

STRATEGIC PLAN

Millersville University: School of Education Diversity Committee

PURPOSE: The School of Education at Millersville University is committed to achieving diversity and equity because it is fundamental to our central educational mission and vision. We strongly believe that all students benefit from an education enriched by a diversity of ideas, thoughts, and perspectives. The quality of learning is enhanced by a campus climate of inclusion, understanding, and appreciation of the full range of human experience.

VISION STATEMENT: The School of Education will be a forerunner in the integration and advancement of diversity, equity, social justice, multiculturalism and pluralism in its teaching, scholarship, curriculum development and recruitment and retention of faculty, staff and students. These practices/activities would occur in collaboration with all community partners and in alignment with the university's mission and aspirations on diversity.

MISSION:

The School of Education at Millersville University is committed to excellence in diversity and promotion of democratic ideals in all its policies and practices. The School believes that diversity fosters critical thinking, civility and respect, cross cultural collaboration, and full engagement with others in our community, the commonwealth and the world.

We intend to accomplish our mission in the following ways:

- Through creating and promoting inclusion and civility.
- Through preparing outstanding teachers and other professionals who are ethical, global minded, technologically aware and highly competent to promote diversity and social justice in the classroom and other settings.
- Through the recruitment and retention of highly qualified and diverse faculty, staff, and students.
- Through the development of excellent programs and programming that foster the diversity of thoughts and ideas.
- Through modeling of diversity in scholarship, research and civic engagement.
- Through promoting an all-inclusive definition of diversity that includes people of differing races, cultures, classes, genders and gender identities, abilities and sexual orientations.

Overarching Goal: Enhance efforts in recruitment, retention and achievement of students, faculty and staff from underrepresented groups.

Goal 1: Increase recruitment, retention and achievement of students from underrepresented groups (Increase in underrepresented students in SOE.)

OBJECTIVE 1:

Identify and implement strategies that will support the recruitment, retention and achievement of students from underrepresented groups.

Action Plan

SOE Diversity Committee members will present information about the SOE to students involved in the Millersville Scholars Program.

Timeline: Each August

SOE Diversity Committee members will attend Career Day at McCaskey (in coordination with the LPP).

Timeline: Each November and March

Using a survey or other medium by which the committee will identify the needs of students of color in SOE and provide targeted mentoring.

Timeline:

Provide targeted assistance for PAPA and other certification tests for underrepresented students.

Timeline: Each Sept and October

Assessment Plan

1. During the next 5 years, the number of underrepresented students in the School of Education will increase by 5%.
2. SOE student GPAs, disaggregated by different groups, will demonstrate at least 2% improvement.
3. Underrepresented students will show an increase in first time success of the PAPA and Praxis II examinations with an increase of passing rates by at least 2%.
4. Increase of faculty involvement in Color of Teaching by 2% each year.
5. Increase faculty involvement in LPP by at least 2%.

OBJECTIVE 2:

Research and implement different pathways for recruiting students from underrepresented groups into the School of Education.

Action Plan

1. Using a survey or other tools, identify the target populations and their needs, (e.g. Paraprofessionals, day care workers, teacher assistants, military veterans, recent immigrants, etc.)
2. Set up an advisory board to develop the proposal, seek funding, etc.
3. Identify internal and external collaborators.
4. Research existing programs.
5. Implement Co-teaching of a course in teacher education in middle and high schools.
6. Identify funding sources.

Assessment Plan

1. A proposal for a pilot program creating alternative paths to recruiting students from underrepresented groups will be developed.
2. A proposal for funding an alternative pathway recruitment program will be submitted.

OBJECTIVE 3:

To explore a "grow- your-own" teaching preparation program with local school districts in an effort to get more secondary school students interested in careers in the field of education.

Action Plan

1. Establish a full scholarship for a student of color who enrolls at Millersville University as an education major.
2. Conduct a feasibility meeting with local school district administrators in the 2013-2014 academic year to explore the possibility of offering a teacher preparation course or curriculum for a segment of an existing course to high school students.
3. If the decision is to move forward with the plan, prepare the proposal for the course/curriculum by June 2014 so that the pilot of the course/curriculum could be offered in the fall 2014.
4. Explore the possibility of providing release time for at least one MU

faculty member to co-teach a course within a school district with the focus being on teacher preparation. (For example, co-teach a course with a School District of Lancaster faculty member in the Public Leadership Small Learning Community.)

Assessment Plan

1. Review the results from the feasibility meeting to determine the next steps of the process (Spring 2014).
2. After each year the course/curriculum is offered, survey students, teachers and professors involved in the program to assess the goals and impact of the course/curriculum.
3. After the first two years of program implementation, expect at least 2 graduating high school seniors in the program to apply to Millersville University as education majors.
4. To track the success of the students who enroll at Millersville and to see if they return to their school district of origin upon college graduation.

Goal #2

Evaluate and expand curriculum offerings and instructional policies for support of diversity in its broadest definition

OBJECTIVE 1:

1. Ensure the integration of diversity into curriculum content, pedagogy and co-curricular activities.

Assessment Plan

- 1) Develop a proposal for BA-MDST Program in Applied Disability Studies and submit a letter of intent by 2014.
- 2) Have a plan to establish a student with disability run and founded organization in 2013.
- 3) Revise and modify existing diversity courses in SOE to ensure they are focusing on student success.
- 4) Increase the number of diversity courses, if necessary.

Action Plan

1. A proposal for a BA-MDST – Program in Applied Disability Studies will be developed for and submitted for approval in the curricular process (EDFN).
2. Assess the impact of D courses on students' diversity competency.
3. Audit the School of Education course offerings to see how diversity issues are embedded into the coursework.
4. Analyze students' evaluation and get feedback on students' perspective before and after taking the required D course for education majors.
5. Maintain and enhance a library collection that reflects the broad definition of diversity

Timeline: 2013

OBJECTIVE 2:

Ensure and maintain data collection on assessments related to diversity standards for successful unit and program accreditations.

Assessment Plan

Successful accreditation on State and National Accreditations, and program reviews on all diversity standards.

Action Plan

1. Conduct ongoing review of programs and close the feedback loop.
2. Complete NCATE and SPA reviews.
3. Complete PDE program reviews.
4. Participation in ABET accreditation.
5. Participation in Middle States.

Goal 3: Increase the recruitment, retention and achievement of faculty and staff from underrepresented groups

OBJECTIVE 1:

Conduct some research on what actually works in recruiting and retaining faculty and staff.

Action Plan

1. Complete an audit of search materials and job postings relating to SoE.
2. Ensure the inclusion of diversity statement and all important references to inclusionary policies.
3. Review our internal hiring process for unintentional barriers to hiring faculty from underrepresented groups
4. Involve students in the recruitment process

Timeline: Each August

Assessment Plan

Each year, the number of underrepresented faculty members in the School of Education will increase by 2%.

OBJECTIVE 2:

Review and expand current strategies for retention of faculty and staff.

Action Plan

1. Offer workshops for faculty and staff development focusing on diversity throughout the year.
2. In collaboration with community organizations, conduct orientation for new faculty and staff in becoming familiar with the cultural norms and idiosyncrasies of campus and its environs.
3. Organize off campus retreat for faculty with diversity as the focus
4. Offer mentoring by veteran minority faculty and staff for moral support, assistance in developing expertise, guidance in gaining access to resources, provision of tenure and promotion, etc
5. Set up a buddy system for new faculty and staff.

Assessment Plan

The percentage of retention for underrepresented faculty and staff will increase by 5%.

OBJECTIVE 3:

Develop and implement strategies that are designed to increase faculty and students professional development in the area of diversity

Action Plan

1. Advocate for professional development fund and release time to develop additional diversity courses across the curriculum.
2. Establish strong focus on faculty-student research for diversity related topics.
3. Identify grants to fund diversity related projects.

Goal 4: Create, embrace and promote an inclusive climate for all members of the School of Education community.

OBJECTIVE 1:

1. Establish a plan for increasing campus and community related diversity and multicultural events that targets students from underrepresented groups.

Assessment Plan

Action Plan

1. Promote and support Color of Teaching/ Teacher ed. Day
2. Replicate Color of Teaching in other areas
3. Support and promote Science, Technology and Me
4. Conduct Support diversity based film screenings
5. Increase resource allocation and sponsorships of diversity/multicultural related events like Anna Funk Lecture, PA-NAME conference, Third World Studies, Model African Union, etc.

OBJECTIVE 2:

Establish successful partnerships with on and off campus entities that focus on recruitment and retention of students from underrepresented groups.

Action Plan

1. Identify various PASSHE programming initiatives and university scholarships available for under representative groups. Include scholarship information on marketing and advertising materials.
2. Create partnerships and collaborate with athletic coaches to recruit underrepresented students.
3. Create opportunities for faculty involvement in recruiting underrepresented students.

Assessment Plan

There will be a 5% increase in the number of underrepresented students during 5 years.

Action Plan 2

Work collaboratively with "The Office of Sponsored Programs & Research Administration" (<http://www.millersville.edu/provost/grants/>) at MU to find and reach out for i. Resources of grants/funds to support the scholarship for students of color ii. Find resources of grants/funds to support the scholarship for disabled students

Assessment Plan

OBJECTIVE 3:

Build and strengthen partnerships with diverse communities, businesses, local education agencies, and community organizations to support diversity and multiculturalism in the SOE and external communities.

Action Plan

The Color of Teaching Program will actively recruit more MU faculty members.

Timeline: ongoing

The Lancaster Partnership Program and the Color of Teaching will share resources (i.e. mentors) to improve each program's impact.

Timeline: Ongoing

OBJECTIVE 4:

Develop and implement a comprehensive evaluation of infrastructure in SoE buildings to ensure ADA compliance

Assessment Plan

1. Once in three years, a questionnaire will be given to the present disabled population on campus to assess the disabled-friendliness of buildings, classroom, parking lot, etc.
2. Review current facility plans for infrastructural improvements.

Action Plan

1. Reach out to the universities like Temple U (<http://www.temple.edu/studentaffairs/disability/>) and learn from their initiatives on providing services to disabled students.
2. Seek grant/fund to each department to improve their facilities (classrooms, labs, etc) and suite them for disabled students

Goal 5: Develop and implement social media that will support and publicize the mission and activities of the School of Education Diversity Committee.

OBJECTIVE 1:

Support the goals and agenda of the SOE Diversity Committee through social media.

Assessment Plan

Action Plan

Create marketing materials (i.e. flyers, handouts, etc.) as needed and directed by sub-committees

OBJECTIVE 2:

Create a page on the Millersville website containing useful resources for students and faculty.

Assessment Plan

1. Track visitors to the page or have a guestbook.
2. Follow-up with guests regarding the pertinence and helpfulness of the information found on the page.

Action Plan

1. Talk to IT
2. Gather pertinent information
3. Set up the page
4. Activate links
5. Gather visitor information
6. Administer visitor survey