

THE TEACHERS COLLEGE



Long Range Plan



2013-2020



EMPORIA STATE
UNIVERSITY

VISION ▶ ▶ ▶

To continue The Teachers College legacy through educational excellence and enhanced presence permeated with leadership, diversity, and technology.

The Teachers College Vision Committee prepared the *Vision of Direction* in response to the charge to craft a compelling vision for the college, articulate assessable goals to realize the vision, and suggest action steps. This rich document is the basis for the college's 2013-2020 Long Range Plan.

The Vision recognizes the rich history and reputation of the college while committing to an excellent teaching and learning environment for the development of future leaders.

The Long Range Plan focuses on two areas. *Educational excellence* includes both enrichment and relevance. *Enhanced presence* encompasses community, professional, and global involvement. Each focus is delineated into three goals for the college to accomplish in order to realize the Vision. The six goals are presented in language allowing for ready assessment so the college can gauge its progress toward meeting the Vision.

Action steps for each goal, identified by faculty and staff during the Spring 2013 college-wide meeting are included in the plan. These steps provide programs, departments, Academic Leadership Council, and Dean's Advisory Council with direction for pursuing and realizing the Vision.



LONG-RANGE PLAN ▶ ▶ ▶

2013-2020

Vision

Educational excellence and enhanced presence permeated with leadership, diversity, and technology.

Mission

Preparing professionals who provide service to society, apply interdisciplinary scholarly knowledge, engage in effective practice, respond to uncertainty and change, rely on self-reflection, and belong to professional community.

Aspirations

- ▶ The Teachers College at Emporia State University recognizes quality educational experiences and a rich scholarly environment fosters future leaders and innovators.
- ▶ The Teachers College at Emporia State University is committed to a climate of diversity of experiences, ethnicity, gender, religion, race, sexual orientation, abilities, age, and political beliefs.
- ▶ The Teachers College at Emporia State University acknowledges technology as an integral component of teaching and learning in the educational setting.



FOCUS ▶ ▶ ▶

Educational Excellence

Goal One - Recruit and Retain a Highly Qualified and Diverse Faculty and Staff

The Teachers College will strive to retain and reward current faculty and staff and recruit highly-qualified individuals to fill future positions.

Action Steps ▶ ▶ ▶

- 1.1** Provide enhanced faculty and staff compensation and incentives
- 1.2** Minimize faculty responsibilities which can more efficiently be undertaken by support staff
- 1.3** Determine more effective ways to use graduate assistants in such areas as advising and research
- 1.4** Initiate training opportunities for support staff necessary to departmental efficiency
- 1.5** Provide trainings and instructional design assistance for high tech course development, interactive presentation strategies, and instructional delivery methods
- 1.6** Train, encourage, and support faculty pursuing external funding and/or creative funding sources
- 1.7** Continue to foster faculty and staff in becoming leaders across the state, region, and nation
- 1.8** Recognize faculty and staff accomplishments and contributions
- 1.9** Align faculty evaluation processes with The Teachers College and the University vision plans
- 1.10** Support faculty travel at levels which encourage high involvement in professional development, research, and service
- 1.11** Examine promotion and tenure procedures for equity and currency
- 1.12** Refine the processes used to recruit and hire faculty including ongoing efforts to identify quality candidates, advantageous timing and advertising



Goal Two - Nurture Innovative & Quality Instruction

The Teachers College will nurture instructors to implement innovative instructional strategies and adeptly use instructional technology to foster creativity and an entrepreneurial spirit.

Action Steps ▶ ▶ ▶

- 2.1** Increase the number of capstone courses
- 2.2** Investigate alternative course lengths and flexible scheduling patterns
- 2.3** Create alternate learning strategies to involve international students
- 2.4** Create a college-wide award for innovation in products or services
- 2.5** Explore system management opportunities that support ease of use in accreditation data collection and instructional format
- 2.6** Promote expertise and team-designed curriculum and research
- 2.7** Provide and support opportunities for the implementation of innovative instructional strategies
- 2.8** Establish a culture of instructional best practices
- 2.9** Encourage and support faculty efforts to integrate content areas and enhance research options
- 2.10** Provide cutting-edge classroom technology equipment and support
- 2.11** Invest in information technology capable of meeting the evolving needs of faculty, staff, and students
- 2.12** Develop a doctoral level program within The Teachers College



Goal Three - Build a Learner-Centered Community

The Teachers College will encourage an atmosphere of inclusion and diversity to build a learner-centered community.

Action Steps ▶ ▶ ▶

- 3.1** Prepare future educators and leaders with technological skills for future endeavors
- 3.2** Use social media, as well as face-to-face interactions, to build collegial relationships
- 3.3** Encourage faculty/student research and presentation opportunities
- 3.4** Seek additional scholarships and other student enrichment funding
- 3.5** Recognize student accomplishments and contributions
- 3.6** Review academic advising procedures to assure promotion of a learner-centered community
- 3.7** Enhance community college communication for easier recruitment and program alignment
- 3.8** Investigate the potential for an interdisciplinary PhD within The Teachers College
- 3.9** Develop strategies to support the needs of distance and off-site students
- 3.10** Increase efforts for recruitment of first generation and Hispanic students
- 3.11** Provide a central location for The Teachers College scholarship information
- 3.12** Offer training for new advisors to ensure consistent procedures and information



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Enhanced Presence

Goal Four - Enhance the College's Presence & Image

The Teachers College image will be enhanced across the state and nation, within the Kansas Board of Regents, among legislators, and within the Emporia community.

Action Steps ▶ ▶ ▶

- 4.1** Institute a plan for increased growth including facilities, faculty and student recruitment/retention, and funding resources
- 4.2** Increase The Teachers College presence and collaboration at area community colleges and off-campus sites
- 4.3** Initiate early recruitment through communication with middle school students
- 4.4** Establish a centralized location for collection of success stories, achievements, and events to be used for public relations and marketing
- 4.5** Develop a mobile application for The Teachers College as a method to introduce and recruit students
- 4.6** Generate more media coverage and invest in promotional avenues such as radio and television, public service announcements, social media, and YouTube
- 4.7** Map a plan to assess, prioritize and undertake infrastructure (facilities and technology) needs in order to remain current and inviting
- 4.8** Support and encourage faculty, staff, and students to become involved in community and professional service
- 4.9** Advantageously use current “nationally recognized” image for promotion of programs
- 4.10** Develop a communication follow-up system for The Teachers College event participants to be used for evaluation, replication, recruitment, and promotion
- 4.11** Coordinate centralized communication between on and off campus programs of The Teachers College

Action Steps (cont.)

- 4.12** Hire a marketing professional for The Teachers College
- 4.13** Provide identifying clothing to be worn at ESU and The Teachers College events

Goal Five - Extend Campus Services

The Teachers College will provide interactions for non-traditional and off-site students and professional development for lifelong learners and alumni.

Action Steps ▶ ▶ ▶

- 5.1** Employ technology (i.e. MOOCs, podcasts, etc.) to introduce The Teachers College programs to potential future students
- 5.2** Partner with larger school districts to determine educational needs of the practicing educators
- 5.3** Create and support professional development opportunities through departments and the Jones Institute
- 5.4** Offer The Teachers College alumni various educational benefits (reduced workshop fees, cooperating teacher incentives, etc.)
- 5.5** Target Kaufman Scholars to recruit students in the Kansas City area
- 5.6** Promote The Teachers College programs in metropolitan areas
- 5.7** Introduce advanced technology strategies for course offerings to create educational interest in The Teachers College content areas
- 5.8** Assess the educational and service needs of all constituencies (students, faculty, community, alumni)
- 5.9** Enhance strategies for supporting and involving distance and off-site students
- 5.10** Recruit new and future students through various outreach efforts and off-campus educational sites

Goal Six - Expand Enrichment Experiences & Opportunities

The Teachers College will expand current efforts to assist students in bridging from student to professional through co- and extracurricular learning experiences on campus and in the field.

Action Steps ▶ ▶ ▶

- 6.1** Refine practical experiences, field placements, and other experiential learning
- 6.2** Increase student opportunities for leadership
- 6.3** Review the professional development schools and opportunities for different sites
- 6.4** Increase student travel opportunities including study abroad opportunities
- 6.5** Expand options for student teaching experiences in culturally diverse environments
- 6.6** Raise awareness of study abroad opportunities
- 6.7** Financially support faculty willing to organize study abroad experiences
- 6.8** Strengthen practicums and field experiences by increasing and/or standardizing expectations
- 6.9** Initiate student practical experiences earlier in the student's educational journey





**THE CONCEPTUAL FRAMEWORK
OF THE TEACHERS COLLEGE**