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# Our Mission & SEHD goals and priorities 2018-2023

## Mission

**Education and Well-Being for Equity\*** — To prepare equity-minded and inclusive educational, community, family, and mental health practitioners, scholars, and leaders dedicated to eradicating inequalities and discrimination. We champion change that leads to well-being, opportunity, and life-long learning in the diverse urban, rural, and global communities that we serve.

\*In using the term “equity,” we mean creating a just, safe and inclusive environment as defined by the CU Denver Strategic Plan.

## Vision

We will distinguish our school by fulfilling our commitments to inclusive education, collaborative research, and equitable, anti-oppressive and anti-racist practices. While recognizing the past, we strive toward a socially just and democratic world.

## 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 Thingstudio, ODE and CU Online in campus leadership of digital education**

- Objective 1: Engage more faculty in digital professional development (ThingStudio, 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**

- Objective 1: 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 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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<https://wiki.cu.studio/> - SEHD Wiki

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Last update: **2023/12/07 18:05**

