2006-2007 Education

Section	Document Name
Goals and Objectives	• Annual planning Document CUME Appendices_A,B,C.docx
Goals and Objectives	• Continuous Improvement Plan.doc
Goals and Objectives	• IUPUI ELEMENTARY ANCHOR SCHOOLS in Marion County 2.doc
Fiscal Health	• Education.pdf

Mission

The mission of the Indiana University School of Education is to improve teaching, learning, and human development in a diverse, rapidly changing, and increasingly technological society.
We prepare reflective, caring, and highly skilled educational
practitioners and scholars who lead in their chosen professions; inform educational theory and practice through research; and work in partnership with a range of constituents to effect change from the local to national levels and throughout the world. The School of Education at IUPUI is an inquiry-based community of scholar-educators that seeks to create positive and effective change in urban settings with a focus on social justice, equity, and democratic principles. We prepare leaders in a variety of educational and community fields of study.

Goals and Objectives

▶ **Academic Advising - Improve Student Satisfaction and Build Relationships between Students and Advisors**

☑ Develop accurate, clear, and user-friendly program materials (online and hard copy) for marketing and information sharing among current and prospective students.
Campus Planning Theme: Best Practices, Collaboration
Secondary Goals:
Sub Unit: Secondary Education
Time Frame: 1-2 years

Actions taken for 2006-2007:

Evidence of Progress for 2006-2007:

Activities planned for 2007-2008:

- Update School of Education website program information. Reformat website components to be easier to navigate.
- Develop written program materials that describe the Block sequence and other important program procedures.

☑ Improving quality of graduate advising to increase student satisfaction
Campus Planning Theme: Teaching and Learning, Best Practices, Collaboration
Secondary Goals:
Sub Unit: Graduate Programs
Time Frame: 1-2 years

Actions taken for 2006-2007:

- hiring new staff; cross-training of advisors to enhance graduate services; review of student satisfaction survey data; investigation of assistive software management programs; more student information provided to faculty advisors

Evidence of Progress for 2006-2007:

o new staff; decisions regarding software needs and services; strengthening of OPD; frank discussions of student survey data leading to clear priorities and goals

Activities planned for 2007-2008:

o continued training of staff; implementation of more effective software programs to enhance communication and tracking capabilities of advising staff; initiative formal advising training for appropriate faculty; continued efforts to ensure clarity and consistency in dispensing information

☑ Provide accurate information to assist students in the development of meaningful educational plans that are compatible with their goals
Campus Planning Theme: Best Practices, Collaboration
Secondary Goals:
Sub Unit: Student Services and Diversity
Time Frame: on-going

Actions taken for 2006-2007:

- Emphasized correct information—the degree audit was updated, implementation of the TEP online applications, pre-teacher education information sessions held with education major and the school of science

Evidence of Progress for 2006-2007:

- 2006-2007 survey results showed that respondents most often indicated that advisors were friendly, caring and helpful

Activities planned for 2007-2008:

- Encourage planned dialogue between students and assign advisors to build on academic advising relationships

☑ Provide accurate/accessible information to assist students in the development of their educational plans
Campus Planning Theme: Best Practices, Collaboration
Secondary Goals:
Sub Unit: Student Services and Diversity
Time Frame: on-going

Actions taken for 2006-2007:

- Implemented the online teacher education application

- Improved the degree audit

- On-line teacher education application (TEP) in operation for the spring 06 and fall 07 academic year

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Activities planned for 2007-2008:

- Continue to improved the online degree audit, designate an advisor as the degree audit specialist

☑ Respond to inquiries (email, phone, and in person) in a timely manner
Campus Planning Theme: Best Practices, Collaboration
Secondary Goals:
Sub Unit: Student Services and Diversity
Time Frame: on-going

Actions taken for 2006-2007:

- Replaced two academic advisor positions and added one new advisor, turned over clerical work done by the graduate advisor to a clerical staff member.

Evidence of Progress for 2006-2007:

- There has been a reduction in the number of complaints received from students and prospective students

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Activities planned for 2007-2008:

- Restructured the academic advising program responsibilities among additional staff to reduce the advisor to student ratio

☑ Train and cross-train advisors for better support services
Campus Planning Theme: Best Practices, Collaboration
Secondary Goals:
Sub Unit: Student Services and Diversity
Time Frame: on-going

Actions taken for 2006-2007:

- Replaced two academic advisor positions and hired one new advisor, cross training of advisors continued across programs. SSD currently has 3 ½ undergraduate advisors, 1 and ½ graduate advisors and one transition to teaching (T2T) advisor.

Evidence of Progress for 2006-2007:

- When advisors are out for any reason, walk-in advisee's are able to see someone else who is knowledgeable about their program, which has provided seamless student support.

Activities planned for 2007-2008:

- Cross training so that all curricular areas will have a minimum of three advisors who are knowledgeable about them.

▶ **Continue the school's commitment to strong pre-service teacher education including the use of technology**

☑ Align desired program outcomes (competencies) across Block coursework through a backwards planning/curriculum mapping process.
Campus Planning Theme: Teaching and Learning, Best Practices, Collaboration
Secondary Goals:
Sub Unit: Secondary Education
Time Frame: 1 year

Actions taken for 2006-2007:

- Work was started on a curriculum map

Evidence of Progress for 2006-2007:

Activities planned for 2007-2008:

- Completion of curriculum map

☑ Complete the development of our Benchmark assessment system.
Campus Planning Theme: Teaching and Learning, Best Practices, Collaboration
Secondary Goals:
Sub Unit: Secondary Education
Time Frame: 1-2 years

Actions taken for 2006-2007:

- Benchmark I has been reinstated into Blocks I and II
- Benchmark III was piloted in all subject areas

Evidence of Progress for 2006-2007:

Activities planned for 2007-2008:

- Further develop and align Benchmarks I – IV (purpose, content, protocol, etc.)
- Develop a Unit/Lesson Plan Benchmark

☑ Design and implement a Continuous Improvement Plan for the elementary teaching program.
Campus Planning Theme: Teaching and Learning, Best Practices
Secondary Goals:
Sub Unit: Elementary Education
Time Frame: 2-3 years

Actions taken for 2006-2007:

- Began exploring shareholders in the elementary teaching program

Evidence of Progress for 2006-2007:

- The development and implementation of action plan for continuous improvement of program.

Activities planned for 2007-2008:

- Develop a frame work to examine the elementary teaching program (see attached document)
- Work in groups on gathering and sorting data to analyze program during monthly Elementary TE meeting in Oct- Feb.
- Devise 4-5 actions to improve the program in March and April

☑ Develop a four-year teacher certification program in biology, chemistry, physics, and earth science.
Campus Planning Theme: Teaching and Learning
Secondary Goals:
Sub Unit: UCASE
Time Frame: 1 year

Actions taken for 2006-2007:

- Phase I – a draft of the four year program has been developed.

Evidence of Progress for 2006-2007:

- The School of Science's Education Policy Committee will approve the four year program and it will be publicized to other schools and students.

Activities planned for 2007-2008:

- The four year program draft must be approved by the School of Science's Education Policy Committee.

☑ Evaluate the placement sites for both secondary and elementary Transition to Teaching field placements
Campus Planning Theme: Teaching and Learning
Secondary Goals:
Sub Unit: Transition to Teaching
Time Frame: 1 year

Actions taken for 2006-2007:

Evidence of Progress for 2006-2007:

Activities planned for 2007-2008:

 •&nvβσπ;&nvβσπ;&nvβσπ;&nvβσπ;&nvβσπ;&nvβσπ;&nvβσπ;&nvβσπ;Follow up meetings with principals at New Augusta South and Eagle Creek Elementary Schools in January, 2008

•&nvβσπ;&nvβσπ;&nvβσπ;&nvβσπ;&nvβσπ;&nvβσπ;&nvβσπ;&nvβσπ;Exploratory meetings with principals at Ben Davis High School, North Central High School, and Pike High School regarding high school placements for spring, 2009

•&nvβσπ;&nvβσπ;&nvβσπ;&nvβσπ;&nvβσπ;&nvβσπ;&nvβσπ;&nvβσπ;Follow up meetings with principals at Craig MS, Eastwood MS, Northview MS, Guion Creek MS, and Belzer MS regarding middle school placements for fall, 2008

☑ Examine the secondary program for effectiveness in preparation of graduates for beginning teaching
Campus Planning Theme: Teaching and Learning, Best Practices
Secondary Goals:
Sub Unit: Transition to Teaching
Time Frame: 3 years

Actions taken for 2006-2007:

- A comprehensive review was conducted and report prepared for cohort completing June, 2006

·   Portfolio ratings for members of the cohort completing June, 2007 were tabulated and reviewed, focusing on changes to be made in the curriculum and field experiences for the incoming cohort

Evidence of Progress for 2006-2007:

- Curriculum changes made in the major course, interns placed in the appropriate middle school setting for service learning

Activities planned for 2007-2008:

-   Portfolio ratings for the cohort will be tabulated and reviewed

- Program graduates from the past two years will be surveyed

- Curriculum will be adjusted in these areas: preparation to teach diverse populations and teaching and assessing with differentiation
- Five interns will be placed in a middle school using service learning as key strategy
- Interns will be solicited to participate in a pilot service learning project for spring, 2008
- A more specific plan to embed service learning into the program will be developed

☑ Improve the assessment of intern competencies in the elementary Transition to Teaching program
   Campus Planning Theme: Teaching and Learning, Best Practices
   Secondary Goals:
   Sub Unit: Transition to Teaching
   Time Frame: 2 years

Actions taken for 2006-2007:

- Research on work sample methodology completed

Evidence of Progress for 2006-2007:

- Protocol developed for the project and seminars created to support interns in developing the portfolio
- Interns prepared to complete the TWS portfolio in December, 2007

Activities planned for 2007-2008:

- Pilot the Teacher Work Sample (TWS) project with interns completing student teaching in fall, 2007
- Survey graduates from 2006 as well as those completing fall, 2007, for perceptions on preparation effectiveness

☑ Improve the use of the e-portfolio process to assess beginning teacher competencies in the secondary program.
   Campus Planning Theme: Teaching and Learning, Best Practices
   Secondary Goals:
   Sub Unit: Transition to Teaching
   Time Frame: 2 years

Actions taken for 2006-2007:

- The e-portfolio was designed and implemented.

- Three mathematics faculty members, four program graduates, five SOE faculty members, and four mentors participated in the e-portfolio scoring.

Evidence of Progress for 2006-2007:

- The portfolio was developed and implemented. The portfolio is being used as a model for other campus programs to review.

Activities planned for 2007-2008:

- Refine the portfolio scoring online process with the assistance of CTL

- Increase the number of liberal arts faculty, science faculty, program mentors and program graduates in the scoring of the secondary e-portfolios

- Solicit faculty earlier in the spring semester via email.
   i. English, science, and History faculty will be targeted for recruitment
   ii. Program graduates will be targeted for recruitment earlier in the semester

☑ Prepare elementary teachers who are committed to life long learning in diverse contexts.
   Campus Planning Theme: Teaching and Learning, Best Practices, Campus Climate for Diversity
   Secondary Goals:
   Sub Unit: Elementary Education
   Time Frame: on-going

Actions taken for 2006-2007:

- Established Secondary Urban Educator's student organization.

Evidence of Progress for 2006-2007:

- Establishment of Elementary Urban Educator's student organization.
- Solid social justice strand in place throughout the Elementary TE program.

Activities planned for 2007-2008:

- Begin an Elementary Urban Educator's student organization.
- Promote discussions of social justice as a strand throughout the Elementary TE blocks.

☑ Provide an environment for collaboration across the teaching blocks and elementary program.
   Campus Planning Theme: Teaching and Learning, Best Practices, Collaboration
   Secondary Goals:
   Sub Unit: Elementary Education
   Time Frame: on-going

- Literacy instructors met each semester to review and coordinate literacy curricula
- Block Coordinators continued to meet monthly to with Chair of Elementary TE

Evidence of Progress for 2006-2007:

- All members of the Elementary TE program are able to articulate the workings of the program from block to block.
- Block coordinators continue to provide support to all the instructors within each block and share concerns with the Chair.

Activities planned for 2007-2008:

- Specifics of each block structure shared with faculty and students via discussions at monthly Elementary TE meetings.
- Block Coordinators to meet monthly to with Chair of Elementary TE.

☒ Recruitment of a science educator for the School of Education and a scientist for the School of Science with an emphasis on minority candidates
  Campus Planning Theme: Teaching and Learning, Research, Scholarship and Creative Activity, Best Practices
  Secondary Goals:
  Sub Unit: UCASE
  Time Frame: 1 year

Actions taken for 2006-2007:

- A search and screen effort ended in a failed search in 2006-07.

Evidence of Progress for 2006-2007:

- Evidence will be shown by identifying a pool of qualified candidates.

Activities planned for 2007-2008:

- A new search is currently underway and the search and screen committee is taking a more aggressive approach to identifying potential candidates.
- An advertisement has been placed in the Chronicle of Higher Education.
- Letters have been sent to colleagues asking them to identify potential candidates.
- The UCASE Advisory Board has also been asked to suggest qualified individuals for the position.

☒ Recruitment of high quality candidates for secondary science and mathematics teacher education.
  Campus Planning Theme: Teaching and Learning
  Secondary Goals:
  Sub Unit: UCASE
  Time Frame: 2-5 years

Actions taken for 2006-2007:

- UCASE scholarships were offered to and accepted by 7 undergraduate science majors who are interested in secondary science/math teaching.
- Robert Noyce Scholarships were offered to and accepted by 17 graduate students.
- A Robert Noyce proposal ($750,000) has been awarded by NSF to offer scholarships to undergraduate science majors who have been admitted to the secondary teacher preparation program.

Evidence of Progress for 2006-2007:

- Progress will be shown by the number of scholarships that are awarded for the 2007-08 academic year.

Activities planned for 2007-2008:

- UCASE scholarships will be awarded to 7 new undergraduate science majors who are interested in secondary science/math teaching.
- Twenty new Robert Noyce Scholarships will be offered to potential science/math graduates who are interested in seeking secondary teaching certification.
- The undergraduate Noyce grant from NSF will provide scholarships for five science majors who are admitted to the teacher certification program.

☒ Secure funding for the revision of the undergraduate secondary science teacher education program (Phase II).
  Campus Planning Theme: Teaching and Learning
  Secondary Goals:
  Sub Unit: UCASE
  Time Frame: 1 year

Actions taken for 2006-2007:

- Dr. Larry Abrahams was invited to consult with the UCASE staff to provide information about the University of Texas' UTEACH Program.
- Potential funding agencies have been identified.

Evidence of Progress for 2006-2007:

- Evidence will be observed by the submission of completed proposals.

Activities planned for 2007-2008:

- A proposal has been submitted to the Braitmayer Foundation.

▶ **Enhance and expand the School's research and other scholarly and creative activities, and strengthen the quality of graduate programs.**

☒ Approval and Launch of interdisciplinary PhD in urban education
Campus Planning Theme: Teaching and Learning, Research, Scholarship and Creative Activity, Best Practices, Campus Climate for Diversity, Civic Engagement, Collaboration
Secondary Goals:
Sub Unit: Graduate Programs
Time Frame: 3-4 years

Actions taken for 2006-2007:

- &v§on;&v§on;&v§on;&v§on;&v§on;&v§on;&v§on;Approval of proposal by IUPUI-SOE faculty; generation of current and sufficient data regarding demand and marketability; consultation with other units and key stakeholders; continued review/revision of proposal narrative

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Evidence of Progress for 2006-2007:

- &v§on;&v§on;&v§on;&v§on;&v§on;&v§on;&v§on;&v§on;formal SOE faculty approval; solid body of data supporting need and marketability; assurances from Chancellor and Vice-Chancellor; finalized proposal ready to submit to IUPUI GAC

Activities planned for 2007-2008:

- submit formal proposal to IUPUI Graduate Affairs Committee; revisions in light of GAC critique; approval by GAC; submit to Academic Leadership Council and perhaps IU B of T; continue up the approval chain as events permit

☒ Conduct science and mathematics research to support UCASE activities and to establish UCASE as a source of STEM information in Indiana and other parts of the US.
Campus Planning Theme: Research, Scholarship and Creative Activity
Secondary Goals:
Sub Unit: UCASE
Time Frame: 1 year

Actions taken for 2006-2007:

- Members of UCASE are administering three collaborative projects between the School of Science and the School of Education. The Robert Noyce Scholarship Programs and a project titled "Students as Mentors and Owners of Geoscience and Environmental Education (SMOGEE)" ($114,386) are funded by the National Science Foundation (NSF). One Noyce Program ($485,735) targets adult career changers who have a background in science or mathematics. These individuals receive scholarships to participate in a one calendar year science/mathematics teacher certification program. The second Noyce Program ($759,000) provides scholarships to science teaching juniors and seniors. SMOGEE is a tiered mentoring program that empowers 11th and 12th graders from a science magnet program to teach a well-known and tested curriculum about climate change to 8th graders from local feeder schools while being supported by a team consisting of faculty from both the School of Science and School of Education.

- Three research studies are being conducted by UCASE members: (1) A general science knowledge on-line assessment instrument is being designed and piloted, (2) A study of Transition to Teaching interns to determine how well they make the transition into teaching in middle school or high school, and (3) A study of preservice elementary teachers' understandings of curricular implications for mathematics as based on their analyses of a child's understanding of place value.

Evidence of Progress for 2006-2007:

- Evidence of progress will be demonstrated by professional publications, presentations at professional meetings, and grants received.

Activities planned for 2007-2008:

- Current grant writing activities include: (1) "Science Scholarships for the Public Good", a $600,000 grant from the National Science Foundation under the S-STEM program, (2) the schools of science, medicine, and education are in the process of submitting a NSF GK12 proposal. This project will include Crispus Attucks and Northwest High School.
- Proposals to present information about the success of the Transition to Teaching program have been submitted the 2008 meetings of the Association of Science Teacher Educators and the Hoosier Association of Science Teachers, Incorporated.
- The Transition to Teaching study and the preservice elementary teachers' study are currently in progress.

☒ Develop and broadly disseminate information about faculty scholarship and community engagement.
Campus Planning Theme: Teaching and Learning, Research, Scholarship and Creative Activity, Best Practices, Collaboration
Secondary Goals:
Sub Unit: Secondary Education
Time Frame: on-going

Actions taken for 2006-2007:

Evidence of Progress for 2006-2007:

Activities planned for 2007-2008:

- Disseminate current work through multiple channels and publics.

- Write articles describing current scholarship and engagement with public schools and community organizations.

☒ Develop Conceptual Framework and clearly articulate differences among clientele and programs in post-baccalaureate work: non-degree, certificate, masters, doctorate, with rationale for each
Campus Planning Theme: Teaching and Learning, Research, Scholarship and Creative Activity, Best Practices, Campus Climate for Diversity, Civic Engagement, Collaboration
Secondary Goals:
Sub Unit: Graduate Programs
Time Frame: 1 year

Actions taken for 2006-2007:

- formation of CF committee; collaboration with IUB colleagues; development of narrative draft; determination of appropriate goals, objectives, and outcomes

Evidence of Progress for 2006-2007:

- Concrete narrative draft; continuous meetings with IUB colleagues

Activities planned for 2007-2008:

- begin gathering data; finalize CF and the IUPUI appendix; present to faculty

☑ Enter interdisciplinary research with other IUPUI units.
Campus Planning Theme: Research, Scholarship and Creative Activity, Collaboration
Secondary Goals:
Sub Unit: CUME
Time Frame: on-going

Actions taken for 2006-2007:

- Secured partnerships with the Center for Earth and Environmental Science, University College (3 projects), School of Business, Office of Communication and Marketing, and the Chancellor's Office (2 projects).

Evidence of Progress for 2006-2007:

- Increased interdisciplinary partnerships as compared with 2006.

Activities planned for 2007-2008:

☑ Increase the number of undergraduate and graduate research opportunities
Campus Planning Theme: Teaching and Learning, Civic Engagement
Secondary Goals:
Sub Unit: CUME
Time Frame: on-going

Actions taken for 2006-2007:

- Recruited students from the School of Education and continued our relationship with the School of Science to identify students for research project support.

Evidence of Progress for 2006-2007:

- CUME has currently has 6 GA's, 6 undergraduate researchers, and 6 graduate/hourly students

Activities planned for 2007-2008:

- Encourage faculty to share information regarding research opportunities as independent research courses and/or hourly funded.

☑ Increase the number/amount of external funded research proposals
Campus Planning Theme: Research, Scholarship and Creative Activity
Secondary Goals:
Sub Unit: CUME
Time Frame: on-going

Actions taken for 2006-2007:

- CUME faculty submitted an increased number of proposals through Research and Sponsored Programs as compared to 2005-2006.

Evidence of Progress for 2006-2007:

- As of July 2007, CUME reached financial self-sufficiency in terms of paying salaries for staff, research assistants, supplies, and travel.

Activities planned for 2007-2008:

- Hired research coordinator to support proposal development and project supervision; created separate CUME budget to carefully document expenditures and income generated by research activities.

☑ Provide support for the research activities of the School of Education Faculty
Campus Planning Theme: Research, Scholarship and Creative Activity
Secondary Goals:
Sub Unit: CUME
Time Frame: on-going

Actions taken for 2006-2007:

- CUME supported research and development projects for 15 School of Education faculty projects (unfunded and unfunded). CUME sponsored a travel grant competition to support dissemination of research finings at national and international conferences.

Evidence of Progress for 2006-2007:

- An increased number of faculty participating in CUME sponsored activities (e.g. Planning Meetings, Retreat, and Brown Bag Discussions).

Activities planned for 2007-2008:

- Invite faculty to participate in Pathways Initiative and other CUME relate inquiry projects. Beginning in November, CUME will sponsor bi-monthly Research Colloquium to highlight scholarship of School of Education faculty and CUME research staff.

▶ **Examine and Articulate Expectations for Faculty Workload**

☑ Build faculty capacity and productivity through positive social networking, consolidation of meetings, and increased staffing.
Campus Planning Theme: Teaching and Learning, Best Practices
Secondary Goals:
Sub Unit: IUPUI SOE Faculty
Time Frame: 1-2 years

Actions taken for 2006-2007:

- We continued the tradition of an annual faculty retreat to enhance professional and social networking.

Evidence of Progress for 2006-2007:

- Consolidation of meetings and reduction in meeting frequency.
- Equitable monetary compensation for faculty who coordinate field experiences or other time-consuming extracurricular activities.
- Continuation of faculty events that combine professional development and social networking.

Activities planned for 2007-2008:

- Identify strategies for reducing faculty load.
- Identify inequities in compensation and workload for faculty who devote significant time, energy, and other resources to support the School of Education's objective of providing students in teacher preparation programs with intensive and meaningful field-based experiences.
- Identify and analyze fiscal implications.
- Articulate the unique roles of departmental meetings and streamline the frequency of meetings (i.e., faculty meetings, secondary and elementary education meetings, and graduate meetings).
- Evaluate the need for additional FTEs.
- Continue current focus on quality relationships among faculty.

☑ Develop a comprehensive plan that allows the faculty to explore financial and human resources that would enable us to develop a plan to meet marketplace demands at regional, national, and international levels.
Campus Planning Theme: Teaching and Learning, Best Practices
Secondary Goals:
Sub Unit: IUPUI SOE Faculty
Time Frame: 1-2 years

Actions taken for 2006-2007:

- Interested faculty developed online courses and pursued local, national, and international linkages.
- The Director of the Office of Professional Development identified and organized monthly professional development opportunities for a group of faculty interested in developing online courses.

Evidence of Progress for 2006-2007:

- A report that identifies and documents fiscal and personnel needs to support a meaningful expansion into distance education markets.

Activities planned for 2007-2008:

- Identify and analyze fiscal implications.
- Develop a fiscal and personnel plan that supports expanding into distance education markets and international collaborations.
- Develop faculty incentives for involvement (e.g., course release time for development, royalties. etc.).
- Develop online courses for high-interest/high-enrollment courses.
- Define policies for online course development in an effort to impose a degree of consistency across all online courses.
- Train interested faculty in the use of web development programs.
- Research/identify best-practices related to online course development and delivery.

☑ Increase opportunities for equity between the two campuses as measured through parity, inclusion, and representation leading to more meaningful collaboration in the areas of teaching, research, and service.
Campus Planning Theme: Teaching and Learning, Research, Scholarship and Creative Activity, Collaboration
Secondary Goals:
Sub Unit: IUPUI SOE Faculty
Time Frame: 1-2 years

Actions taken for 2006-2007:

- In response to Dean Gonzalez' request for clarity about the IUPUI School of Education faculty members' position on the core campus issue, our faculty collaboratively wrote a letter recommending changes to the core campus relationship that would address inequities. This letter came as the result of multiple meetings across a four-month period.

Evidence of Progress for 2006-2007:

- A selection of IUPUI School of Education faculty to serve on core campus committees.

- A reduction of IUPUI School of Education faculty time on core campus committees.

- A report that documents allocation of resources and a list of recommendations.

- A report that documents analyses of core campus procedures and a list of recommendations.

- The development of a core campus ad hoc committee whose mission it is to work on behalf of both faculties to develop a single vision of the tenure-track document.

Activities planned for 2007-2008:

- Identify extent of time commitments for faculty committee work, teaching, and advising and eliminate disparities across campuses.

- Study allocations for resources for teaching, research, and learning to ensure equity across campuses.

- Analyze core campus procedures related to course transfers, differential start and end dates of semesters, registration policies, and pay scales.

- Develop a single vision of the tenure-track document that will satisfy both campuses and remove the burden from IUPUI faculty who currently are developing two documents for tenure.

- Identify and analyze fiscal implications.

▶ **Promote Diversity**

▽ Implement and evaluate the use of the "Diversity Conceptual Framework," which includes representation, curriculum, climate, and leadership.
Campus Planning Theme:
Secondary Goals:
Sub Unit: IUPUI SOE Faculty
Time Frame:

Actions taken for 2006-2007:

- Developed a diversity conceptual framework for the IUPUI School of Education faculty.

- Devoted time at each monthly faculty meeting to discussions on issues of diversity.

- Surveyed the faculty to determine their perceptions of how their students experienced the treatment of race in their classrooms.

Evidence of Progress for 2006-2007:

- A plan to infuse the four components identified in the diversity conceptual framework into teaching, research, and service.

- A document that profiles the knowledge, skills, and levels of awareness a graduate from the IUPUI School of Education should have that aligns with the diversity conceptual framework for the faculty.

Activities planned for 2007-2008:

- Develop a plan for infusing the diversity conceptual framework across the curriculum.

- Articulate what graduates of the School of Education will know, understand, and be able to do in light of the diversity conceptual framework.

- Continue to showcase best practices in teaching and learning during faculty meetings, host lectures and forums, etc.

- Stress diversification in faculty search process.

- Identify and analyze fiscal implications.

▶ **Strengthen partnerships with P-12 schools and communities; provide leadership in the appropriate use of technologies to enhance teaching and learning experiences**

▽ Continue to work on research projects with public schools, organizations, and agencies in the Indianapolis area.
Campus Planning Theme: Research, Scholarship and Creative Activity, Civic Engagement, Collaboration
Secondary Goals:
Sub Unit: Elementary Education
Time Frame: on-going

Actions taken for 2006-2007:

- Numerous research projects undertaken with CUME and by individual faculty members. Ongoing presence of SOE interns and instructors in over 50 IPS and Township schools as well as community centers in the metro area.

Evidence of Progress for 2006-2007:

- Reports and articles published by faculty members in conjunction with public school teachers.
- Positive impact of SOE personnel on elementary students and schools as recorded by ACEI standards.

Activities planned for 2007-2008:

- Continued presence of SOE personnel in schools and community centers.
- Continued research partnerships between SOE and area schools.

▽ Enhance electronic communication, access to information, marketing possibilities, and web-based interactions with current and prospective students, part-time and onsite instructors, and school and community partners.
Campus Planning Theme: Teaching and Learning, Best Practices, Collaboration
Secondary Goals:
Sub Unit: Office of Professional Development
Time Frame: ongoing

Actions taken for 2006-2007:

- redesigned OPD website and began process of using website to market professional development offerings as well as communicate with partners
- developed online response system (e-brochure) to use with prospective graduate students and others making inquiries about our services

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- began a database system for communicating with recent graduates, potential adjunct instructors, and others within the community
- established a name (Co-LAB) and tag for OPD ("The Key Is Me") that highlights the active role that individual teachers need to assume in determining their own professional learning and the collaborative partnership the SOE can establish with teachers and schools as they pursue professional learning goals
- worked with the registrar's and graduate offices to facilitate easier, more effective procedures for enrolling non-degree seeking students taking onsite courses
- worked with bursar's office to reduce unnecessary mandatory fees (technology, activity, athletic fees) for non-degree seeking students taking onsite courses that do not use our facilities

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Evidence of Progress for 2006-2007:

- Website that serves as an information center and portal for inquiries about our offerings
- Online newsletter / e-communications
- Growing database of current graduates, potential instructors, and others
- Web-based, electronic orientation and support for adjunct instructors
- Electronic evaluation system that provides feedback to unit for ongoing program development and part-time instructor assessment
- Ongoing improvements in marketing and communications systems

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Activities planned for 2007-2008:

- continue to develop the OPD website to strengthen marketing and communication opportunities
- continue to expand our database of school and community personnel for ongoing communication
- develop online newsletter sent to personnel in database that provides information about learning opportunities
- develop an electronic orientation module and online "handbook" for assisting part-time instructors
- develop an electronic assessment system that provides appropriate feedback to SOE for ongoing program development and instructor evaluation (current evaluation is often not appropriate or meaningful for onsite courses and workshops)
- work with Pathways and P-16 Center in Bloomington in appropriate marketing initiatives

Expand professional development offerings (both graduate credit-bearing and fee-generating) through increased online opportunities, partnerships with local schools, enhanced onsite experiences, and collaborations with other units across campus.
Campus Planning Theme: Teaching and Learning, Best Practices, Civic Engagement, Collaboration
Secondary Goals:
Sub Unit: Office of Professional Development
Time Frame: ongoing

Actions taken for 2006-2007:

- Established IPS Online University presence by offering series of technology courses for fees or graduate credit
- Offered coaching institute in summer 2007
- Established partnerships with IPS and Lawrence Township schools that include professional development experiences for teachers (i.e. Crispus Attucks Medical Magnet High School, Northwest's small schools, Lawrence Central and North High Schools and a group of Lawrence Elementary Schools)
- Provided specific professional development workshops to requesting schools (i.e., Ben Davis, literacy across content areas; Charter Schools Mentoring Certification Program; School for the Deaf, mentor certification program and differentiated instruction workshops)
- Established a contractual relationship with CELL and IPS to provide Teaching & Learning Coaches to the small schools on Northwest's campus
- Partnered with various schools and organizations to offer graduate credit for their professional learning experiences (i.e., School Safety Specialists courses offered by DOE; various onsite courses within partnership districts)
- Arranged for interested faculty to meet regularly with CTL personnel to increase capacity for online course development
- Established a professional development work team comprised of members within the SOE that meets regularly to enhance communications and move forward toward goals
- Hired a part-time employee to support online course development in the Online University project and special education online course development
- Special Education faculty received a Jump Start grant to put special education master's program online

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Evidence of Progress for 2006-2007:

- Increased numbers of online courses and professional learning opportunities
- Increased revenue from fee-generating learning opportunities as well as credit-bearing courses
- Ongoing participation from members of the professional development "work team" and advisory board
- Ongoing partnerships with local schools and community organizations

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Activities planned for 2007-2008:

- Work with Alumni Office to host a reception for SOE alumni to seek input for additional professional development offerings that meet their needs
- Work with Graduate Studies to streamline procedures for teachers who want high-quality graduate courses for professional development but not a traditional master's course of study
- Expand the current IPS Online University program to include a master's cohort (seeking Curriculum & Instruction with focus in technology) within IPS; also expand to other school districts (Lawrence Township in summer of 2008)
- Work with local museums to develop avenues for them to offer graduate credit for professional learning experiences
- Work with English department to develop a sequence of classes leading toward a writing certificate area
- Work with Language Education faculty to develop a literacy leadership (or literacy coaching) certificate
- Partner with Lawrence Township to submit a grant proposal for enhancing the algebraic reasoning capacity of 3rd-9th grade students by providing professional development to teachers in the district
- Re-envision Summer-in-the-City and develop new procedures and marketing strategies for these license renewal workshops and courses
- Continue to work with a professional development work team comprised of members within the SOE that meets regularly to enhance communications and move forward toward goals
- Establish a professional development advisory group comprised of personnel from partnership schools, community groups, and former graduates
- Develop a system for helping teachers identify course and workshop opportunities that align with their professional growth plan goals (use Indiana's Professional Growth Plan Experiences matrix as a model) in order to facilitate their experiences with us

Improving outreach and other post-baccalaureate programs to teachers and other appropriate professionals in central Indiana
Campus Planning Theme: Teaching and Learning, Best Practices, Civic Engagement, Collaboration
Secondary Goals:
Sub Unit: Graduate Programs
Time Frame: on-gping

Actions taken for 2006-2007:

-           further development of OPD; further development of masters cohort programs with school districts; development of online courses; IPS University; various initiatives with school districts

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Evidence of Progress for 2006-2007:

- &\#xв\§en;,&\#xв\§en;,&\#xв\§en;,&\#xв\§en;,&\#xв\§en;,&\#xв\§en; substantive development of 2+ person OPD; listing of initiatives offered by same as presented at grad meeting on 9/19; continuous inquiries coming to OPD and to chair of graduate studies

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Activities planned for 2007-2008:

- &\#xв\§en;,&\#xв\§en;,&\#xв\§en;,&\#xв\§en;,&\#xв\§en;,&\#xв\§en; continue actions noted above; further revision of graduate offerings to better suit new demands and stiff competition; streamline application process for nontraditional grad students and programs; increase efforts in online programming; continue development of distance education programs and offerings

☑ Promotion of UCASE to the IUPUI campus and its local service region.
Campus Planning Theme: Civic Engagement, Collaboration
Secondary Goals:
Sub Unit: UCASE
Time Frame: 2-3 years

Actions taken for 2006-2007:

- A UCASE web-site has been developed:
  (http://education.iupui.edu/soe/index.aspx)
- A UCASE Advisory Board was established, consisting of local and regional leaders in science/math education.
- A UCASE brochure has been developed.
- UCASE staff coordinated an event at the February 17, 2007, Regional Science Olympiad.
- UCASE is involved in two partnerships with Indianapolis Public Schools (IPS). Staff from UCASE are working with Crispus Attucks teachers in developing the Medical Magnet Program and are working with the School of Engineering and IPS in developing the Engineering Magnet which involves one high school, two middle schools, and four elementary schools.
- &\#xв\§en;,&\#xв\§en;,&\#xв\§en;,&\#xв\§en;,&\#xв\§en;,&\#xв\§en; The first of three tuition free courses to support middle level mathematics teacher workforce development was offered Summer 2007. The course, "Algebra and Functions for Teachers of Middle Level Mathematics," focused on adult understanding of algebra concepts and adolescent understanding of algebra. The courses are supported by I-STEM.
- &\#xв\§en;,&\#xв\§en;,&\#xв\§en;,&\#xв\§en;,&\#xв\§en;,&\#xв\§en; In November 2006, a group of 80-100 underrepresented minority students attended the Shades of Brilliance program on campus.

Evidence of Progress for 2006-2007:

- Progress will be demonstrated by the number of STEM activities UCASE is involved in during the 2007-08 academic year.

Activities planned for 2007-2008:

- &\#xв\§en;Information on the UCASE web-site will be updated and expanded.
- &\#xв\§en;A UCASE newsletter is being developed.
- &\#xв\§en;An Advisory Board meeting will take place during the fall semester and a social will occur after the board meeting. A select group of campus personnel will be invited to the social.
- &\#xв\§en;A colloquium is being planned. A science or mathematics educator will be invited as the keynote speaker and invitations will be sent to appropriate IUPUI campus personnel and students.
- &\#xв\§en;The two remaining I-STEM courses, one focusing on geometry and measurement and the other on data analysis and number, will be offered during Fall, 2007 and Spring 2008 respectively.
- To increase UCASE's STEM initiatives, a member of the Engineering and Technology School has been added to the UCASE Steering Committee.

☑ Strengthen our collaborative relationships with partner schools in IPS and Township schools.
Campus Planning Theme: Teaching and Learning, Civic Engagement, Collaboration
Secondary Goals:
Sub Unit: Secondary Education
Time Frame: on-going

Actions taken for 2006-2007:

Evidence of Progress for 2006-2007:

Activities planned for 2007-2008:

- Sign Memorandum of Understanding with Crispus Attucks Medical Magnet High School, George Washington Community School, Northwest High School, Lawrence Township, and Washington Township.
- &\#xв\§en;Develop "scope of work" plans with each partner school (e.g., areas of focus, intern activities, professional development, inquiry, etc.)

☑ Support community-based collaborative research.
Campus Planning Theme: Civic Engagement, Collaboration
Secondary Goals:
Sub Unit: CUME
Time Frame: on-going

Actions taken for 2006-2007:

- Solidified partnerships with Bridges to Success, Indianapolis Public Schools, Peace Learning Center, Commission on the Status of African American Males, Archdiocese of Indianapolis, Indiana Department of Education, Indiana State Fair Commission

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Evidence of Progress for 2006-2007:

- Number of partnerships increased three-fold in the past three years. The strengths of the partnerships were defined by Memorandums of Understanding (MOUs), joint submission of research grants, and/or contracts for services

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Activities planned for 2007-2008:

- CUME is in talks with the Indiana Civil Rights Commission, Young Audiences, Project Impact at the Light of the World Church, Dream Academy.

Fiscal Health

Fiscal Health

The School of Education closely monitors its financial situation. This year, due to the increase in our graduate credit rate and cutting personnel expenditures, we have been able to shift expenses previously covered by fund balance to being base budgeted.

Our school also continues to:

- Review the cost effectiveness of all programs. Special attention will be given to our current student teaching coaching model.
- Re-evaluate personnel needs as positions are vacated. There are currently three vacant positions. We are recruiting for two of them.
- Develop more on-line and distance education courses and non-credit bearing modules. This includes an agreement with IPS to sponsor on-line IPS University courses.
- Scrutinize Intercampus Transfers between Bloomington and IUPUI.
- Invest in marketing strategies.
- Increase grants and contracts to benefit from salary savings and Indirect Cost Recovery. We are seeing an increase in both salary savings and indirect costs. We credit this to seed money spent to support CUME these past two years.

Our most recent fiscal analysis indicates that we should break even in 07-08.

Reallocation Plan

Other Question(s)

1) *Diversity.* **In the past year (July 1, 2006-June 30, 2007) what actions have you taken and what results have you achieved in retaining and graduating a diverse student body; enhancing diversity in research, scholarship, and creative activity; and recruiting, developing, and supporting diverse faculty and staff?**

In order to retain and graduate a diverse student body, Project TEAM, a support program for diverse students, ran Saturday tutorials and tutoring sessions so that students could pass the teacher education examinations. Fifteen students are participating in Project Team, Currently employed, recent culturally diverse graduates of the teacher education program serve as mentors to these Preservice students of color.

Chairs of faculty search committees attended workshops and were given information about reaching a pool of diverse candidates for faculty position searches. One new faculty member from an underrepresented group was hired in Educational Leadership and policy studies. Another clinical faculty position was filled in Teacher Education by a person of color.

The Center for Urban and Multicultural Education supported new diverse faculty in writing research reports for the Governor's Commission on African American males

A new School of Education Diversity plan was developed by a team of faculty and staff. Time was allocated at our retreat for discussion of the plan.

Faculty are meeting to review syllabi and determine appropriate content to prepare educators for urban schools.

2) *International activities.* **Over the past year, in what international projects and activities have your faculty, staff, and students engaged? What new efforts have been undertaken to internationalize the curriculum?**

Three faculty, Nancy Chism, Beth Berghoff and Megan Palmer, obtained funding from the Office of International Programs to support collaboration with Moi University. The faculty traveled to Kenya, met with colleagues to determine ongoing professional development needs for the faculty and are currently developing plans for a teaching center to serve the campus. Two faculty from the Moi University School of Education came to IUPUI and attended a national conference on professional development to develop a deeper understanding of faculty development.

Teaching materials were collected for the new Curriculum Resource Center at the Moi University School of Education.

Faculty in Higher Education and Student Affairs are discussing a track in International Higher Education Development.