LINDENWOOD UNIVERSITY SCHOOL OF EDUCATION STRATEGIC PLAN
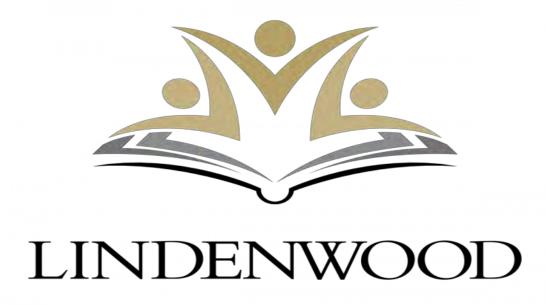
2019 – 2023

Released August 2019

SCHOOL OF EDUCATION STRATEGIC PLAN 2019 – 2023
Lindenwood University

Lindenwood's School of Education (SOE) is ready to prepare today's educators and clinicians with the twenty-first-century skills professionals need to serve successfully in a diverse society. The instruction and guidance provided to our students is informed by our understanding of the essential components of today's specialized environments; which are evolving to include socially dynamic organizational structures, multifaceted technologies and significant responsiveness to the social and emotional challenges facing children, families and communities.

The faculty and staff in the School of Education at Lindenwood University, appreciate the importance of providing opportunities for students to develop proficiencies in innovative practices, creative and critical thinking, socially responsive decision making and technology utilization to best serve in their professional roles.

The SOE Strategic Plan provides the framework for developing positive and productive programming decisions, and to create a collective vision. The plan informs our process of providing career ready graduates in all SOE fields of study. Key factors addressed in our Strategic plan include the effective use of technology, cultural responsiveness, creative thinking and organization, and communication. The strategic plan was informed by data from an external SWOT survey which included 5,000 narrative responses by stakeholders including students, university personnel and external stakeholders. Using these data, the SOE Strategic Plan Committee worked diligently to craft a plan that encompassed the goals and objectives reflective of national and international trends and valued by our constituents and students. Their input was also solicited during multiple revisions and editing of the plan.

SWOT data was initially gathered in August 2018 using a robust SWOT survey to identify our internal strengths, weaknesses, opportunities, and threats. A detailed SWOT Analysis was completed between December 2018 and February 2019 to identify key internal and external focus areas. This work provided a framework for the development of goals for the School of Education. A Strategic Plan committee worked to refine and organize the results of the SWOT Analysis. Beginning in March 2019, the faculty participated in workshops and a Shared Drive collaboration to create a working draft of the Strategic Plan. In addition to the ongoing committee's involvement, the SOE faculty met as a whole, on two occasions, and played an integral part in developing six goals and associated objectives. Stakeholders also provided insights and further refined the SOE goals. The completed SOE strategic plan was released in August 2019 and will be formally reviewed and updated annually.

In addition to the strategic plan, faculty members crafted a draft SOE mission statement which was presented at the Education Leadership Team Meeting in June 2019 and then sent to faculty for revisions. The new statement is included with the SOE strategic plan. This statement embodies the school's collective and overarching goal, and provides direction for the Lindenwood School of Education. The University's strategic planning goals have been aligned to the current Lindenwood University Strategic Plan themes and correlated to the five over-arching LU themes as noted herein.

LINDENWOOD SCHOOL OF EDUCATION

Mission Statement

The Mission of the School of Education at Lindenwood University is to provide an experiential education of exceptional quality which prepares students to successfully lead and serve as professionals in a diverse society.

LINDENWOOD SCHOOL OF EDUCATION (SOE) STRATEGIC PLAN

The Mission of the School of Education at Lindenwood University is to provide an experiential education of exceptional quality which prepares students to successfully lead and serve as professionals in a diverse society.

Strategic Plan Focus Areas, Associated Goals and Objectives

Academic Programming	Advising & Mentoring	Collaboration	Communication	Diversity	Student Enrollment
Goal 1: Deliver high quality programming.	**Goal 2:** Provide all SOE students with timely, relevant and accurate mentoring and advising.	**Goal 3:** Collaborate effectively across the university, with students, faculty and staff, community partners and other external stakeholders.	**Goal 4:** Communicate effectively across the university, with students, faculty and staff, community partners and other external stakeholders.	**Goal 5:** Develop a culture of meaningful inclusivity and broaden diversity in the SOE.	**Goal 6:** Recruit and retain qualified candidates who meet or exceed university admission standards.
LU Strategic Plan Correlated Themes					
•*Differentiate Academic Programs* •*Build Innovative Programs* •*Deliver a High-Quality Lindenwood Experience*	•*Differentiate Academic Programs* •*Optimize Resources* •*Deliver a High-Quality Lindenwood Experience*	•*Optimize Resources* •*Deliver a High-Quality Lindenwood Experience*	•*Optimize Resources* •*Redesign Branding and Marketing*	•*Differentiate Academic Programs* •*Deliver a High-Quality Lindenwood Experience* •*Redesign Branding and Marketing*	•*Differentiate Academic Programs* •*Build Innovative Programs* •*Deliver a High-Quality Lindenwood Experience*

Academic Programming	Advising & Mentoring	Collaboration	Communication	Diversity	Student Enrollment
G1-Obj$_1$: Employ highly qualified faculty to deliver evidence-based instruction. **G1-Obj$_2$:** Ensure that faculty remain actively engaged in their disciplines and receive adequate training and support for high quality course development and delivery. **G1-Obj$_3$**: Design curricula that support and develop students' higher order thinking skills. **G1-Obj$_4$:** Develop SOE curricula that integrate OERs, Micro-Credentialing and effective use of technology. **G1-Obj$_5$:** Develop SOE curricula that integrate the principles of guided pathways and curricular mapping.	**G2-Obj$_1$:** Provide accurate, high-quality print and electronic advising materials to students and advisors. **G2-Obj$_2$:** Ensure that the SOE advising center is adequately staffed with well-trained personnel. **G2-Obj$_3$:** Ensure timely training for SOE faculty and staff advisors.	**G3-Obj$_1$**: Increase programmatic and operational collaboration across departments, schools and community partners. **G3-Obj$_2$**: Provide specific opportunities for colleagues to share expertise within the SOE. **G3-Obj$_3$**: Encourage students to voice their views about SOE programs and courses and provide opportunities for their input. **G3-Obj$_4$**: Develop graduate coursework with an interdisciplinary focus. **G3-Obj$_5$:** Develop applied research ventures in collaboration with other campus entities.	**G4-Obj$_1$**: Develop, maintain and communicate a functional organizational structure for SOE. **G4-Obj$_2$:** Articulate and revise a concise and relevant SOE mission statement. **G4-Obj$_3$**: Develop and maintain online access to comprehensive SOE policies/procedures. **G4-Obj$_4$**: Maintain a relevant and comprehensive SOE website for all degree programs. **G4-Obj$_5$:** Articulate purpose and composition of all SOE committees. **G4-Obj$_6$**: Maintain an employee accessible e-calendar of events. **G4-Obj$_7$**: Optimize the use of social media. **G4-Obj$_8$**: Determine efficient data storage locations.	**G5-Obj$_1$**: Clearly define diversity and inclusivity within the SOE. **G5-Obj$_2$**: Institute a Diversity Leadership Council to provide support, guidance and direction for the SOE. **G5-Obj$_3$:** Increase diversity among the SOE faculty and staff. **G5-Obj$_4$:** Strengthen curricula that support cultural responsiveness and contribute to a clear understanding of diversity and inclusion. **G5-Obj$_5$:** Ensure that all SOE faculty and staff are "Safe Zone" and "Implicit Bias" trained.	**G6-Obj$_1$**: Establish a stronger relationship with University Admissions in order to maintain relevant, quality program standards and procedures for admissions into degree programs. **G6-Obj$_2$**: Monitor and review student academic progress to identify and assist at-risk students. **G6-Obj$_3$**: Contribute to and support existing university student recruitment and retention. **G6-Obj$_4$**: Develop and implement a SOE student recruitment plan.