

College of Education Strategic Plan for 2011-2015						
Goal 1: Regional Stewardship. COE will collaborate with regional P-12 partners to promote academic achievement.						
EKU SD	COE Strategic Directions	COE KPIs	Key Performance Indicators	Criteria for Success	Data Request	Responsible for Collecting/Reporting <u>(Underlined person has primary responsibility)</u>
4.1	1.1 Collaborate with KDE, CPE, VR, EPSB, and regional P-12 school districts to initiate, develop, provide and assess regional stewardship initiatives in Eastern Kentucky	1.1	Collaborative with Morehead, Pikeville College, Adult Education programs, and regional P-12 school districts to assess P-20 outcomes in Eastern Kentucky.	Demonstrate increase in regional stewardship activities	Annual Unit/program Reports	Department and other reporting unit heads and all outreach and regional stewardship program heads
4.1	1.2 Increase faculty and staff participation in regional stewardship as Described in Digital Measures	1.2	Individual reporting of Regional Stewardship activities	Increase participation by 10%	Digital Measures Regional Stewardship Report	<u>Dean's Office</u> All Faculty and Staff in COE Report
Goal 2: Student Success. COE will maximize student success						
EKU SD	COE Strategic Directions	COE KPIs	Key Performance Indicators	Criteria for Success	Data Request	Responsible for Collecting/Reporting <u>(Underlined person has primary responsibility)</u>
1.2	2.1 Improve retention to graduation rates	2.1	Improve current high retention to graduation rates	Improve current retention and graduation rate by 5%	Institutional Research: Retention to Graduation Report posted on EKU FactSheet	<u>Associate Dean</u>
1.2	2.2 Follow-up on graduates' success.	2.2	Employer Surveys	Compare our graduates to others in the school/employment site (principal/employer feedback on teachers/other helping professionals) or district (superintendent feedback on principals).	Bi-annual survey results will be posted on the Data Dashboard. Assistant Dean will construct a plan for developing, deploying, and analyzing a bi-annual employer survey	<u>Assistant Dean</u>
4.1	2.3 Collaborate with Arts and Sciences to implement transition courses for math and literacy.	2.3	Under observation: Success of students who completed a math or reading transition course at the high school level and retention in college (EKU)	Determine college retention to graduation rates of students who completed math or reading transition courses during high school as compared to current retention and graduation rates	Collaborative is responsible for maintaining data. Annual analysis of three-year data	<u>Dr. James Bliss and Dr. Dorie Combs</u>
Goal 3: Quality Enhancement. COE faculty will demonstrate excellence in teaching, advising, and scholarship and will emphasize and improve critical and creative						

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thinking and effective communication on the part of students.						
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1.4	3.1 Excellence in teaching, advising and scholarship effectiveness.	3.1.1	Departments will develop and implement processes to improve teaching	Increase average adjusted percentage of faculty scoring higher or much higher than the national IDEA database from 28% to 30%.	Institutional Research College IDEA Group Summary Report Summary Evaluation – Part I (Average of Progress on Relevant Objectives; Excellence of Teacher; Excellence of Course) will be used to summarize teaching effectiveness for the College.	<u>Dean’s Office</u> <u>Department Chair/Director</u>
		3.1.2	Departments will develop and implement processes to improve advising	Raise all items (questions 1-9 on advising survey) to an agree and strongly agree rate of at least 80%.	Institutional Research Faculty Advising and Teacher Education Services Survey – Combined Report	<u>Dean’s Office</u> <u>Department Chair/Director</u>
		3.1.3	Departments will develop and implement processes to improve scholarship productivity	Publications, Presentations, and Creative Works/Performances will increase 2% annually.	Digital Measures: College Scholarship Report	<u>Dean’s Office</u> <u>Department Chair/Director</u>
1.1	3.2 Weave creative and critical thinking and writing across the curriculum for each program.	3.2.1	Departments will demonstrate the inclusion of creative and critical thinking and writing in each program as evidenced in course learning objectives.	Each program will have clearly defined learning objectives demonstrating creative and critical thinking and writing learning requirements.	TracDat Use of Results	<u>Office of Research, Assessment, and Technology</u> <u>Department Chair/Director</u>
Goal 4: Diversity. COE will improve the recruitment and retention of diverse students, faculty, staff, and administrators.						
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3.1	4.1 Improve recruitment and retention of diverse faculty, staff, administrators, and students	4.1.1	Revision and Update of “College Conducting Faculty Searches” documentation and process to ensure full consideration of all candidates.	Generation of new documents and posted to the website.	Collaboration with deans, department chairs and director of diversity initiatives.	<u>Dean’s Office</u>
		4.1.2	Develop programs and initiatives to support and enhance diversity	Evidence of program development and results of effectiveness.	The director of diversity initiatives will develop	<u>Director of Diversity Initiatives</u>

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			recruitment and retention.		and maintain data for programs and initiatives.	
		4.1.3	Monitor annual enrollment trends and develop strategy to support and enhance diversity recruitment and retention for students	Increase number of diverse students	Institutional Research Annual Enrollment Reports	<u>Dean's Office</u> <u>Director of Diversity Initiatives</u> <u>Department Chairs</u>

Goal 5: Efficiency. COE will examine measures related to efficiency and effectiveness.

Effectiveness, the degree to which objectives are achieved and the extent to which targeted problems are solved. In contrast to efficiency, effectiveness is determined without reference to costs and, whereas efficiency means "doing the thing right," effectiveness means "doing the right thing."

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2.1 2.3	5.1 Increase efficiency	5.1.1	Increase FTE	Improve FTE	FTE – Banner Report SIJFAAS (Faculty Assignment Analysis)	<u>Dean's Office</u> <u>Department Chairs</u>
		5.1.2	Increase the number of cohorts (student enrollment) offered at regional campus.	Increase the number of cohorts by 2 annually	Department Records	<u>Dean's Office</u> Department Chairs
		5.1.3	Increase the number of 100% online programs.	Develop program and complete the curriculum and online approval process. Target is one new online program per year.	CAA paperwork Online Program paperwork	<u>Dean's Office</u> Department Chairs
	5.2 Increase Effectiveness	5.2.1	Annual review of policies and practices.	Complete the annual review.	All units	<u>Dean's Office</u> Department Chairs Directors

- When possible data should represent information from September 1 to August 31