



# School of Education Strategic Plan 2026-2029

## **VISION**

Educating and inspiring educators, counselors, researchers, and administrators in service of societal advancement for the public good.

## **MISSION**

We prepare educational and clinical professionals, centering our values through research, leadership, and advocacy. We bring integrity to our teaching, research, and outreach, affirming all human experiences and providing access to learning for those who seek it. We situate our collective work within the University's motto *Ut Prosim* ("That I May Serve") with an investment in public land-grant education.

## **WE VALUE**

**Imagination:** Asking what the world can be beyond what it is; critical thinking and cultivating problem solving innovations through research and experiential learning that enhance learning environments and individual thriving.

**Collaboration:** Increasing access for everyone to engage in their communities and amplifying how collective scholarly pursuits can create sustainable transformations.

**Transformation:** Generating research and applying knowledge toward devising educational solutions that empower individuals and communities.

**Humanization:** Offering dignity and integrity as foundational tenets that support character and ethical development.

## **DECISION-MAKING GUIDING FOCUS**

Our Vision, Mission, and Values along with evidence-based approaches will guide our decision-making processes. As such benefits to the student experience, sustained community engagement, and equitable access undergird all decisions.

## ***STRATEGIC PRIORITIES***

### **Priority 1: Amplify and extend excellence in our research, teaching, and outreach**

The School of Education will be recognized regionally, nationally, and internationally for its research endeavors and the translation and integration of those scholarly pursuits into its teaching, outreach, and engagement pursuits, further elevating the SOE's record of scholarship, awards, and leadership within its disciplines. SOE graduates will have the pedagogical content knowledge, diverse experiential learning opportunities, and socialization opportunities that advance their disciplinary expertise and prepare them to be leaders in their disciplinary communities.

- Cultivate opportunities for faculty's continued professional learning of teaching practices and pedagogical expertise.
- Increase experiential learning opportunities that help students connect evidence-based practices with theoretical underpinnings.
- Offer SOE grant workshops to provide mentored research experience, support advanced study, and foster professional development focused on grant seeking.
- Increase faculty nominations for internal awards and high-leverage national and international awards for research, teaching, and engagement.
- Increase research dissemination funding to promote greater visibility of faculty and student scholarly contributions to their respective fields.
- Expand opportunities to promote the SOE's research visibility and collaboration internally.
- Increase university-facing communications that translate the SOE's impact (faculty, students, and staff) on the university's strategic priorities.
- Expand community-facing communications that highlight the SOE's scholarly contributions and impact.

### **Priority 2: Advance equitable pathways, strengthen our community, and expand our collective reach**

- The School of Education will attract and retain students, staff, and faculty that embody the vision, mission, and values it espouses to contribute, educate, and lead in a complex world. In doing so, the SOE seeks to increase representational diversity, cultural competency, and opportunities to address critical societal issues; disseminate scholarly advancements; promote collaborations with institutional, regional, and international

partners; and establish the SOE as a lifelong learning partner connected to communities and alumni.

- Develop targeted recruitment strategies to attract students to the SOE's programs and courses.
- Increase scholarship, fellowship, and assistantship funding opportunities to recruit and retain students.
- Increase touch points for students newly accepted into SOE programs.
- Expand student field experiences to more regions and divisions within the state.
- Partner with school divisions and other educational and community organizations to strengthen community relations and establish a reciprocal sharing of ideas.
- Establish a first-year job placement mentoring program to support graduates in their first year of employment.
- Establish a student advisory group to the Director to provide opportunities for student voices to be heard and aligned with the SOE's strategic priorities.
- Revitalize the Graduate Student Association to build students' sense of community and promote students' disciplines-specific scholarly opportunities.
- Provide opportunities for staff professional development in order to advance their required and/or desired skillsets and professional goals.
- Establish a faculty mentoring program that provides the knowledge and guidance requisite for faculty of all ranks and roles to have the support needed to excel in the university tripartite mission.
- Review and refine service expectations within the SOE, College, and university that outline equitable participation among faculty in faculty workloads.
- Provide regular opportunities for faculty, staff, and students to connect informally.

### **Priority 3: Optimize our organizational infrastructure to support greater excellence**

The School of Education will align and develop systems of support and policies that ensure opportunities for data-informed continuous improvement and inform resource allocation. Through an inclusive governance model and internal processes, the SOE will establish a culture of professional learning that encourages innovation in its ideas and how personnel, physical spaces, and fiscal resources are used in support of its strategic priorities.

- Revise the existing SOE Handbook to delineate all SOE policies and processes.
- Define the roles and responsibilities of program coordinators and placement coordinators with clear expectations and terms of service.
- Establish in-house review cycle processes for programs to review and refine curriculum every 3 years.
- Establish 3-year course rotations in all programs that take advantage of the full day and that align with faculty loads and enrollment targets.

- Restore and expand productivity metrics to accurately capture efforts with mentoring, outreach and engagement, and examining and fostering humanizing experiences.
- Establish designed spaces to promote informal collaboration and connection, as well as to mimic “real-world” working conditions of graduates.