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Our Mission

Leadership for Educational Equity | Prepare and inspire education and mental health leaders to have a profound impact in fostering student opportunity, achievement and success in urban and diverse communities.

Vision

A leading school of education providing national expertise on educational issues and socially-just solutions for urban and diverse communities. Through innovative research and partnerships, we strive to be passionate agents of change, inspiring upcoming generations to learn from the past and shape the future.

Our commitment to diversity and social justice throughout Colorado.

The physical location of CU Denver in the heart of the city provides unique opportunities for students, faculty and staff to engage with children and youth, families, schools, community colleges, businesses and non-profits with diverse perspectives and backgrounds. Our commitment to diversity and inclusion works toward a more just and compassionate world.

We believe that all students, diverse in race, ethnicity, economic resources, language, fluency, abilities, geography, first-generation status, age, gender and sexual identities, deserve access to an excellent education. Our academic programs and curriculum reflect this philosophy of inclusion and social justice.

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 2: Increase presence in Denver South by establishing new district partnerships * Objective 3: 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 4: 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 5: 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 6: Refresh D1 programs with chronic low or declining enrollment

- Objective 1: Set enrollment targets for all programs * Objective 2: Develop new approaches for low-enrolled areas * Objective 3: 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 Thinqstudio, ODE and CU Online in campus leadership of digital education

- Objective 1: Engage more faculty in digital professional development (ThinqStudio, 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 4: 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 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

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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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