

## College of Education Level 2 Goals 2007-2008

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.” This mission is highly consistent with the **conceptual framework**, which guides all educator preparation programs. 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 2006-2007 **goals** for the College of Education are thus organized under three broad headings that emphasize excellence in Teaching, Scholarship, and Professionalism. Embedded 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 recruit, retain, and 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 2007 LEVEL 2 PLAN ASSESSMENT

Inst. Goal *	Unit Goal *	Planning Initiative	Assessment of Results	Use of Results
1,2	1	<u>Programs of study:</u> Revise undergraduate programs to address new BOR requirements for Area F.	All revisions have been approved.	New courses are being offered beginning Su 07. Advisors providing information on new programs for students entering Fall 07.
1,2	1	Revise M.Ed. and Ed.S. programs in Educational Leadership to comply with new BOR requirements.	Revision of programs continues; new programs will be submitted to the COE and CSU curriculum committees in Fall 2007, to the Georgia Professional Standards Commission in January 2008 for use in Fall 08.	Educational Leadership program will increase the number and size of its cohorts in 07-08 prior to the change to new programs.
1,2	1	Develop the full proposal for the Ed.D. (assumes approval of Letter of Intent)	Letter of Intent was not approved by the BOR.	Plans for a doctorate are currently on hold.
1,2	1,2	Prepare for implementation of M.Ed. in School Library Media (summer, 2007) (assumes program approval)	Program was approved by the BOR and a developmental report was submitted to the Professional Standards Commission in February 07; an onsite visit by the PSC is scheduled for September 2007.	Plan to offer the School Library Media program in Fall 2007.
1,2	1	Review and report on issues related to asynchronous and web-enhanced instruction; make recommendation on the advisability of developing an online master's degree in teacher education	Department plans were set aside when the BOR informed institutions of its own initiative for online M.Ed. programs. Three faculty attended a BOR meeting to obtain information about participating.	The college has not reached a decision to seek a "franchise" (permission to offer a single program) but will explore the possibility of a joint program with Valdosta State.

Inst. Goal *	Unit Goal *	Planning Initiative	Assessment of Results	Use of Results
1,2,7	1,2	<u>Technology:</u> Continue updating and replacing technology in COE faculty offices and classrooms.	The COE spent approximately \$49,000 of Dean's Office, departmental, and end-of-year monies updating and adding to the technology of faculty offices and classrooms; 90% of faculty (n=20) responding to a survey indicated that they are satisfied or very satisfied with the technology provided in their offices; 95% reported being satisfied or very satisfied with technology provided in classrooms for teaching. The COE also received through a donation three sets of student response systems for classroom use. One training session was provided for interested faculty.	The COE continues to make obtaining the appropriate technology a priority; plans are to continue to provide new and updated technology and to increase training and support.
1,3,11	3	Hire a Technical Assistance Coordinator for the Child Care Resource and Referral Agency	A Technical Assistance Coordinator was hired last Spring.	CCR&R has seen an increase in calls for on-site Technical Assistance. CCR&R is monitoring the growth of the position to see if there is potential to add another TA.
5,7	1	CRMC: Purchase Destiny Library Manager, upgrade webpage, promote its listservs, and improve e-mail data base	Purchased Destiny Library Manager which enables clients to search the database of resources via the Internet. Outlook e-mail database was set up and is regularly updated; there were approximately 17,000 e-mail notices about CRMC activities; middle and high school listservs were used by 35 teachers, staff, and CSU faculty involved with Building Bridges grant projects; web page update is part of ongoing COE update.	Monitor the use of resources through Destiny Library Manager and upgrade resources in response to teacher need. Continues to promote activities via e-mail; expand the use of list servers to facilitate communication among project participants.  Website revision is on-going.
1,2,7	1,2	Develop a computer lab with research and virtual school system capabilities for the training of Educational Leadership candidates (and others in the COE)	A student technology grant was funded for approximately \$38,000 (not included in COE funds spent, above) for 27 new computers and other technology needed for the new lab; equipment is currently being ordered.	Set up the lab classroom during the summer for use beginning Fall 08. Coursework is being modified to provide new, enriched learning opportunities.

<b>Inst. Goal *</b>	<b>Unit Goal *</b>	<b>Planning Initiative</b>	<b>Assessment of Results</b>	<b>Use of Results</b>
5,7	1	<u>Advising:</u> Purchase and begin using AdvisorTrac software to enhance the scheduling of advisement.	In process of installation with the CSU's CINS Department and training from AdvisorTrac representatives.	Plan is still to use AdvisorTrac to increase the number of advising appointments made, simplify the process, and increase the satisfaction of students who use the software.
2,5,10	1,3	Seek NACADA certification for the Director of the COE SAFE Office (multi-year process)	Did not participate in NACADA certification because of course demands, multi-year commitment, and cost; advisors instead participated in a NACADA Webinar, "Components for a Successful Advising Program."	Web seminar has had a positive impact, in that advisors recognized the importance of an articulated mission, advising process and goal statements; the seminar reaffirmed the importance of promoting excellence in advising.
1,5	1,3	Hire an additional advisor in Early Childhood Education	One ECE advisor resigned, and another replaced her, but SAFE is still one ECE advisor short.	Continue looking for an additional advisor.
1,3,5	1,3	Move the Director of COE Services and Field Experiences to a 12-month contract.	Accomplished.	This is already having a positive impact and will greatly facilitate the work of the SAFE Office during the summer; the SAFE director is able to advise some of the ECE majors.

Inst. Goal *	Unit Goal *	Planning Initiative	Assessment of Results	Use of Results
1	1	<u>Accreditation:</u> Complete Quality Assurances for CCRRA to become a Nationally Certified Child Care Resource and Referral Agency	Accomplished.	Policies and procedures are in place to better serve clientele. CCRRA will continue to follow parent referral procedures to better ensure quality delivery.
1,3,5	1,2,3	Continue to improve the COE assessment system           Secure funding and employ a full-time assessment coordinator	The Candidate Knowledge, Skills, and Dispositions Committee reviewed the graduate framework and assessment instruments and will make recommendations to the College of Education in the committee's annual report for 2006-2007. CELPS: Exercise Science, School Counseling, and Community Counseling Programs have collected data and reported it in the 2006 Comprehensive Program Review. Review of Praxis scores, NCE reports, and the CSU Exit Exam and Portfolio confirm candidate knowledge in Counseling CACREP areas. 100% of the Praxis II (now GACE) content categories is addressed in the program of study. Departments continue to examine policies related to the evaluation of dispositions.  Approval was obtained in May 07 to hire an Assistant Dean	Recommendations will be considered and appropriate plans developed for 2007-2008.   Collected data is used in College, Department, and Program meetings to support decision-making for programmatic changes. Data may also be used to inform changes in admission procedures, curriculum and other relevant program matters. Surveys and other instruments will be reviewed for thoroughness and relevance. Reliability of instruments, as well as other quality assurance methods will maintain high quality results.  The Assistant Dean will assume, among other duties, the responsibility for data collection and reporting.
1,3	3	<u>Faculty Positions:</u> Hire replacement faculty in Educational Leadership (2), Mathematics Education (1), and Middle Grades Education (1)	Successful searches were completed for replacement positions; two faculty were hired in Educational Leadership and one was hired in Mathematics Education. Teacher Education was also able to hire, through PRISM grant funding, a part-time science educator.	Able to provide training to 75+ middle and secondary science teachers. PRISM funding has been terminated; there is currently no funding to continue this work.
1,3	3	Hire additional faculty in Teacher Education (2) (one to serve as a chair for a new department), Wellness (1), and School counseling (1)	No additional position requests were funded.	Continue to advocate for additional faculty to meet program needs.

Inst. Goal *	Unit Goal *	Planning Initiative	Assessment of Results	Use of Results
1,2,11	1,2	<u>Partner School Network:</u> Expand the role of School Counseling and Educational Leadership candidates in the Partner School Network	Internship candidates in School Counseling and Educational Leadership were placed in partner schools whenever possible. In Fall 06, 11 of 23 School Counseling practicum students or interns were placed in the Partner School Network. In Spring 07, 9 of 16 School Counseling practicum students or interns were placed in the Network.	School Counseling is exploring the expansion of a partner school program related to candidate internship. Educational Leadership faculty are strengthening relationships with partner schools.
1,5,11	1,2	Develop an instrument and survey cooperating teachers to determine satisfaction with policies, practices, and collaboration in the Partner School Network	Instrument developed, survey completed, results analyzed, and policies and practices reviewed and revised as needed.	Cooperating teachers and teacher candidates are now surveyed each semester through the SAFE Office as to existing practices and recommended changes. A Partner School planning session is also held each semester to review policies and practices for possible revision and/or improvement. As a result of the last survey: (1) it is now emphasized to Introduction to Education students the need for appropriate dress and reliability in fulfilling required hours; and (2) copies of field experience evaluations completed by students are made available for their use in improving placements.
3,10	5	<u>Professional Development</u> Provide adequate financial support for professional development needs of faculty and staff (to include training, purchase of materials, research, professional service, presentations, and travel)	Professional Development Funds (exclusive of that used by departments and centers) supported faculty travel to present or attend conferences (\$11,909.48) and the purchase books (\$1,100.90) and software (\$1,425.12). A survey of faculty (n=19) indicates that 74% were either satisfied or very satisfied with funding provided to support their professional development; 21% were neutral; 1 person (5%) was very dissatisfied. All CCRRA staff (except Parent Referral) attended intensive 8 day training on <i>The Art of Technical Assistance</i> in January – May 2006. From January 2006 – December 2006, each CCRRA staff coordinator was able to attend a national conference. CRMC staff attended the Georgia Council of Teachers of Mathematics Conference in October and the National Council of Teachers of Mathematics Annual meeting in March.	Recognizing the importance of professional development to faculty and staff, continue to support requests to the greatest extent possible. Establish an expectation that all faculty attend at least one professional conference/workshop. This also allows staff to deliver more appropriate trainings and technical assistance to providers served by CCRRA.

<b>Inst. Goal *</b>	<b>Unit Goal *</b>	<b>Planning Initiative</b>	<b>Assessment of Results</b>	<b>Use of Results</b>
1,3,9,10	1,3	<u>Administration/Organization:</u> Divide the two existing departments in the college to make four departments (long term); begin by merging Exercise Science, Physical Education, and Wellness	The position request for a department chair was not funded.	Continue to seek funding for this and other position needs.
1,2,5,11	1,5	<u>Centers:</u> Support the work of COE Centers in providing services to education students and faculty and to area teachers, child care providers, and children/students	CCRRA expanded its “Week of the Young Child” Celebration to Harris County Head Start and Parents in the CCRRA database and brought over 1700 children to the CSU campus (represents an increase of 600 children). CRMC provided approximately 4,300 teacher hours of standards based professional development in mathematics education during the school year. CRMC has purchased over \$4,500 in additional books and resources during the fiscal year CRMC collaborated with Coca Cola Space Science Center, Oxbow Meadows Environmental Learning Center, and Carson McCullers Center to offer a summer camp for 16 rising 3 <sup>rd</sup> -5 <sup>th</sup> graders; CRMC hosted a national author of children’s literature and mathematics who made presentations to over 100 students in two elementary schools, held a book signing at the Columbus Public Library, and conducted workshops for teachers; CRMC staff made presentations at 5 Family Math Nights at local elementary schools.	Continue to assess teacher needs relative to implementing the Georgia Performance Standards and provide professional development that is responsive to those needs.  Continue to seek ways to collaborate with other centers.  The success of the collaboration with the Columbus Public Library led to their inclusion in CRMC’s middle grades grant project. A series of Math Days will be conducted throughout the year at the Public Library.

\* Institutional Goals were established in the University Strategic Plan (2006-2011). Unit Goal addresses the Institutional Goal.

COLUMBUS STATE UNIVERSITY  
**College of Education**  
 FY 2008 LEVEL 2 PLAN

Inst. Goal *	Unit Goal *	Planning Initiative	Cost	Planned Impact (Outcome) and Means of Assessment
		<b>Initiatives Related Primarily to Teaching Goals</b>		
1	1	<u>Teaching Effectiveness:</u> Formalize additional means of documenting effective teaching and the improvement of teaching	\$200	Stronger documentation for annual and other reviews; improved teaching Assessment: Development of resource manual; in-servicing of faculty; documentation of broader means of assessing effective teaching submitted by faculty under review
1,5,11	1	Through the centers, provide educational growth opportunities and support services to pre-service teachers, in-service teachers, and child care providers	Provided through grant funding	Enrichment of the academic experiences of CSU students, educational enrichment through training of teachers and child care providers in the region; strengthening of the CSU/community partnership. Assessment: Logs of hours spent in outreach training and number of participants.
1,2,7	1,2	<u>Use of Technology:</u> Increase the use of technology for instruction and administrative support	\$50,000**	Better facilitate teaching and learning; better prepare candidates through and in the use of technology. Assessment: Itemized list of technology acquisitions; number of faculty receiving additional training; survey of faculty satisfaction.
1,2	1,2	<u>Assessment of Learning:</u> Review the key assessments at transition points in all programs and revise the assessments and process as needed	0	Provide data for unit and program improvement; enhance accountability; facilitate preparation of reports for PSC, BOR, and NCATE; improved student learning and performance Assessment: Completed review; approval of any revisions

1	1,3	<u>Programs of Study:</u> Review the scope and sequence of graduate foundations courses and revise them as needed	0	Ensure currency & relevancy of content, prevent duplication of content; address standards Assessment: Completed review; revisions, if needed, submitted through the curriculum revision process
1,11	1	Increase the number of course sections taught at P-12 sites	0	Enrich the preparation of teacher candidates; strengthen the PSN partnership Assessment: increased number of sections taught at P-12 sites
1,11	1	Develop a network of community agencies for the non-school placements of education candidates	0	Broaden the education experiences of teacher candidates; facilitate scheduling of placements, especially during the summer; strengthen partnerships with the community Assessment: Contracts/Memos of Understanding with community agencies
2	2	<u>Student Recruitment:</u> Recruit and retain students (including minority students) as a part of continuing efforts to double the numbers of graduates and minority graduates by 2010	\$850	Comply with BOR mandate; provide more teachers to address the education needs of P-12 schools in the region Assessment: Data showing that target figures have been met.
<b>Initiatives Related Primarily to Scholarship Goals</b>				
3	3	<u>Faculty Positions:</u> Hire additional faculty and staff to address program needs and growth (4-6 positions)  Hire an Assistant Dean	\$50,000/ Position*  \$20,000	Reduce the number of part-time faculty; address growth, primarily in graduate programs Assessment: Successful searches and hiring of faculty (dependent upon VPAA approval of positions) Assume responsibilities related to accreditation, data collection and reporting, and external grants. Assessment: Successful search
2,6	2,3	<u>External Funding:</u> Increase external funding as well as the number of scholarships and assistantships	\$20,000	Enriched learning experiences for faculty and students; increased access to programs Assessment: Documentation of increased external funding; increased number of scholarships and assistantships
<b>Initiatives Related Primarily to Professionalism Goals</b>				
3,10	3,4,5	<u>Professional Development:</u> 100% of faculty and staff will attend at least one professional conference/workshop Provide adequate financial support for professional development needs of faculty (to include purchase of materials, technology training, research, professional service, travel to conferences and meetings)	\$50,000**	Contributes to keeping faculty current in content and pedagogy; increases visibility of the college when faculty present and provide leadership and service to professional organizations Assessment: Satisfaction survey of faculty; list of faculty attending professional conferences; list of materials purchased and other support for professional development

11	4,5	<u>Alumni Association:</u> Establish a COE Alumni Chapter comprised of membership to include alumni, students, faculty, retired faculty, and other interested parties	\$1,000	Promote collegiality among current and former students and faculty. Assessment: Development of a charter; list of membership
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\* Institutional Goals were established in the University Strategic Plan (2006-2011). Unit Goal addresses the Institutional Goal.

Note: Planning initiatives with 0 indicated and other small-dollar amounts in the cost column can be accomplished without additional resources.

\* Can only be met through additional funding for personnel.

\*\* May be partially met through existing resources but would require additional funding beyond the COE budget to adequately address the initiative.

**College of Education  
Executive Summary  
2007-2008**

Under the leadership of a new dean, Dr. David Rock, the College of Education has had an active and productive year. Notable accomplishments related to curriculum development during academic year 2006-2007 were:

- The revision of all undergraduate programs to accommodate Board of Regents' requirements for new courses in education foundations and new science education courses in Early Childhood Education;
- The ongoing redesign of Education Leadership programs to meet new BOR and PSC requirements and the submission of the M.Ed. in School Library Media to the Professional Standards Commission for review.

Notable accomplishments related to the recruitment and development of faculty and staff were:

- The completion of three successful searches for positions in which there had been failed searches the previous year, resulting in the hiring of two Educational Leadership faculty and one Mathematics Education faculty member for 2007-2008. The Math Educator will also serve as program coordinator in Secondary Mathematics Education.
- The hiring of a Technical Assistance Coordinator for the Child Care Resource and Referral Agency;
- The hiring of a part-time Science Educator, through grant funding, to develop science outreach opportunities for P-12 educators;
- An active year of professional growth in which faculty from both departments and staff from the centers were able to attend important conferences in their fields; all requests submitted to the Dean's office for funding were able to be at least partially funded.

Notable accomplishments related to technology acquisition to enhance teaching and supportive work include:

- The upgrading of office computers and printers so that no full-time faculty were using computers more than three years old;
- Conducting a review of available technology in the college and developing a plan to provide direction for the future;
- The acquisition of document cameras, exercise science equipment, student response systems, data projectors, DVD camcorders, and other technology to enhance teaching and research;
- The funding of a student technology grant to develop classroom lab with virtual school capabilities;
- The acquisition of software in the SAFE Office that will allow students to schedule appointments online and of software in the Mathematics Collaborative that allows clients to search the database of resources via the internet.

The most significant accomplishments are possibly those related to student recruitment:

- The College of Education approved a change in its graduate admissions requirements so that certified teachers may be admitted without taking the GRE;
- Approval was obtained to allow cooperating teachers in the school to receive a tuition-waiver for a three-credit course at the university.

It is believed that these changes will significantly impact graduate student enrollment. Early figures from summer and fall indicated that such impact is beginning to take place.

Three other important accomplishments recently initiated are:

- The establishment of COE Alumni Advisory Board
- The development of a COE Alumni Chapter
- The establishment of an unrestricted endowment for the college

As the College of Education looks to 2007-2008, it is with anticipation to continuing the work of the past year. The first function of the COE Alumni Chapter will take place, and those who become members will have their names added to a display in the Jordan Hall lobby. Similarly, it is anticipated that the endowment will grow, and contributors will be recognized through the displaying of their names and pictures.

The College will need to respond to the anticipated growth in graduate enrollment and will be requesting additional faculty positions. The new program in School Library Media will begin, and Educational Leadership will submit its redesigned programs for approval.

As the college continues to add technology, it will be important in the coming year to provide additional training and support. The return of the Center for Quality Teaching and Learning to the College of Education will facilitate this process and the development of additional partnership ventures. Like the Child Care Resource and Referral Agency and the Mathematics Collaborative, CQTL provides tremendous education outreach benefits to the region.

Similarly, faculty within the college are hard at work as they look at the assessment process, certification test scores, survey results, and other indicators of success to revise and strengthen their programs and their teaching. An ad-hoc committee is at work to develop resources that may be used to better document faculty excellence in teaching. As the new academic year begins, the intent is to provide in-servicing so that professional development with regard to teaching continues to take place. The efforts described and the plans for the future are reflective of the College's goals and its mission "to achieve excellence...."