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.

MISSION STATEMENT
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.

VISION STATEMENT
To be a distinguished College of Education that prepares our undergraduate and graduate students in becoming exceptional professionals who can strengthen our dynamic and diverse society.
STRATEGIC 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.

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

  ACTION:
  a. Develop a college-wide strategic recruitment and retention plan that highlights the College of Education to drive diverse and sustainable enrollment growth, and promote student retention, progression, and graduation while maintaining rigor in the College.

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

  ACTION:
  a. Increase the number of faculty and staff to optimize class sizes, attract additional students to satisfy regional demand, provide diverse field experiences, and enhance the accessibility and educational experience for students while maintaining alignment with professional, national, and state standards.

Objective 1.3: Continually assess and strengthen curricular and co-curricular pathways to intellectual and academic growth to challenge and develop students holistically.

  ACTIONS:
  a. Foster independent and critical thinking, inquiry, problem-solving, writing, and communication skills within all academic programs to prepare students for success beyond graduation in the field of education.
  b. Provide students with opportunities to engage with changing and available technology and academic research that will enrich student learning experiences and engagement.

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

  ACTIONS:
  a. Connect students to relevant networking and development opportunities, including professional organizations, student organizations, and other campus events and engagement activities.
  b. Educate college faculty, staff, and students of campus resources that can offer academic support and student wellness.
Objective 2.1: Maintain and evaluate the capacity of current academic programs and develop new programs to meet the needs of the region and beyond.

**ACTIONS:**

a. Make programs flexible and relevant to encourage and support more access to education for a diverse population by developing and supporting interdisciplinary programs.
b. Lead the development of curricula, beyond just standards, for continued program improvement.
c. Conduct ongoing needs assessment with internal and external partners to improve teaching and learning.

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

**ACTIONS:**

a. Provide guidance to local schools/educational institutions/community organizations of new practices within the education field.
b. Better prepare teachers to handle classroom management, establish/sustain positive learning, and address the social-emotional needs of students.
c. Continue to focus/support innovative, diverse, and collaborative curricula/programming.

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.

**ACTIONS:**

b. Incorporate more digital technologies into our educational opportunities.
c. Provide more professional development/training for online teaching in the College.

Objective 2.4: Foster a culture of innovation, diversity, and collaboration in teaching.

**ACTIONS:**

a. Reduce graduate class sizes and limit at varied levels as appropriate (master’s, specialist, doctorate).
b. Provide a mentoring program for teaching in the COE for faculty at all career levels.
STRATEGIC PILLAR 3
RESEARCH

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

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

ACTIONS:

a. Encourage/support collaboration with the region and beyond to expand our reach.
b. Prioritize student involvement in research at undergraduate and graduate levels.
c. Continue efforts in showcasing the research from the College.
d. Find resources to help faculty and students to understand writing and managing grants.

Objective 3.2: Strengthen the College’s teacher-scholar identity to solidify the University’s recognition regionally and beyond.

ACTIONS:

a. Monitor/encourage quality production of undergraduate and graduate research.
b. Collaborate with Institutional Research Board to better understand the nature of the work the College does with students in the classroom and in the field for a streamlined research approval.
c. Encourage professional development focusing on research strategies and resources.

Objective 3.3: Invest in expanding research programs to solidify the College’s identity as a top R2 research university through all forms of funded and unfunded research.

ACTIONS:

a. Provide equitable funding across the College (e.g., start-up funds) or align research expectations with funding to conduct R2-level research as well as funding to disseminate research.
b. Provide travel monies to collaborate externally on research.
c. Provide research-productive faculty workload reductions.
Objective 4.1: Deepen the College of Education’s commitment to being a welcoming institution founded on the principles of equity, diversity, and inclusion for all of its internal and external constituents.

**ACTIONS:**
- a. Focus on efforts to recruit and retain diverse faculty, staff, and students.
- b. Establish a visible presence of diversity in marketing materials and in the physical spaces of the College.
- c. Provide consistent outreach in the community that emphasizes our commitment to diversity.
- d. Focus on developing student organizations that foster inclusiveness.

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

**ACTIONS:**
- a. Provide and support professional development for faculty and staff on issues related to diversity.
- b. Offer courses with focus on diversity, including study abroad programming.
- c. Ensure diversity in practicum, internship, and field experience placements.
- d. Create learning environments/opportunities that support inclusive ideals and address diverse student needs (e.g., military, non-traditional).

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

**ACTIONS:**
- a. Provide support for program scheduling on all three campuses.
- b. Engage in more social interaction among College members on all three campuses.
- c. Work to provide functions (e.g., recruitment, professional development, camps) for populations/communities on/from all three campuses.
STRATEGIC PILLAR 5
COLLEGE/INSTITUTIONAL EFFECTIVENESS & SERVICE

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

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.

ACTIONS:
  a. Assess program and personnel efficiency across the College.
  b. Continue to focus on salary equity and compression.
  c. Advocate for sufficient faculty and staff to meet student needs.
  d. Recognize and support the work of program directors/block coordinators equitably.

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

ACTIONS:
  a. Provide programs and resources for new faculty and staff members to ensure retention.
  b. Implement faculty-staff morale initiatives.
  c. Centralize and support recruitment efforts in the College.

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

ACTIONS:
  a. Streamline field experiences (without sacrificing quality) and/or use technology to make them more budget-friendly.
  b. Encourage involvement with local organizations and businesses to support our programs and initiatives.
  c. Limit class size and work to keep teaching loads at a minimum.

Objective 5.4: Create and sustain teaching and research infrastructure that enhances the research and creative scholarly activities of faculty, staff, and students in the College.

ACTIONS:
  a. Provide optional faculty tracks emphasizing teaching or research if desired, to enhance work and strengthen those areas.
  b. Provide more professional development/training for online teaching and research/scholarship methodologies.
  c. Place value and recognition on creative scholarship activities beyond the traditional peer-reviewed research/publication model.
Objective 6.1: Develop long-term relationships and build multidimensional pathways defined by clear communication and reciprocal engagement with College of Education stakeholders to strengthen our teacher-scholar identity to solidify the University’s recognition.

* ACTIONS:*
  a. Encourage collaboration/connection between undergraduates and graduates.
  b. Communicate and celebrate College success with local partners through local and social media.
  c. Strengthen College’s Partnership Council and Advisory Board.

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

* ACTIONS:*
  a. Sustain the administrative position for partnership development.
  b. Create and support more professional development sites.
  c. Seek and secure opportunities for partnerships outside of Southeast Georgia, including international opportunities.

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

* ACTIONS:*
  a. Encourage representation of the College’s student organizations at local schools and community events.
  b. Encourage and support service-learning projects.
  c. Collaborate with the University Office of Leadership and Community Engagement for opportunities for the College’s engagement.

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.

* ACTIONS:*
  a. Partner with schools/community to conduct research/scholarship that is of value to both.
  b. Align the work of the College with P-12 school improvement plans.