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# SEHD Goals and Priorities 2018-2023

## Goal 1: Grow our deep engagement with diverse local, state and national communities for joint programs, policy development and partnered research

Strategy 1: Use SEHD infrastructures to support and promote engagement

- Objective 1: Grow/strengthen our existing infrastructures such as: SEHD Office of Partnerships, the Center for Professional Education (CPE), C-PEER, the EdD program, T-Prep, the National P-3 Center, the PARA Center and CASTLE
- Objective 2: Consider and develop new infrastructures for engagement

Strategy 2: Refine policies and practices that support external engagement

- Objectives 1: Revisit RTP, workload and merit documents for policies that incentivize and reward engagement
- Objective 2: Develop the clarity of professional planning and accountability for engagement projects
- Objective 3: Pilot the D3 faculty revenue sharing policy

Strategy 3: Expand resources that support faculty and staff engagement

- Objective 1: Increase SEHD faculty and staff development grants
- Objective 2: Expand the D2/3 initiatives for program areas currently participating and work with program areas that are not currently participating
- Objective 3: Refine workload policies like course releases to encourage engagement

Strategy 4: Develop strong CPE “leadership academy” programs

- Objective 1: Partner CPE with National P-3 Center, South Denver and LEO faculty for Principal PD
- Objective 2: Create teacher and principal PD with district partners

Strategy 5: Expand D2/3 partnerships

- Objective 1: Develop marketing and communications plan to showcase D2/3 offerings
- Objective 3: Increase presence in Denver South by establishing new district partnerships
- Objective 4: Build new CLDE and EdD pathways embedded in districts

## Goal 2: Enhance our visible leadership in local, state and national communities and our reputation for preparing and developing educators and strong leaders who have an equity and diversity commitment

Strategy 1: Support, reward and communicate more about faculty leadership roles of professional

organizations, local and state task forces, campus committees, government sponsored initiatives

- Objective 1: Reward leadership more through annual review
- Objective 2: Resource our marketing team to increase our visibility for our programs, our faculty and our students, (e.g., social media, more PR pieces)

Strategy 2: Lead rural partnerships in developing inclusive solutions for education and mental health challenges in diverse communities

- Objective 1: Increase external funds for rural partnerships
- Objective 2: Grow team for rural work
- Objective 3: Increase number of AA/BA partnerships
- Objective 4: Develop partnership with CU Anschutz ECHO

Strategy 3: Lead the diversity and social justice dialogue in communities through scholarship, instruction and the support of our alum

- Objective 1: Prepare graduates for leadership roles
- Objective 2: Connect our alum with each other and with the SEHD
- Objective 3: Create public events around these themes

## **Goal 3: Continue to refine programs at all degree levels in education and human development programs, as well as in continuing professional education, so that they are high quality, innovative, well-enrolled, relevant, accessible, and inclusive**

Strategy 1: Support programs with strong enrollment growth

- Objective 1: Grow our unique teacher education pathways (Aspire, AA/BA, NxtGEN, the MAT and pipelines like Pathways2Teaching and the St. Vrain Education pipeline
- Objective 2: Support the growth of the undergraduate and EdD program
- Objective 3: Support the growth of our participation in the academic core and in minors
- Objective 4: Develop BA/MA pathways (BAMA)

Strategy 2: Strengthen our Advanced Education programs

- Objective 1: Clarify enrollment targets for each program area MA
- Objective 2: Create new D2/3 pipelines into MA programs (micro-credentials, certificates)
- Objective 3: Market our MA aggressively
- Objective 4: Create new scholarships for the MA

Strategy 3: Achieve new accreditations to create new pathways in human development

- Objective 1: Achieve COAMFTE accreditation for couples and families program and Family Life accreditation for HDFR

Strategy 3: Develop the online initiative

- Objective 1: Develop more innovation in our online offerings
- Objective 2: Increase number of totally online courses and programs for areas where it makes sense

Strategy 4: Assure all of our courses and programs have strong themes related to diversity, inclusion and social justice for all children, all families and all communities

- Objective 1: Use the curriculum committee to establish a 5 year syllabi review cycle and support faculty in integrating diversity themes

Strategy 5: Refresh D1 programs with chronic low or declining enrollment

- Set enrollment targets for all programs
- Develop new approaches for low-enrolled areas
- Develop new D2/3 initiatives to complement low-enrolled D1 areas

## **Goal 4: Serve as a campus leader in digital and innovative pedagogies, to include expansion of SEHD online programs and student services**

### **Strategy 1: Partner with Thingstudio, ODE and CU Online in campus leadership of digital education**

- Objective 1: Engage more faculty in digital professional development (thing, ODE, CU Online)
- Objective 2: Partner with ODE/CU Online in developing new faculty incentives, training options, and mentoring plans

### **Strategy 2: Refine policies and practices that support digital development**

- Objective 1: Revisit RTP, workload and merit documents for policies that incentivize and reward digital pedagogy, development and innovation
- Objective 2: Revisit curriculum and course review cycles to ensure course quality and continuous improvement in online offerings

### **Strategy 3: Expand online and hybrid program offerings and insure their quality**

- Objective 1: Take inventory of course modalities (online, hybrid, face to face) and develop roadmaps for online program development; establish program work-plans
- Objective 2: Establish a strategic sub-plan for digital effectiveness, growth, and leadership.
- Objective 3: Explore rewards, incentives and rubrics for excellence in digital course and program design
- **Strategy 4: Refine and expand internal supports for digital program development and innovation.**
- Objective 1: Reboot the TechTA program; explore entrepreneurial and experiential opportunities for students to earn while they learn; position ILT students as a school resource.
- Objective 2: Identify, secure, and promote digital practices and tools to meet program needs and opportunities to innovate.

## **Goal 5: Grow as a strong research and scholarship community with high productivity and strong visibility across all research paradigms and creative activities**

Strategy 1: Increase number of faculty with external funds for research

- Objective 1: Develop mentorship for faculty new to grantsmanship
- Objective 2: Attract more funded, engaged-research projects with local impact (e.g., Hewlitt SCAP grant, Hewlitt Civic Engagement project, DPP projects)
- Objective 3: Recruit strong Phd students with increased financial support

Strategy 2: Enhance our culture of faculty development

- Objective 1: Sustain our excellent record of success with tenure and promotion
- Objective 2: Grow our support for our faculty professional development through mentoring and professional development funds

Strategy 3: Increase resources for faculty development (e.g., travel funds, matching funds for campus seed grants, a well-run office of grants and contracts)

Strategy 4: Increase effective ways to share our research with diverse audiences

- Objective 1: Create an annual forum for EdD, PhD and PsyD student research
- Objective 2: Create communication outlets for faculty research, scholarship and creative activities

## **Goal 6: Grow as an inclusive, positive faculty, staff and student community, dedicated to access, equity social justice**

Strategy 1: Further develop our community life

- Objective 1: Increase faculty participation in community events
- Objective 2: Increase intentional support and appreciation of our staff
- Objective 3: Hold ourselves accountable for our communication
- Objective 4: Create more integration and collaboration across D1 and D2/3 faculty and staff groups

Strategy 2: Build a more diverse faculty, staff and student body

- Objective1: Develop more strategies for developing a diverse pool during searches
- Objective 2: Develop more leadership opportunities for staff

Strategy 3: Increase our capacity to be responsive to the diversity of our community

- Objective 1: Learn more about each other (faculty and staff)
- Objective 2: support the development of our faculty and staff to be optimally culturally responsive and inclusive

## Goal 7: Increase student retention and success

Strategy 1: Build the infrastructures that support students

- Objective 1: Expand the NxtGen success center
- Objective 2: Add more HIPs and more courses taught in Spanish
- Objective 3: Increase scholarships
- Objective 4: Increase mentorship programs for students

Strategy 2: Engage a strong and well-utilized assessment office

- Objective 1: guide the faculty in developing and using strong program level and candidate level assessments
- Objective 2: support continuous program improvement and ongoing feedback to candidates through a well-developed data infrastructure

Strategy 3: Build strong networks of adjuncts who are student-centered, responsive to diversity and inclusive and aligned with our programs

Strategy 5: Expand real-world experiences for students (e.g., para-educators, student agency, Right to Learn, research and teaching opportunities for doc students)

## Goal 8: Under the new budget paradigm, increase financial resources and contribute to campus financial stability and sustainability

Strategy 1: Revenue Growth in D1, D2 and D3

- Objective 1: Have clear targets for enrollment growth and strategies for achieving them for all program areas
- Objective 2: Have clear, useable program data dashboards to guide decision-making and continuous improvement
- Objective 3: Invest our reserves in our growth (e.g., for program design and development and design, for targeted marketing)
- Objective 4: Develop a robust D3 program
- Objective 5: Develop new and responsive D2 offerings
- Objective 6: Expand our district partnerships in D2/3

Strategy 2: Achieve cost containment through cost studies and more intentional spending by faculty and staff

Strategy 3: Increase fund raising and development activity and success

- Objective 1: Establish a School Advisory Board
- Objective 2: Clarify School fundraising priorities
- Objective 3: Expand the pool of potential donors
- Objective 4: Establish a more robust alum program

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