

# STRATEGIC PLAN FOR SCHOOL OF EDUCATION

UNIVERSITY OF ARKANSAS AT MONTICELLO

## Mission, Role, and Scope

The University of Arkansas at Monticello School of Education is committed to the development of high quality teacher leaders who are caring, competent professionals dedicated to meeting the needs of a changing, diverse society. The UAM School of Education faculty and teacher education students serve their communities through active participation in academic studies and field experiences that develop high level competencies in content knowledge, pedagogy, professionalism, and diversity. The UAM School of Education, in close partnership and collaboration with partnering schools and the arts and sciences, is dedicated to providing the highest level of teacher training and excellence of schools in southeast Arkansas.

## Recruitment

### Support goals from Enhancement of Resources focus:

Recruit, develop, and retain a quality faculty and staff.

Build partnerships through networking and collaboration.

Enhance the University's image, visibility, and influence.

Improve internal and external communications.

Improve employment opportunities.

Develop internal and external resources.

Recruit, retain, and graduate students.

### Short-Range Objectives

1. To provide quality staff development opportunities for faculty and staff. **The faculty attended workshops at the SEARK Educational Cooperative and in school of education trainings. Several faculty members participated in Arkansas Department of Education trainings as well as state and national conferences. All faculty members engaged in Pathwise training. Progress was made in this academic year but the objective will be ongoing.**
2. To collaborate with other universities to recruit faculty from doctoral education programs.  
**Not accomplished but will be ongoing**

3. To host meetings with public school officials, SEARK Cooperative staff, and the Arkansas Department of Education to identify specific strategies to address issues and concerns in education  
**Representatives of the School of Education have participated in meetings to discuss recruitment with public school faculty and administrators at the SEARK Educational Cooperative. The Educational Renewal Zone project hosted recruitment meetings to inform community stakeholders and to solicit their assistance in recruitment to teacher education. The dean spoke at civic clubs in the region to alert the communities of the teacher shortage crisis. The dean frequently met with ADE staff and hosted conference calls with ADE staff to discuss programming concerns and needs. Progress has been made but this objective will be ongoing**
4. To increase attendance of UAM SOE faculty and staff at SEARK Cooperative meetings and professional development workshops.  
**SOE faculty participated in SEARK Cooperative workshops and meetings. Participation was greatly increased but this will be an ongoing objective to include all faculty members.**
5. To increase the visibility of the SOE faculty and staff in the area public schools  
**Faculty participated in Professors Partnering with Professionals which is an ERZ project to create more collaboration with the public schools. Regular contacts were made with the schools via personal visit, e-mail or telephone calls. The objective was accomplished in collaboration with the ERZ project and will continue in the following year.**
6. To provide graduate assistantships to attract potential graduate assistant faculty members.  
**Not accomplished but will continue as an objective**
7. To expand the Educational Renewal Zone (ERZ) Project for continuing collaboration with educational cooperatives, public schools, and other universities  
**The SOE and ERZ partnered with the Arkansas Department of Education, the SEARK Educational Cooperative and the public schools to address teacher recruitment and to plan programs. The ERZ coordinated opportunities for SOE faculty to participate in educational cooperative professional development. Progress was made but the objective will be ongoing.**
8. To recruit new teacher education students by visiting area high schools and increasing the visibility of the School of Education  
**The SOE and ERZ partnered with the cooperatives and public schools to address teacher recruitment and to plan programs. The SOE dean made civic club presentations in the region to discuss the teacher shortage crisis and to ask for community support to recruit teachers. A teacher recruitment fair was hosted by ADE on the UAM campus in November.**

**Much was accomplished but the effort will continue.  
Accomplished but will continue.**

9. To attend community college career days to increase enrollment in the 2+2 program.  
**Some effort has been made to accomplish this objective but progress is not satisfactory. This objective will be addressed again in the next academic year.**
10. To develop news releases, billboards, and other media tools to share accomplishments and to promote teaching as a profession.  
**A new SOE brochure was developed and will be ready for use in the next academic year. A SOE newsletter was created and distributed to area schools. Numerous news releases highlighted SOE accomplishments. Large signs were placed in strategic locations of various communities in the region to advertise SOE programs and degrees. Efforts have been made to accomplish this objective but the objective will be ongoing.**
11. To increase the recruitment efforts for the Master of Arts in Teaching graduate program  
**Additional focus has been given to recruitment by placing signage in key locations to advertise the MAT program. The number of applications for the program is greater this year than in the past year. Efforts will continue to advertise in newspapers and by “running” radio ads.**
12. To assign mentors for new UAM School of Education faculty and staff  
**Mentors were assigned to new faculty but more effort is needed in this area for understanding of mentor roles and coordination in regard to the number of contacts needed. This will be an ongoing objective.**

### ***Intermediate-Range Objectives***

1. To recognize faculty and staff for exemplary service and teaching through awards/publicity.  
**The Drew County Chamber of Commerce Teacher of the Year award was initiated. Dr. Max Terrell was honored as the UAM Teacher of the Year. More effort will be made to develop additional means to meet this objective.**
2. To acquire grants to fund programs and to provide additional faculty compensation.  
**NCLB Grants were acquired for materials and programs but ongoing efforts are needed to fully fund faculty positions.**
3. To expand ERZ activities to include more communities agencies and groups. **This objective was accomplished through the career fair and the newly established advisory council. This will be an ongoing effort.**

4. To continue to advertise and promote the 2+2 program and the partnership with Community colleges  
**Some contact was made with community colleges to initiate new partnerships. This is an area to pursue in the next academic year. Little progress has been made at this time.**
  
5. To enhance advising of teacher candidates to improve academic focus and candidate retention  
**Program planning sheets were developed for use by candidates and faculty for better advising. Faculty discussed advising concerns during faculty meetings. Tutorial courses and software have been added to assist candidates who need assistance to be successful on Praxis I tests. More effort is needed to accomplish this objective.**
  
6. To develop seminars to prepare students for the Praxis I, Praxis II, and the PLT  
**Special topics one-hour courses were developed for each area of the Praxis I and were taught each semester by School of Education faculty. A computer laboratory was also equipped with software for candidate tutoring. This objective will be revised for the next academic year to remove Praxis II and the PLT since candidate data has not indicated that this is a need area.**
  
7. To develop school superintendents' advisory committee.  
**The dean meets regularly with the superintendents at the SEARK Education Cooperative. This objective has been accomplished but will continue.**

### **Long-Range Objectives**

1. To advocate salary increases through committee service  
**Not accomplished but will continue to include as an objective**
  
2. To reward faculty and staff for exemplary teaching and service through recognition and monetary rewards  
**Not accomplished but will be an ongoing objective**
  
3. To develop professional learning communities inclusive of school of education faculty, public school faculty/administration, community agencies, legislators, educational cooperatives, etc.  
**Efforts have been made to accomplish this objective through SEARK Educational Cooperative and the Educational Renewal Zone Project. Some members of the UAM SOE faculty meet with public school administrators in job-alike meetings BUT must be ongoing to fully accomplish.**

## **Support goals from Enhancement of Academic focus:**

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.

Provide the latest technology for our students and faculty.

Accommodate the diverse needs of students.

Enhance UAM's image.

### ***Short-Range Objectives***

1. To acquire approval for School of Education programs of study from Arkansas Department of Education and specialty program accreditation organizations.  
**The P-4 Early Childhood program, the Middle Childhood program, and the Educational Leadership program received state approval. The PE, Health, and Leisure program will be submitted to ADE for approval in May. Program Coordinators worked on program SPA reports and will submit them for approval in December 2007. Accomplished and ongoing objective**
2. To develop a School of Education data base for collection of assessment data  
**A unit and program data base was developed and is currently in use. Accomplished**
3. To assess program quality using specific evaluation tools and assessments  
**Assessments and scoring rubrics have been created to measure the knowledge, skills, and dispositions of teacher candidates in each program. Although the objective has been met, constant review and revision will be required as programs change and national and state policies are revised. Accomplished and ongoing**
4. To use aggregated and disaggregated data for program analysis and improvements  
**Program data is now being collected and is aggregated and summarized to determine unit and program strengths and areas for improvements. The results are reviewed by faculty and stakeholders. Accomplished but ongoing.**
5. To acquire a CIV laboratory for the School of Education  
**A CIV laboratory was installed in Willard Hall as a result of the Willard Hall renovation.**
6. To upgrade computers in the School of Education computer laboratory  
**Upgraded computers were acquired for the laboratory but new equipment has been requested in the 2007 budget. This is an ongoing objective.**

7. To implement Smart Room Technology into everyday instruction  
**Three Smart Rooms have been installed in Willard Hall. Faculty use this new technology in everyday instruction and have requested additional Smart Room capabilities. Accomplished and ongoing**
8. To imbed the use of the latest instructional software in SOE courses. **Much attention has been focused on the use of instructional technology in all SOE courses. Faculty members have made progress toward this goal but more attention is needed to ensure its uniform implementation. Accomplished and ongoing**
9. To improve content knowledge of secondary education teacher candidates  
**Candidates for 7-12 licensure receive pedagogy in the Master of Arts in Teaching degree. Admission to this degree program requires each candidate to hold a Bachelor's degree in a content area which has improved the reliability of having knowledge of the content they will teach.**

### ***Intermediate-Range Objectives***

1. To implement TaskStream instructional system/software for portfolio management into the School of Education curriculum **Not accomplished but will begin in the summer II 2007 term in the EDUC 2233 Instructional Technology course.**
2. To acquire grants to fund faculty and student professional development **Two grants were acquired from the Arkansas Department of Education to promote professional development opportunities for faculty members. This is an ongoing objective.**
3. To host/attend workshops to increase awareness of latest technology and educational trends  
**Some workshops and in-service has been provided but this is definitely an ongoing objective.**
4. To integrate special education instructional strategies into in arts and sciences content courses that prepare teachers  
**Not accomplished but will be ongoing effort**
5. To develop and receive ADE approval for a graduate level special education add-on licensure curriculum  
**This objective was accomplished for the P-4 Early Childhood Instructional Specialist in Special Education. A proposal for approval for a 4-12 secondary program of study has been submitted and is pending approval.**
6. To develop and offer ESL education courses  
**Accomplished.**

7. To revise the Master of Education program of study for quality assurance  
**The UAM Graduate Council approved the SOE proposal for the revised Master of Education degree in the 2006-07 academic year. Accomplished**
8. To create partnerships with Arkansas Rehabilitation Services, local physicians, and other entities to expand opportunities for the exercise science interns.  
**Ms. Memory Frazer collaborated with these agencies to establish partnerships in Bradley County and will expand this service to Drew County in the 2007-08 academic year.**
9. To identify public school faculty with exemplary teaching and instructional skills to serve as intern I mentor teachers  
**Cooperating Teachers must be trained in the state adopted Pathwise Instructional Planning model. Accomplished and ongoing**

### ***Long-Range Objectives***

1. To align the Associate of Art in Teaching curriculum with the UAM School of Education curriculum through discussions with the community colleges.  
**Accomplished**
2. To develop a Masters of Education in Reading degree  
**Not accomplished and will be deleted from future planning due to lack of resources for implementation**
3. To develop a Masters of Education in Gifted/Talented Education  
**Not accomplished and will be deleted from future planning due to lack of resources for implementation and lack of demand for the degree.**
4. To expand the 2+2 program by collaborating with additional community colleges  
**Not Accomplished but ongoing**
5. To create an Exercise Science and Wellness Laboratory Center  
**Not accomplished but ongoing**
6. To develop and provide professional development opportunities for the university faculty at-large to enhance student learning  
**Accomplished and ongoing**

## **Support goals from Enhancement of Quality of Life focus:**

Accommodate the diverse needs of students/candidates.

Develop and implement a comprehensive student retention plan.

Promote healthy lifestyles for students, employees, and communities.

### ***Short-Range Objectives***

1. To create a School of Education tutoring center to meet the specific learning needs of Teacher Education candidates  
**Additional courses have been added to assist the special needs of candidates and tutorial software is available in the computer labs. Progress has been made but the objective is ongoing.**
2. To acquire additional grants to pay the Praxis I, Praxis II, and PLT test fees for teacher education students who have financial need  
**Not accomplished but ongoing**
3. To reinstate the Minority Opportunities Resource Education Center  
**Accomplished**

### ***Intermediate-Range Objectives***

1. To survey the School of Education students to determine diversity of needs  
**This goal has not been accomplished but will be ongoing. The objective should be more clearly stated for better understanding of how to accomplish it.**
2. To establish a peer mentoring program for students **Not accomplished; some isolated efforts was made in some courses.**

### ***Long-Range Objectives***

1. To develop a campus healthy lifestyles program through the UAM School of Education Exercise Science/Wellness program  
**Not fully accomplished but will be ongoing**
2. To increase participation in the UAM Health and Wellness Fair  
**Efforts were made to accomplish this objective but lack of interest in collaboration in other campus units prevented success. This will not be an ongoing objective.**

3. To create an Exercise Science and Wellness Laboratory Center  
**Planning has begun but not accomplished. Discussions with the administration will be ongoing to discuss the importance of this objective.**
4. To create a School of Education student retention plan  
**Discussions have occurred and are ongoing to accomplish this objective**