

**College of Education  
Level 2 Goals  
2005-06**

The mission of the College of Education is congruent with and complements that of Columbus State University. The college has adopted as its mission statement, “To achieve excellence by guiding individuals as they develop the proficiency, expertise, and leadership consistent with their professional roles as teachers, counselors, and leaders.” By creating opportunities for excellence, the College of Education prepares highly qualified teachers, counselors, and leaders who promote high levels of learning for all P-12 students by demonstrating excellence in teaching, scholarship, and professionalism. Teachers, counselors, and leaders continually acquire, integrate, refine, and model these qualities. Ultimately, the professional educator believes in the transforming role of education in human lives and strives to improve the learning of all students. The conceptual framework, below, reflects those ideals.



The 2004-2005 goals for the College of Education are thus organized under three broad headings that emphasize excellence in Teaching, Scholarship, and Professionalism. Imbedded within the goals and reflected in our planning initiatives is a strong commitment to diversity and to the effective use of technology.

**Teaching**

**Goal 1:** To offer high quality, relevant, standards-driven programs and services featuring research-based instructional strategies, evidence of best practices models, collaborative problem-solving experiences, ethical decision-making, appropriate evaluation systems, continuous improvement processes, and utilization of technology to enhance student learning.

**Goal 2:** To prepare graduates with the knowledge, performance skills, and dispositions to increase P-12 student achievement and foster high levels of learning in all students in a highly diverse society.

**Scholarship**

**Goal 3:** To recruit, employ, and retain highly qualified, student-centered faculty and staff, provide them ongoing professional development opportunities, and evaluate them on standards of excellence in teaching, applied research, service or clerical/ administrative skills accordingly.

**Professionalism**

**Goal 4:** To promote professionalism and collegiality by adhering to the adopted College of Education Principles Undergirding Decision-Making and personal and professional codes of ethics.

**Goal 5:** To promote service to one's profession through volunteering opportunities or through membership, participation, and/or leadership on committees, professional organizations, and agencies at the college, local, state, regional, national, or international level.

COLUMBUS STATE UNIVERSITY  
**College of Education**  
 FY 2005 STRATEGIC PLANNING ASSESSMENT: LEVEL 2 PLANS

Goal*		Planning Initiative	Assessment of Results
Institutional	Unit		
3,4	1	Provide the documentation and complete the processes necessary for securing reaccreditation by the Professional Standards Commission and NCATE	The College met all NCATE standards and received national reaccreditation. All programs of study met state standards and have the continuing approval of the Professional Standards Commission.
3,4	1	Make continuous progress toward meeting the highest standards established by the BOR in its <i>Principles and Actions for the Preparation of Educators of the Schools</i>	Documentation on the 04-05 will be submitted in June, 05. Feedback obtained in Fall 04 for 03-04 indicate: of 31 principles in Teacher Education, the highest rating was awarded in 26; of 24 leadership principles, the highest rating was obtained in 5 (no submission in 04-05, as BOR is revising its principles); in school counseling, of 27 principles, the highest rating was obtained in 5. Note: this was the first evaluation year in school counseling. The STEADY program expanded to include the mentoring of first and second-year teachers; 58 of 62 teachers enrolled in the first year returned to teaching, giving a 93% retention rate. EDUL cohorts continue to participate in action based research focused on school/system improvement and positive impact on P-12 students learning. Assessment reports on reading endorsement programs delivered by the CQTL led to adjustments of the RAM curriculum to further improve student achievement.
3,6	1	Develop a comprehensive plan for updating and replacing technology in COE classrooms	Work is ongoing; a plan is currently being implemented to obtain additional or replacement computers and printers through VPAA funds, COE Dean's Office budget, and student technology funding; requests for updating faculty computers are also being made to CINS; the college works with CINS on the replacement of classroom computers.
1	1	Continue to offer comprehensive student support services to traditional and nontraditional students at the graduate and undergraduate levels	COE's comprehensive student services were nominated by the college and the university for a BOR Teaching Excellence Award. Graduate and undergraduate surveys indicate high levels of satisfaction with student services. The COE SAFE Office continues to advise a record numbers of students, place them for field experiences in P-12 schools, admit them to teacher education, and process their certification and endorsement paperwork.
1,3,4,5	2	Implement comprehensive evaluation systems for assessing the knowledge, skills and dispositions of graduate students in all programs of study	The comprehensive evaluation system submitted to NCATE met their standards; specific instruments are in place for assessing knowledge, skills, and dispositions of undergraduate and graduate teacher education students; counseling and educational leadership candidate assessments are being refined and implemented.

Goal*		Planning Initiative	Assessment of Results
Institutional	Unit		
1,5	2	Continue the implementation of a comprehensive diversity plan to increase diversity, promote collegiality, and positively impact student learning	The Avenue for a Culture of Excellence (ACE) Project was piloted during the 04-05 year; it is designed to: provide support and resources for lower-division students; encourage academic excellent in students who may be “borderline”; and increase student retention, especially of minority candidates. A minority candidate is being hired in Counseling for 05-06.
8	3	Secure the necessary fiscal support, human resources, and facilities to ensure high quality graduates of all COE programs of study	Searches for new faculty are under way, including one Endowed Chair position; one counseling position has been filled; bath-rooms in Jordan Hall were renovated prior to the accreditation visit; plans have been developed for utilization of the facility following the departure of the Center for Quality Teaching and Learning.
1,3,4	4	Continue to work collaboratively with other colleges, the Educator Preparation Program Council, and Program Advisory Committees in making program decisions	Work with the College of Arts & Letters and College of Science and the ongoing work of Program Advisory Committees was critical to the revision of many COE programs. The Educator Preparation Program Council continues to function in an important advisory capacity and gave approval to several COE initiatives. COS faculty and COE faculty attended a BOR Conference on using the new Georgia Performance Standards.
4	5	Implement servant learning opportunities into selected programs; continue to reward faculty service	Opportunities for service learning have been established with selected entities (ex: Our House; Columbus Museum). Service continues to be one of the three areas on which faculty are evaluated yearly; it is one of the criteria for promotion, tenure, and post-tenure review; Teacher Education faculty count their time in the schools as a part of their work load; service is a consideration when merit pay is given.

\* Institutional Goals were established in the University Strategic Plan. Unit Goal addresses the Institutional Goal.

COLUMBUS STATE UNIVERSITY  
**COLLEGE OF EDUCATION**  
 FY 2006 LEVEL 2 PLAN

<b>Goal*</b>		<b>Planning Initiative</b>	<b>Cost</b>	<b>Planned Impact</b>
<b>Institutional</b>	<b>Unit</b>			
3,4	1	Revise undergraduate programs to address new BOR requirements for Area F.	0	Facilitate transferability; improve programs of study.
3,4	1,2	In cooperation with members of the Partner School Network, re-examine and redefine the roles of CSU students in field experiences and student teaching as well as the roles of P-12 and university faculty.	0	Improve P-16 learning; increase collaboration with P-12 schools.
3,6,7	1,2	Continue updating and replacing technology in COE faculty offices and classrooms.	\$10,000	Facilitate teaching and learning and better prepare students.
1,3	1	Seek NACADA certification for advisors in the COE SAFE Office.	0	Increase student retention and satisfaction.
1,3,4,9	1,2	Continue to improve the COE assessment system, focusing especially on graduate level knowledge, skills, and dispositions.	\$200	Improve graduate student performance; provide data to guide programs of study; enhance accountability.
3,4	1,2	Support the Center for Quality Teaching and Learning in its expansion and program development.	0	Improve P-20 student learning in West Central Georgia.
1,2,3	1	Explore expansion of the cohort structure, especially in graduate programs.	0	Increase efficiency of program delivery; facilitate degree completion of students.
1,3,9	1	Provide the documentation necessary for successful Comprehensive Program Reviews	0	Demonstrate the quality and viability of COE programs; comply with BOR requirements.
1,3,9	1	Explore combining existing Ed.S. level programs into an Ed.S. in Teaching and Learning	0	Increase efficiency of program delivery; improve program viability.
1,3	1,2	Complete work for the M.Ed. in School Library Media; pursue approval of an Ed.D. in School Improvement.	0	Better meet the needs of area school system personnel.
3,7	1,2	With the Child Care Resource and Referral Agency and Columbus Regional Mathematics Collaborative, develop model classrooms for Early Childhood Education and Middle/Secondary Education.	\$6,600	Enhance student learning.
1,3,9	1,2	Address unit and program areas of improvement identified by state and national accreditation teams.	0	Improve the unit and programs of study.
1,2,5	2	Continue the implementation of a comprehensive diversity plan to increase diversity, promote collegiality, and positively impact student learning	0	Increase diversity of faculty, staff, and students; promote a positive work and learning environment; increase retention of minority students.

2,3,5	1,2	Increase the quality and quantity of COE students in response to BOR initiatives (Double/Double) and local demands (Expansion of Ft. Benning).	?	Better meet the educational needs of the service region.
8	3	Recruit and retain the highly qualified faculty necessary to ensure high quality graduates of all COE programs of study	\$90,000-\$180,000	Improve program quality; enhance student learning through small class sizes and/or increased course offerings.
8,9	3,4	Develop and implement a coherent system for recruiting, orienting, mentoring, and evaluating adjunct faculty.	\$200	Improve coherence of program delivery; provide data for retaining and rewarding the best adjunct faculty.
1,3,4	4	Continue to work collaboratively with other colleges, the Educator Preparation Program Council, and Program Advisory Committees in making program decisions	0	Promote collegiality; enhance program quality
8	3,4,5	Encourage/facilitate faculty development that enhances professional growth, collegiality, collaboration, and modeling of positive dispositions.	?	Improved teaching and learning, services, and moral.
4	5	Implement servant learning opportunities into selected programs; continue to reward faculty service	0	Encourage positive values; promote a positive image of the College and CSU

\* Institutional Goals were established in the University Strategic Plan. Unit Goal addresses the Institutional Goal.