 2012 Fall 2013 Fall 2014	Additional faculty lines approved and filled	Faculty salaries & benefits; office space
4. Provide additional faculty line designated to teach DAEL 100	Academic Affairs	Fall 2015	Additional faculty line approved to teach DAEL 100.	Faculty salary & benefits; office space

Strategic Theme Action Plan

STRATEGIC THEME and GOAL: (DAEL)

FUNDING: By 2015 DAEL will have funding streams in support of its teaching, learning, advising, counseling, and research objectives

Objectives	WHO	WHEN	OUTCOME	NEW RESOURCE (If Applicable)
1. Achieve all of the objectives listed under the strategic themes (Facilities, Technology, Distance Education, Partnerships, Communication, Personnel), with designated funding from the ESU budget.	Administration/ Academic Affairs/ Finance	Fall 2015	Additional facility, space, technology, faculty, and staff outlined in all other goals and objectives will be approved and funded by ESU	Increased ESU funding

Appendix 1: The Strategic Planning Process

The College of Education began the Strategic Planning Process at our January 2009 College of Education meeting which was extended to include the Strategic Planning activity. After reviewing the purpose and plan for the Strategic Planning process, Dean Kramer Ertel facilitated the event by having the faculty work in groups to develop draft vision, mission, and value statements. Faculty volunteers were solicited to serve on the COE Strategic Planning Committee. This group would be developed to fine tune the work of the larger group. Students that served on the Dean's Advisory Committee were invited to serve on the COE Strategic Planning Committee. The students had wonderful contributions that enriched the process and the product of our efforts.

At the February 2009 COE meeting, Dean Kramer Ertel facilitated small group work where a SWOT Analysis was completed. During February and March, the COE Strategic Planning Committee fine tuned the Vision and Mission Statements and worked on developing outcomes related to the Strategic Themes. Each department was then asked to complete an Action Plan based on these themes. The departments worked in March and April to compile their Action Plans. The COE Strategic Planning Committee finalized the results of the COE Strategic Plan in late April.

Appendix 2: Lesson Learned

This indeed was an interesting process. We strove throughout the process to work as an integrated group as ideas were developed so that we truly had a representation of the entire COE, not just a few departments. We also purposely sought to not just focus on teacher education, but tried to maintain a broad focus on all the programs within the College of Education as they all do not have a direct connection to teacher education. Our COE Strategic Planning committee was a very committed team and worked well together to accomplish a great deal within a short time frame. Although we were able to make great strides, we were a bit frustrated in trying to accomplish so much within such a short time frame. In addition to this, we had tremendous efforts ongoing related to Chapter 49 curriculum changes and the implementation of a new electronic database system. All of these major projects made life quite stressful for everyone. We would all have preferred to have a longer period of time to develop this plan so that we could have put more time, energy, and thought into the process. We tried to do our best within the time that was available. We did learn we have a tremendous group of dedicated faculty in the COE. Dr. Angelo Senese was especially helpful in sharing his experience and expertise in Strategic Planning.

Appendix 3: COE Strategic Planning Committee Participants

Dr. Andrew Whitehead, Chair ECED/ELED

Dr. Marilyn Narey, ECED/ELED

Dr. Joyce Burgener, SPED

Dr. Caroline DiPipi-Hoy, SPED

Dr. Angelo Senese, PSED

Dr. Doug Lare, Chair, PSED

Dr. Richard Otto, MCOM

Mr. Len Rue, Grad Asst, MCOM

Dr. Rhonda Sutton, REED

Dr. Stephanie Romano, REED

Dr. Beverlyn Grace-Odeleye, DAEL

Jean Marie Dean, undergraduate student

Ashley Mazzocchi, undergraduate student

Ryan Connors, graduate student