

2021-2022
Unit Annual Report
Division of Academic Affairs
Unit: Education

I Mission and Goal/Outcomes Statement:

Provide overall Mission/Goal Statement for your unit.

The Education Unit at Fitchburg State University is committed to preparing knowledgeable, skillful, and culturally responsive educators that have a focus on inclusivity. We strive to prepare compassionate candidates that become reflective, ethical, professional, and socially responsible teachers, administrators, and counselors. Our programs focus on anti-racist pedagogy, and employ innovative technology to cultivate higher-level thinking and metacognitive skills, while acknowledging the value and benefit of divergent thinking. We support the community by offering both licensure and non-licensure programming that is inclusive of all students, including those with varying abilities and cultural backgrounds.

II Personnel:

List all staff and note all personnel changes that occurred during 21-22.

<u>Name</u>	<u>Position</u>
<u>Sandra Herndon</u>	<u>Dean Administrative Assistant (12 months)</u>
<u>Carolyn Hughes</u>	<u>Department Administrative Assistant (12 month)</u>
<u>Lael Lavery</u>	<u>Department Administrative Assistant (10 month)</u>
<u>Jason Miles</u>	<u>Director of Accountability and Licensure</u>
<u>Lourdes Ramirez</u>	<u>Coordinator of Field Placements, Partnerships, and Recruitment</u>

Faculty:

Jescah Apamo-Gannon

Lyndsey Benharris

William Cortezia

Danette Day

Lynn D'Agostino- hired in a tenure track position starting 9/1/22

Karen DeAngelis

Felicia Farron-Davis

Laurie Link

Joann Nichols

Denise Sargent- Promoted to full professor

Robert Shapiro

Annette Sullivan

Scott Tyner

Jill Ramey- Hired in a tenure track position starting 9/1/22

III Facilities/Equipment:

List any new facilities/equipment/software etc. acquired during 21-22.

Math IXL software to support student learning in the MTEL prep course.
Teaching Channel Pro

OPTIC software through the Department of Elementary and Secondary Education. This software provides teaching videos that can be used for interrater-reliability activities and training of Supervising Practitioners and Program supervisors.

Teach Live: Mursion: This is an annual expense (educational simulation software)

IV Budget Expenditure Analysis:

Was the budget expended as planned? Were additions/changes made, and if so, explain.

The budget was expended as plan with one addition made. Funds were received from Academic Affairs to help fund MTEL instructors that in the past were paid through CPS.

V Programs/Activities:

List major campus activities, events etc. that the office participated in/supported; committees served; community outreach; etc. List events provided to current and prospective students. Also, provide professional development of all staff.

- Senior Send off- each semester (so glad to be face to face again)
- Teacher Celebration for the teachers at the Nambale Magnet School in Kenya
- Three sessions of UDL training for the teachers at the Nambale Magnet School
- Partnered with LUK to provide additional training next year for our Educators around working with traumatized students

Parented with Work Inc. : Representatives from Fitchburg State University's Education Department worked collaboratively with representatives from WORK, Inc. on the design and delivery of a co-curricular project that focuses on the inclusion of individuals with disabilities in local community-based programming opportunities. Through a virtual panel presentation on March 3, 2020 which will be open to the community, session attendees will develop their understanding of programs that encourage relationship building opportunities for individuals with and without disabilities in community-based settings. Program participants will develop their ability to see individuals with disabilities as "whole" individuals with varied interests, hobbies, and skills. In addition to the panel session, students in two Education courses at Fitchburg State University learn about transition planning for students with special needs through training sessions prior to the event on March 3rd . Prior knowledge of transition planning will enable students to fully participate in the panel session on the 3rd . This project is an extension of a project that was completed during the 2019-2020 Academic Year between personnel from WORK, Inc. and the Education Department at Fitchburg State University.

- Offered two sessions for juniors and seniors that supported their next steps: An Administrative Panel that answered questions the students had generated and conducted a

mock interview. Also had a panel of individuals that offered alternative pathways in the field of education (teaching overseas, teaching in a prison).

- Abolition Park
- Participated in a Career Panel for MWCC
- Hosted Internship experiences for St. Bernards High School students
- Hosted meetings with the Superintendents on a monthly basis to address current needs and to provide a platform for them to collaborate.

Committees:

- Undergraduate Curriculum Committee
- Graduate Curriculum Committee
- AUC
- Dean’s Team Committee
- DEAB-Department of Education Advisory Board
- Education Task Force Committees
- **Partnerships and Field Experiences:** This committee reviews and addresses programmatic issues and concerns related to the improvement of partner relationships and policies and procedures in field experiences.
- **Continuous Improvement/Assessment:** This committee reviews and addresses the collection and analysis of assessment data, as well as, efforts that engage the unit in continuous improvement.
- **Candidate Success:** This committee reviews and addresses recruitment and retention of diverse students and advising to ensure student success.

Community Outreach:

- Offered two sessions of The Future Falcons Day for 5th and 6th graders during February VAcation and 7th and 8th graders during April Vacation
- Future Educators Academy: ran workshops for the badges/micro-credentialing for high schools students in Leominster and Fitchburg as part of the Future Educator Academy

VI Action Plan for 2021-22:

(Insert your 21-22 Action Plan from last years report)

<i>Planned Initiatives for 2021-22 Add more rows as needed</i>	<i>Associated Strategic Plan Goal & Strategy Goal # followed by Strategy # ex: 3.2</i>	<i>Indicate if a DEI initiative</i>
<i>Create a timeline for training, committees, etc. and the writing of a proposal to be submitted to the Association of Advancing Quality in Education (AAQEP) by February 2022.</i>	<i>Goal 1</i>	

<i>Solidify pathways and increase additional avenues to make FSU accessible to all students, increasing the underrepresented population of our students and teachers in the field.</i>	5.3	DEI
<i>Explore the opportunity of faculty in the education department teaching collaboratively with faculty in the content areas.</i>	1.3	
<i>Explore the redesign of our courses, Introduction to Special Education and Developing Culturally Proficient Educators for a Democratic Society to align with DHE's initiative of creating a more generic intro course to recruit more students to the field of education.</i> <i>Integrate additional technology into courses and digital literacy.</i> <i>Explore the possibility of an ESL certificate at the UG level.</i>	1.4, 4.7	DEI
<i>Explore opportunities with CPS/ALFA to offer intergenerational learning.</i>	1.6	
<i>Expand on the work initiated by The Collaborative for Education Services (CES) workshops that provided faculty the space to explore equity and social justice issues related to curriculum, instruction, and advising.</i>	2.1, 2.3	DEI
<i>Continue the work started on creating pathways for students to transfer seamlessly from MWCC to FSU enabling students to graduate with 120 credits.</i> <ul style="list-style-type: none"> ● Elementary Education ● PASM- History, Mathematics, Sciences. 	2.4	
<i>Finalize and/or implement MOA's created with Fitchburg High School and Applewild School.</i> <i>Explore the possibility of creating a similar MOA with LHS (as FHS).</i>	3.3, 6.4, 5.3	DEI

<i>As we hire new faculty assure that we follow a non-discriminatory process.</i>	<i>4.1</i>	<i>DEI</i>
<i>Finalize an agreement with Wilson Training for FSU to manage and offer 6 courses associated with Wilson Certification-Levels I and II.</i>	<i>1.4, 3.3</i>	

VII Assessment Report for 2021-22

Were the Action Plan objectives met? Provide in list or table format that parallels item VI above.

<i>Planned Initiatives for 2021-22 Add more rows as needed</i>	<i>Associated Strategic Plan Goal & Strategy Goal # followed by Strategy # ex: 3.2</i>	<i>Indicate if a DEI initiative</i>	<i>Actions Completed</i>
<i>Create a timeline for training, committees, etc. and the writing of a proposal to be submitted to the Association of Advancing Quality in Education (AAQEP) by February 2022.</i>	<i>Goal 1</i>		<i>Completed and submitted to AAQEP in February. Extremely Positive feedback was received from this submission</i>
<i>Solidify pathways and increase additional avenues to make FSU accessible to all students, increasing the underrepresented population of our students and teachers in the field.</i>	<i>5.3</i>	<i>DEI</i>	<i>Completed the pathway for students coming directly from FHS to FSU with additional financial support and guidance starting in their Junior Year of High School through their 4 years at FSU and beyond. Completed a pathway with MWCC for students in secondary education pathways to seamlessly transfer to FSU (including the three required education courses that are taken in freshman and</i>

			<p>sophomore year at FSU) The MOA is completed, just waiting for a signing date.</p> <p>Started a small cohort with Athol/Royston with a few teachers of record from Leominster and Fitchburg to support individuals teaching on an emergency license or working as a paraprofessional.</p>
Explore the opportunity of faculty in the education department teaching collaboratively with faculty in the content areas.	1.3		Began to explore some options, but more work needs to be done in this area.
<p>a. Explore the redesign of our courses, Introduction to Special Education and Developing Culturally Proficient Educators for a Democratic Society to align with DHE’s initiative of creating a more generic intro course to recruit more students to the field of education.</p> <p>b. Integrate additional technology into courses and digital literacy.</p> <p>c. Explore the possibility of an ESL certificate at the UG level.</p>	1.4, 4.7	DEI	<p>a. The DHE continues to advocate for this change in all intro courses. We have begun speaking about this change, but more work needs to be done.</p> <p>b. Additional technology associated with google classrooms has been added to courses and an increase in the use of TeachLive has occurred.</p> <p>c. An ESL certificate has been added at the graduate level and faculty are working on an ESL minor for UG as well as a 4 + 1 pathway over the summer.</p>
Explore opportunities with CPS/ALFA to offer intergenerational learning.	1.6		Little to no work has been done on this.
Expand on the work initiated by The Collaborative for Education Services (CES) workshops that provided faculty the space to explore equity and social justice issues related to curriculum, instruction, and advising.	2.1, 2.3	DEI	Faculty have participated in activities associated with the Abolition Park and have had rich discussions about social justice and embedding content/appropriate materials into their courses.
Continue the work started on creating pathways for students to transfer seamlessly from MWCC to FSU	2.4		This has been completed (see above)

<p><i>enabling students to graduate with 120 credits.</i></p> <ul style="list-style-type: none"> ● <i>Elementary Education</i> ● <i>PASM- History, Mathematics, Sciences.</i> 			
<p><i>Finalize and/or implement MOA's created with Fitchburg High School and Applewild School.</i> <i>Explore the possibility of creating a similar MOA with LHS (as FHS).</i></p>	3.3, 6.4, 5.3	DEI	<i>The MOA with Applewild was completed and advertisement is underway.</i>
<p><i>As we hire new faculty assure that we follow a non-discriminatory process.</i></p>	4.1	DEI	<i>The non-discriminatory process was fully followed</i>
<p><i>Finalize an agreement with Wilson Training for FSU to manage and offer 6 courses associated with Wilson Certification-Levels I and II.</i></p>	1.4, 3.3		<i>We finalized an agreement with Wilson Training for FSU to offer the introduction course needed for the Wilson Levels I and II. We are continuing to work on the agreement for offering Levels I and II.</i>

VIII Other Accomplishments:

List accomplishments not already captured above.

1. Created the Game Changer course where students interact with international students and gain educational leadership skills and an increase in cultural awareness as it relates to education.

PATHWAYS Institute for Negotiation Education is an independent nonprofit organization that works with students, educators, and social impact organizations to develop creative, problem-solving negotiation skills based on methodology developed at the Harvard Negotiation Project.

2. Due to input from the Department and Secondary Education and the current teacher shortage, adjustments were made to the requirement of all MTEls being passed prior to the practicum. Teacher candidates only need to have passed the C & L MTEls to enter their practicum. The underlying stand coming from DESE is that the Sponsoring Organizations are able to allow students to be program completers, and then a license will be afforded them once they complete their MTEls. We, FSU, however continue to require students to participate in MTEL preparation courses, and we gather data on our completion rates. Students are strongly encouraged to take their MTEls upon completion of their required prep course.

3. The Education Unit Mission statement was collaboratively rewritten to demonstrate a stronger alignment with FSU's mission and strategic plan. We specifically addressed creating students/educators that are anti-racist individuals that become reflective, ethical, professional, and socially responsible teachers, administrators, and counselors.

IX Action Plan 2022-2023:

Planned Initiatives for 2022-23 Add more rows as needed	Associated Strategic Plan Goal & Strategy Goal # followed by Strategy # ex: 3.2	Indicate if a DEI initiative
Update our assessment system to gather data so that we can self evaluate the level of impact our courses, field experiences, and practicum have on preparing anti-racist teachers.	Goal 5: Assert our distinctive value proposition and institutional learning outcomes boldly and widely: Strategy 1: Establish Fitchburg State’s commitment to education justice and being a student ready campus as a cornerstone of the University’s positioning strategy.	DEI
Submit proposal for the General Curriculum (Test 2:Math and Science) MTEL alternative through DESE	Goal 5: Assert our distinctive value proposition and institutional learning outcomes boldly and widely Strategy 1: Establish Fitchburg State’s commitment to education justice and being a student ready campus as a cornerstone of the University’s positioning strategy.	DEI
Participate in the AAQEP (Association for Advancing Quality Educator Preparation) National approval planning. Plan and implement interrater reliability activities for all assessment tools to be used in the self-study.	Goal 5: Assert our distinctive value proposition and institutional learning outcomes boldly and widely	

<p>Participate in the AAQEP (Association for Advancing Quality Educator Preparation) National approval planning. Organize committees to work on writing components of the self-study report.</p>	<p>Goal 5: Assert our distinctive value proposition and institutional learning outcomes boldly and widely</p>	
<p>Explore the creation of an UG cohort for paraprofessionals to obtain an initial license in Moderate Disabilities. (Integrating into our UG program)</p>	<p>Goal 1: Forge innovative paths to knowledge acquisition, career readiness, social mobility, and lifelong learning Strategy 4: Leverage existing curricular strengths to develop new programs that meet demand and forge deeper connections between our curriculum and community needs.</p> <p>Goal 5. Strategy 3: Proactively reach, engage, and recruit prospective students through marketing efforts whose reach extends regionally, nationally, and globally.</p>	<p>DEI</p>

Updates to the Action Plan may be submitted via a revised Annual Report.

X Reflection:

Take this section to reflect on--

1) *Initiatives that you may be considering for 22-23 academic year that you did not already capture above.*

a) *I will be exploring other pathways to support/assist districts and community programs, such as The Arc, in increasing the number of diverse teachers and to alleviate the teacher shortage we are experiencing.*

2.) *Anything else not captured in this report that you would like to share.*

a) *A lot of work has been done around flexible collaboration to support the current needs of our community and the various workforce issues, specifically related to the teacher shortage and the need to diversify educators to be representative of the student population in our partner districts.*

