

**College of Education Priorities
2010-2013 Strategic Plan**

Priority 2: Ensure the Presence of an Inclusive Environment that Supports a Full Range of Diversity

Goal	Action Steps	Indicator that Goal is Achieved	Status of Goal Attainment
<p>1. Increase the quality and quantity of pre-service hours for undergraduate teacher candidates and have the volunteer hours in diverse settings</p> <p>*Obj. 3.4</p>	<ul style="list-style-type: none"> • Connect with Linda McCrea & Undergraduate Ad-hoc committee to work out responsibilities and get feedback on the priority • Analyze competitors and comparable institutions policy on pre-service requirements – Chris, Shawn, Rosemary – By end of February • Take data, COE comments, and Undergraduate Ad-hoc committee and formulate a proposal for approval by the COE Faculty & Staff Councils 	<ul style="list-style-type: none"> • Comprehensive hours plan developed • Plan presented to appropriate committees • Plan voted on for adoption 	<ul style="list-style-type: none"> • Presented need for reconceptualizing undergrad pre-service hours to Faculty Council • Based on responses, now preparing a proposal to revamp pre-service requirement • The revamp will include the proposal for a one credit elective that will combine the methodology of service learning with the goal of placing students in a diverse setting with supervision/oversight and accountability.

<p>2. Create common events for the COE to have frank discussion about issues of inclusion within and without the COE</p> <p>*Obj. 2.2</p>	<ul style="list-style-type: none"> • Movie Viewing & Reflection - Chose French movie "The Class" • Investigate a date in March tied to an Assembly day: 3/15/10 • Develop a discussion guide and post movie talk 	<ul style="list-style-type: none"> • One movie discussion in Fall and Winter semesters • Faculty, staff, and student participation at approximately 50 people • Discussion guide completed in Fall 	<ul style="list-style-type: none"> • The committee has hosted two feature film viewings and discussions on "The Class" and "Stand and Deliver." • This Winter we will host the Southern Poverty Law Center's movie "Bullied" on 1/18/11 with a panel discussion of local leaders to follow. • We will host a discussion on high school student graduate prepared ness for college on 3/2/11 featuring Suhail Farooqui from K-12 Insight and a panel of community members. • Moving forward with a new COE climate study to build on the work of the 2007 climate survey
<p>1. Create academic opportunities for growth amongst COE faculty and staff by supporting book discussions on relevant books</p> <p>*Obj. 2.2</p>	<ul style="list-style-type: none"> • Book choice - "Three Cups of Tea" • Re-imagine current plan by Chris Hanks • Committee will endorse and push small group formation 	<ul style="list-style-type: none"> • One event every two months during the academic year • Feedback from COE once yearly for ideas • Small group participation in one inclusion activity a year, at least 30 participants 	<ul style="list-style-type: none"> • Additional academic opportunities for growth currently in discussion

<p>4. Incorporate COE suggestions list (generated in December 2009) into future actions</p> <p>*Obj. 2.2</p>	<ul style="list-style-type: none"> • Record list generated at meeting • Disseminate list generated at the meeting for further comments from the COE • Take feedback and incorporate it into the list • Use the list as a reference at Inclusion Committee meetings 	<ul style="list-style-type: none"> • Report to the COE Assembly at least 2 times a year on progress • Solicit feedback once a year on the committee's work 	<ul style="list-style-type: none"> • Reports presented regularly to COE Assembly, Dean, and Leadership Team • Also solicited feedback from these groups on a regular basis
<p>5. Increase the number of faculty and staff from underrepresented groups</p> <p>*Obj. 2.3</p>	<ul style="list-style-type: none"> • Advertise positions in publications targeted at underrepresented populations • Recruit at select conferences 	<ul style="list-style-type: none"> • Given hiring lines, increase in number of underrepresented populations 	<ul style="list-style-type: none"> • Increased number of faculty and staff from underrepresented groups by 5%