College of Education at Wayne State University

Elevating, Innovating, and Transforming for the Public Good

Our Mission: What We Do

We prepare teachers, counselors, coaches, health educators, healthcare workers, principals, learning designers, exercise scientists, sports administrators, and education and health researchers to be engaged citizens and leading professionals who work toward equity, excellence, and well-being.

Our Vision: What we Aspire To

We will be a leading and impactful college of education, known for advancing equity, excellence, and well-being through our holistic student success model and its emphasis on community-based collaborative work for the public good.

Our Values: How We Work

- **Equity**

  The COE actively works toward reimagining and redesigning access and opportunity, ensuring that every member has equal chances at success.

- **Excellence**

  The COE sets high academic and professional standards, encourages intellectual curiosity, and supports a culture of continuous learning and improvement.

- **Well-being**

  The COE prioritizes a healthy teaching and learning environment by connecting students, faculty, and staff with the necessary resources to support physical, mental, and emotional health.

- **Community**

  The COE believes in cooperation, shared responsibility, and decision-making that promotes collective wellbeing, a sense of belonging, mutual trust, shared values, and a commitment to the common good.

- **Collaboration**

  The students, faculty, staff along with COE alumni, partners, and community leaders work together to courageously disrupt educational, health and social inequities through research, teaching, and engagement at the local, national and global levels.

Strategic Commitments

<u>Holistic Student Success</u>

We aspire to be an environment where ***all*** students of all backgrounds can thrive academically, socially, and emotionally in ways that support their persistence to graduation and their entry into graduate school and/or their respective professions.

Goal #1: Increase our investment in pre-college engagement
Objectives:

- Identify and publicize all current pre-college engagement opportunities for partner districts
- Host K-12 students on campus organized and supported by COE student ambassadors
- Work with WSU dual enrollment office and partner school districts to facilitate dual enrollment courses on campus and with some co-curricular opportunities
- Identify opportunities to collaborate on new pre-college engagement efforts (i.e. Summer NET, Momentum, etc..) that help enhance important skills–reading, writing, teamwork–necessary for a successful start.
- Other?

Goal #2: Improve students' access to and use of student success resources and opportunities
Objectives:

- Hire a Director of Student Success to 1) connect with and build COE engagement with WSU success initiatives and 2) develop and lead COE innovation and collaboration in student success (especially in the areas of stress/mental health, building confidence, navigating campus, self-advocacy, etc..)
- Design and implement an all college welcoming and onboarding experience for all incoming COE undergraduate, graduate, and transfer students.
- Bring the College undergraduate advising team back to full strength, hiring 2 new full time advisors.
- other?

Goal #3: Increase student engagement through participation in college leadership and other co-curricular experiences
Objectives:

- Establish and support the COE Leadership Scholars/Ambassadors as the

premier student group driving recruitment and engagement initiatives across the college (events, speakers, social media, workshops, test prep etc..).

- Establish a COE graduate council to represent and engage graduate students.
- Provide guidance and funding to support the development of an annual COE graduate student conference organized by COE graduate students.
- Develop and support a ritual of touch points and events with students throughout the academic year (i.e. welcome event, celebration of Dean's list students, snack attacks in student lounge, learning communities, workshops, test prep and events for transfer students)
- Develop COE student awards and a ceremony to recognize the contributions of undergraduate and graduate students in the college
- other?

Goal #4: Review and revise structures and systems to support 4 and 6 year graduation rates
Objectives:

- Ensure clear pathways and plans of study are aligned with course schedules that facilitate 4 and 6 year graduation.
- Identify and leverage data trends to update and innovate degree program content and delivery formats.
- Increase AMP Degree programs where appropriate.
- Facilitate program specific orientations and check-ins.
- Consider student cohorts for program retention and completion where appropriate.
- other?

Goal #5: Create ample opportunities for students to provide input and feedback for improving student success initiatives.
Objectives:

- Identify and implement processes for collecting student feedback in a feasible and consistent way.
- Use student generated data to commit to a cycle of continuous improvement on student success strategy and initiatives.
- other?

Key Performance Indicators

- Thriving Quotient Survey (adapted)
- 2nd year retention rate
- 4 and 6 year graduation rates

- Post-degree survey?
- Other?

Integrated Community Engagement

We aspire to be locally and nationally recognized for creating an environment where research, teaching, and community collaboration and impact are highly integrated and offer COE students the opportunity to learn and grow while they actively contribute to improving education and wellbeing in Detroit and beyond.

Goal #1: Increase support for community responsive and sustaining research that incorporates undergraduate and/or graduate students.
Objectives:
- Offer a combination of internal seed grants and course releases to support more community responsive and engaged research that incorporates undergraduate and/or graduate students
- Consider developing specific P&T factors that describe and facilitate community engaged research and DEIAJ (Diversity, Equity, Inclusion, and Justice) work.
- other?

Goal #2: Promote student involvement in faculty-led community responsive and sustaining research
Objectives:
- Design an undergraduate research experience that prepares students to work with faculty on research.
- Increase the number of opportunities students have to participate in community responsive and sustaining research with faculty.
- Increase the number of COE students participating in the Undergraduate Research Opportunities Program.
- other?

Goal #3: Integrate community engagement into curricula and pedagogy
- Increase the number of courses that incorporate community engagement into curricula and pedagogy
- Offer professional development for faculty who are working to incorporate community engagement into their curricula and pedagogy.
- Offer a combination of internal grants and course releases to support the development of

and research on courses that incorporate community engagement
- Work with EC's committee on teaching to develop a process for evaluating internal grants for teaching and soliciting COE nominations for teaching awards
- Work with an ad hoc committee (through the EC and inclusive of P&T committee members) to develop COE promotion factors for teaching faculty that are inclusive of community engagement.
- other?

Key Performance Indicators
- Increase in number of teaching awards earned
- Evaluations of teaching and learning in community engaged courses
- Impact of CEC's on education and health equity in local communities
- Impact of CEC's on students' sense of career readinessOther?

Focus Area: Life-long Learning

We aspire to be a college that cultivates and invests in life-long learning, by creating a variety of affordable and accessible pathways that attract prospective students, help current students build on their skill sets, support the continued education of alumni, partners, and others interested in expanding their knowledge.

Goal#1: Create affordable, accessible, and targeted microcredentials that support prospective and current students, COE partners invested in upskilling their employees or volunteers; COE alumni and professionals who can benefit from COE expertise
- Create a process for developing and evaluating the viability of micro-credential proposals
- Provide support for faculty and/or staff teams who are proposing/designing microcredentials 1) to support holistic student success 2) with a agency or district partner or 3) as a bridge to COE masters degrees (or stackable)
- Develop a modest number of micro credentials in each of the target areas
- Other

Goal#2: Create stackable certificates to masters degrees
- Work with the graduate school to explore possibilities for creating stackable certificates to masters degrees
- Identify COE master degrees that are good candidates for converting to a stackable certificate format

- Provide support for faculty to transition master degrees to stackable certificate formats where deemed appropriate
- Other?

Key Performance Indicators
- Impact of micro-credentials on career readiness and development
- Impact of stackable certificates on masters degree enrollment
- other?

<u>Faculty and Staff Flourishing</u>

We aspire to be a college where all staff (inclusive of everyone) are equally valued, respected, and acknowledged for their contribution to our shared vision, mission, goals, and accomplishments; where everyone can realize their capabilities, engage meaningfully in institutional life, and contribute to the flourishing of others.

Goal #1: Hire an Associate Dean for Faculty & Staff Affairs
Objective:
Provide leadership, guidance, and vision for enhancing faculty & staff development and success in ways that are aligned with the COE's values.
Goal #2 Enhance the COE's ability to attract a faculty & staff from culturally, socially, and intellectually diverse backgrounds
Objectives:
- Implement a standard but flexible faculty & staff search processes
- Ensure that all search committees have necessary training
- Increase the number and diversity of outlets for advertising COE positions
- Compile annual report on faculty & staff searches
- Consider DEIAJ cluster hire strategies where necessary and appropriate

Goal #3 Ensure that all staff (inclusive of everyone) are welcomed and supported
Objectives:
- Provide onboarding processes that are welcoming, supportive, and informative
- Provide ongoing mentoring through a learning community model especially for people in the first 5 years of their COE position
- other?

Goal 4#: Ensure that all staff have opportunities for growth and development
Objectives:

- Provide Professional development support for all staff (faculty, support staff, and administration)
- Provide clear and effective performance evaluations that emphasize a growth mindset
- Other?

Goal #5: Build community among all staff (inclusive of everyone admin, faculty, and support staff)

Objectives:

- Make the college assembly inclusive of all staff
- Review policies and practices for equity and inclusivity in a way that respects the interdependent nature of our work
- Provide opportunities for all staff to gather for the purpose of strengthening community and building relationships across divisions or silos
- Provide opportunities for specific trainings that help support and improve relationships across differences
- Other?

Goal # 6: Create ample opportunities for staff to provide input and feedback for improving overall culture of the college

Objectives:

- Identify and implement processes for collecting staff feedback in a feasible and consistent way
- Use staff generated data to commit to a cycle of continuous improvement to the workplace culture of the college
- other?

Key Performance Indicators

- Workplace satisfaction Survey?
- All staff retention
- other?

Alumni and Partner Engagement & Recognition

We aspire to be a college where alumni and community partners are engaged in and recognized for helping the COE grow and evolve as a public good.

Goal #1: Increase alumni engagement and support

Objectives:

- Establish an alumni engagement board (AEB) responsible for developing strategies and programs that increase and enhance alumni involvement.
- Establish an annual alumni weekend that brings COE alumni back to campus for a series of events.
- Engage the AEB to relevant college events (opening retreats, state of the college, etc..).

Goal #2: Create a COE Partnership Council

Objective:

- Provide an opportunity for our partners to provide insight and feedback on college initiatives and opportunities
- Engage the COE Partnership Council in relevant college events

Goal #3: Recognize alumni and partners for their contributions and commitments to the COE.

Objectives:

- Organize and host annual awards and recognition ceremony that includes alumni and partners
- Establish some new awards for alumni and partners

Key Performance Indicators

- % of engaged Alumni
- % funds raised through Alumni efforts
- % of students impacted by Alumni efforts
- % of partnerships facilitated or strengthened through efforts of the Partnership Council
- % of students impacted by Partnership Council efforts