**Unit Action Plan**

**2020-2021**

Division: **Academic Affairs**

Unit: **Education**

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| **Unit Mission:**  **The Education Unit at Fitchburg State University is committed to preparing knowledgeable, skillful, caring, and ethical educators who are socially responsible personnel (teachers, administrators, counselors), who are ready for a global society, who recognize the value of diversity, who strive for excellence, who employ innovative technology, and who will serve as reflective leaders in their schools and communities. This mission of the Education Unit supports and complements the overall mission of Fitchburg State University.** |

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| **Goals/Outcomes:**  1. Increase self-awareness around anti-racism and inclusive excellence leading toward self-awareness and direct impact on students through examination of course syllabi, instructional strategies, and interactions with students within the classroom environment, during advising, and unstructured times/increase in student self-identity (seeing themselves as belonging at Fitchburg State University)  2. Have unit ready for the state review process – including partnership work and necessary changes for the adjustments made to the review process. Due to COVID-19 our review has been moved to February of 2021//successful State Approval.  3. Implement the Prepracticum Guidelines and gather data on the forms in order to make appropriate adjustments/Successfully meeting state requirements and increasing student completer success.  4. Provide training for all faculty on the use of the new prepracticum forms, gateways, and 4 + 1 programs/increase in positive advising, student success, and the number of students that continue on with Fitchburg State for the 5th year.  5. Record and provide training for all graduate adjunct faculty to implement the new Prepracticum Guideline forms (Prepracticum Observation forms and Gateways)//increase in positive advising, student success, and the number of completers.  6. Implement the new MTEL prep courses connected to specific undergraduate courses and gather data on the passage rates for candidates taking the specific MTEL/increase number of student completers and positively impact State Review.  7. Pass the changes made to the Early Childhood, Elementary, and Special Education Programs through DHE/meeting state and other organizational requirements for licensure.  8. Implement the Future Educators Academy and the Young Falcons Academy outlined to increase recruitment of the underrepresented student population/increase candidates from underrepresented populations and create a feeling of belonging for these students on campus.  9. Incorporate an integrated technology within courses to better prepare teacher candidates for the “new” classroom by using google classroom and other platforms/better preparing our candidates to be successful classroom teachers.  10. Re-examine the EDLM programs and create pathways for Administrators in Special Education, Higher Education, Online Supervisors, and a non-licensure program/meeting the needs of our graduate students and community demands.  11. Create a web site to support our alumni around current issues, inclusive excellence, equity, social justice, and additional topics that come in from our alumni survey. vetted and directed to the correct individual/department to provide support/Providing knowledge and support to alumni while maintaining connections with Fitchburg State University. | **Associated Strategic Plan Goals:**  1.Goal 2-1: Achieve a cultural shift around how we advise, mentor, and teach all students, especially traditionally under-represented and underserved students, so that we meet them where they are.  1. Goal 2-3: Provide faculty and staff training around equity and inclusiveness both in and out of the classroom.  1. Goal 4-1: Increase the visible diversity of four faculty and staff, and nurture the commitment to equity and inclusion throughout the campus community.  1.Goal 4-4: Provide faculty and staff professional development opportunities and adequate tools, including technology, to ensure they can be effective in their roles.  2. Goal 1-2: Establish a learning environment in which academic and co-curricular programs work in synergy to offer applied learning experiences that prepare students for purposeful personal and **professional lives.**  3. Goal 1-2: Establish a learning environment in which academic and co-curricular programs work in synergy to offer applied learning experiences that prepare students for purposeful personal and **professional lives.**  4. Goal 1-4: Leverage existing curricular strengths to develop new programs that meet demand and forge deeper connections between our curriculum and community needs.  4. Goal 5-4: Continue to broaden our value proposition so that non-traditional students consider Fitchburg State for their lifelong learning needs.  5. Goal 4-4: Provide faculty and staff professional development opportunities and adequate tools, including technology, to ensure they can be effective in their roles.  6. Goal 1-2: Establish a learning environment in which academic and co-curricular programs work in synergy to offer applied learning experiences that prepare students for purposeful personal and **professional lives.**  6. Goal 2: Become a model student-ready university and narrow the achievement gap. 2-2: Develop and implement a purposeful and holistic model of student support services grounded in evidence-based practices and case management model.  8. Goal 3-6: Continue to provide educational opportunities and cultural programming that attract and engage members of the local community, including alumni  8. Goal 3-4: Pursue a purposeful, University-wide approach to community relations, and increase the number of faculty, staff and students who embrace vici responsibility and actively engage with the community beyond campus.  9. Goal 6-6: Leverage current and newer technologies to support missions and mitigate institutional risk.  10. Goal 1-4: Leverage existing curricular strengths to develop new programs that meet demand and forge deeper connections between our curriculum and community needs.  11. 4. Goal 5-4: Continue to broaden our value proposition so that non-traditional students consider Fitchburg State for their lifelong learning needs. |

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| **Objectives**  1. Increase self-awareness around anti-racism and inclusive excellence.  2. To obtain a positive Program Review from the Department of Elementary and Secondary Education.  3.To implement various supports for teacher candidates so that they are successful program completers and are ready for today's classrooms.  4. Increase positive relationships and communication with students. | **Performance Measures/Targets**  1.Given workshops over the course of the year, staff and faculty will reflect on current biases and examine course content to adjust syllabi and rethink advising.  2. Upon completion of the DESE State Program Review, the university will receive feedback and documentation about undergraduate and graduate licensure programs offered at Fitchburg State University.  3. Given the implementation of the new prepracticum guidelines put out by DESE, data will be gathered for this pilot and reassessment of the protocol and documentation used to gather data will be assessed.  3. Given the implementation of the new required participation and format for MTEL prep workshops, students will demonstrate a 10% increase in passage rates on the first attempt of taking the MTELs.  4. Given continued discussions and reflections throughout the year, students will complete a survey that reflects their interactions with education faculty. |