Georgia Southern University
College of Education
Strategic Planning
January 24, 2020
University Process

People. Purpose. Action: Growing ourselves to grow others!

Click to visit the University Strategic Plan
University Strategic Plan
College of Education Strategic Plan

- Student Success
- Teaching
- Research
- Inclusive Excellence and Service
- Institutional Effectiveness and Service
- Community Engagement and Service
COE Strategic Plan

Purpose: Aligned with the University's strategic pillars, the final COE strategic plan will inform the College profile which will be used when searching for a permanent dean, will help focus the purpose of our work and articulate strategies and outcomes to measure our impact with all stakeholders.
COE Strategic Planning Committee

Regina Rahimi, Co-Chair
Juliann McBrayer

Hollie Sisk, Co-Chair
April Newkirk

Matt Dunbar
Jeff Tysinger

Janina Jones
Cinnamon Dowd, Ex-Officio

Anne Katz
Ingrid Mateo-Anderson, Ex-Officio

Lisa Wilson, Ex-Officio
COE Timeline

**August 2019**
Committee was formed and charged by Dean Heaston

**September 2019**
Committee developed the process for COE strategic plan

**November 2019**
Seek input from all stakeholders through feedback forums held on all three campuses

**December 2019**
Organize and analyze survey data and feedback forum responses

**January 2020**
Present strategic planning feedback to COE faculty and staff and seek input

**February 2020**
Craft the rough draft of the COE strategic plan

**March 2020**
Draft sent to college no later than March 13, 2020 for final considerations

The final COE Strategic Plan will be submitted no later than **APRIL 13, 2020**.
Three questions to keep in mind

1. What does the educational professional of tomorrow look like?
2. How do you prepare students for workspaces/institutions of the future?
3. What do we want the legacy of Georgia Southern University College of Education to be?
Using your smartphone, scan the QR code to access the electronic version of the COE Strategic Plan.

bit.ly/spCOE (case sensitive)
Pillar 1: STUDENT SUCCESS

GOAL: Support College of Education students in achieving their individual, unique goals and provide a wide range of opportunities for engagement in academic, personal, and professional development activities – investing in our students to grow others!

Objectives:

Objective 1.1: Recruit, retain, and graduate diverse, quality students from across the region, state, and nation who support the College of Education’s mission and values and are eager to contribute to the field of education.

Objective 1.2: Expand accessibility to diverse undergraduate and graduate education opportunities.

Objective 1.3: Continually assess and strengthen curricular and co-curricular pathways to intellectual and academic growth to challenge and develop students in a holistic way.

Objective 1.4: Support students’ academic and co-curricular experiences with programs and services that help them discover or better understand potential career paths.
Pillar 2: TEACHING

**GOAL:** Advance knowledge and innovation in the College of Education through a culture of integrated teaching

**Objectives:**

Objective 2.1: Evaluate the capacity of current academic programs to meet the needs of the region and develop new programs to fill gaps.

Objective 2.2: Promote and invest in faculty and staff support services to maximize instructional effectiveness and increase dedication to teaching excellence.

Objective 2.3: Increase availability and accessibility to online education opportunities, current technology and resources to support the delivery of high-quality instruction and professional development.

Objective 2.4: Foster a culture of innovation and collaboration in teaching.
Pillar 3: RESEARCH

Goal: Advance knowledge and innovation through a culture of integrated research and creative scholarly activity

Objectives:

Objective 3.1: Foster a culture of innovation and collaboration in research.

Objective 3.2: Strengthen our teacher-scholar identity to solidify the University’s recognition globally, nationally and locally.

Objective 3.3: Invest in research personnel to facilitate interdisciplinary research.

Objective 3.4: Invest in expanding research programs to solidify our identity as a top R2 research university through all forms of funded and unfunded research.
Pillar 4: INCLUSIVE EXCELLENCE and SERVICE

GOAL: Promote an equitable, diverse and inclusive culture to eliminate institutional barriers for underrepresented groups and to unify the College of Education

Objectives:

Objective 4.1: Deepen the COE’S commitment to being a welcoming institution founded on the principles of equity, diversity and inclusion for all of its internal and external constituents.

Objective 4.2: Expand the commitment to College equity, diversity and inclusion training, programming and Education.

Objective 4.3: Create a unified, inclusive College culture centered on shared values and mission.

UNIVERSITY GOAL
Promote an equitable, diverse, and inclusive institutional culture to eliminate institutional barriers for underrepresented groups and to unify the Georgia Southern University community as one Eagle Nation--investing in inclusiveness to grow others!
Pillar 5: COLLEGE/INSTITUTIONAL EFFECTIVENESS AND SERVICE

GOAL: Increase operational efficiency and effectiveness while maximizing financial capital and human resources to ensure the College’s long-term sustainability

Objectives:

Objective 5.1: Define the College of Education as an employer of choice, providing a compensation policy and work environment for all faculty and staff that encourages creativity, rewards excellence and fosters high morale.

Objective 5.2: Create a positive, inclusive work culture in the College Of Education.

Objective 5.3: Provide resources to support student success and scholarly activities in the College.

Objective 5.4: Create and sustain research infrastructure that enhances the research and creative scholarly activities of faculty, staff, and students in the College.
Pillar 6: COMMUNITY ENGAGEMENT AND SERVICE

**GOAL:** Goal: Build and nurture sustained, mutually beneficial, collaborative partnerships to increase the quality of life in surrounding communities and to share knowledge and resources that foster civic and social responsibilities among students, citizens, faculty and staff—investing in our communities to grow others!

**Objectives**

Objective 6.1: Develop long-term relationships and build multidimensional pathways defined by clear communication and reciprocal engagement with COE stakeholders.

Objective 6.2: Strategically coordinate, implement, assess, and enhance mutually beneficial engagement efforts for the COE and external constituents.

Objective 6.3: Enhance enrichment opportunities and increase community involvement through support of student organizations, faculty service and outreach.

Objective 6.4: Develop mutually beneficial partnerships with a diverse range of local, regional, national and international organizations and communities to enhance teaching, learning and professional development.
Vision and Mission

• The vision statement focuses on tomorrow and what the organization wants to become.
• The mission statement focuses on today and what the organization does.
Mission Statement

Your mission statement drives the company.

This is a formal summary of the aims and values of a the COE. It is a statement of why we exist.

❖ What do we do?
❖ Whom do we serve?
❖ How do we serve them (qualities and traits)?
❖ Why do we do it (core values)?
Vision Statement

The vision statement is about what you want to become.

❖ It’s aspirational. Designed to inspire and give direction to the employees.
❖ The current and future objectives of the COE.
❖ It can be thought of as a roadmap to where the COE wants to be within the next 5 years.
❖ Intended as a guide to help the COE make decisions that align with its philosophy and declared set of goals.
❖ What problem are we solving for the greater good?
❖ What ultimate impact do we want the COE to have on the state/country/world?
Example

Company: Tesla

Mission: To accelerate the world’s transition to sustainable energy.

Vision: To create the most compelling car company of the 21st century by driving the world’s transition to electric vehicles.

Why it works: What better word than “accelerate” in a mission to serve as the driving force behind what Tesla does. While boldly stating “best in the century” reflects loftier dreams in the vision.
Vision Clustered Ideas

Themes
• Quality
• Accountability
• Student relationship, trust, commitment, valued, respect
• Emotion, caring, enthusiasms, passion
• Science, research
• Community connection

Impact
• Improve the field profession education

Interact
• Being world class Quality excellence
  Diverse society
• Service to profession
• Outreach
• Collaboration

Things people liked from the past vision statement
• Lifelong learners
• Diverse society
• Prepare
• Teaching
• Educating
Major Elements

To be
• A distinguished College of Education that
• A world class faculty and faculties who
• A nationally recognized College of Education that
• An excellent College of Education that
• Prepares, Develops, Fosters, Teaches, Educates

• our students to become exceptional professionals who can

• Advance, meet the needs of, improve
• a dynamic and diverse society, the region and the global community
Vision - Example

To be a distinguished College of Education that prepares our students to become exceptional professionals who can advance a dynamic and diverse society.

Key Values

- Quality
- The profession
- The student
- The larger community
- Diversity
Major Elements

What we do
Prepare, Educate, Provide, Train, Grow, Model, Equip, Inspire

How we do it
Hands on experience experiential training experiences, Quality, Commitment to student, Accountability, Enthusiasm intention, Respect, Thoughtfulness, Collaboration

Why
Important to the world improve the world global community, Necessary, Improve the person, Lifelong learner, better professional
Mission - Example

Prepare educators and other service professionals to be lifelong learners with scholarly based knowledge, skills, and experiences to meet the needs of a diverse global community.

Qualities and traits
• Experiential training experiences
• Quality – scientific knowledge and skills

Key Values
• Improve the world global community
• Lifelong learner
• Quality
• The profession
• The student
• The larger community
• Diversity
Directions for Table Activity

Provided on the blue graphic organizer are the six strategic pillars and goals identified by the committee and based on the feedback obtained through the survey and feedback sessions. Specific goals, objectives, and actions can be found on the documents provided at each table group. Please review the pillars and goals to consider any actions that may need to be revised, considered, added or deleted. Please designate one scribe to provide the feedback on the form provided.

For your own copy of the graphic organizer visit bit.ly/gocoe
Next Steps

- A rough draft will be distributed in February 2020 requesting additional feedback and suggestions.
- Final revisions of the strategic plan will take place in March 2020.
- The COE Strategic Plan and Key Performance Indicators will be presented no later than April 13, 2020.
Thank you

Your feedback is valuable to us!

Updates to the College of Education Strategic Plan can be found on our website

https://coe.georgiasouthern.edu/strategic-planning/