

## KSOEHD Strategic Plan 2012-2015

### Kremen School of Education and Human Development

- Vision:** The Kremen School of Education and Human Development is a center for academic excellence and collaboration in the fields of education and counseling. Graduates will become community leaders who advocate for high standards and democratic values with attention to professional ethics and diversity. Integration of educational technology and performance assessment is essential to all programs.
- Mission:** The Kremen School of Education and Human Development's mission is the recruitment and development of ethically informed leaders for classroom teaching, education, administration, counseling, and higher education. Our mission is realized through a framework of teaching, scholarship, and service that addresses regional, state, national, and international perspectives.

**1. Enhance the Student Learning Environment:** KSOEHD will improve learning for its diverse student population by placing emphasis upon effective teaching methods, innovative pedagogy, critical thinking and active learning through various strategies, including research experiences, service learning, and learning communities/cohorts.

Goals	Strategies/Activities
Provide support for faculty in utilizing innovative pedagogy and emerging technological tools that enhance learning effectiveness.	<ul style="list-style-type: none"> <li>Establish and maintain faculty access to trainings, technology, consultation, etc. that enhances student engagement and learning.</li> </ul>
Review and promote options to improve student access, engagement, and learning.	<ul style="list-style-type: none"> <li>Assess and review current delivery of instruction and student support.</li> <li>Identify and incorporate educational resources and technology to improve student access, engagement, and learning.</li> </ul>
Invest in technology that encourages and enhances exceptional teaching and counseling.	<ul style="list-style-type: none"> <li>Access to educational resources and technology</li> </ul>

**2. Commitment to Student Transformation and Success:** KSOED will focus on student success and transformation emphasizing evidenced based strategies and providing support for faculty to undertake these activities.

Goals	Strategies/Activities
Identify new career opportunities and/or programs to revise and develop curricula to prepare students.	<ul style="list-style-type: none"> <li>Revise and/or create curricula and programs to address emerging trends in professional paths, advanced degrees, and regional/national/global diversity.</li> </ul>

Recruit and retain talented undergraduate and graduate students and process their applications in the most efficient and timely manner.	<ul style="list-style-type: none"> <li>• Meet university’s strategic Plan indicator, “100% of complete applications have an admissions decision rendered within 60 days” of the application deadlines.</li> </ul>
Utilize techniques such as mentoring, learning communities and service learning to promote student success and interaction with faculty, staff, and alumni.	<ul style="list-style-type: none"> <li>• Recruit qualified candidates who reflect the regional diversity.</li> <li>• Increase graduation rate.</li> </ul>

**3. Transformational Scholarship:** KSOEHD will celebrate discovery and diversity, and commit itself to strengthening graduate programs and transformational scholarship that addresses regional issues with global applications.

Goals	Strategies/Activities
Develop and strengthen distinctive selected professional programs at the certificate, master’s, and doctoral levels that meet the needs and addresses the diversity of the Central Valley.	<ul style="list-style-type: none"> <li>• Increased number of scientific and scholarly publications in targeted growth areas – education, health, and wellness.</li> </ul>
Build capacity and partnerships to address health, mental health, and educational disparities and opportunities of all students.	<ul style="list-style-type: none"> <li>• Meet University’s Strategic Plan indicator, “Increased number of faculty research and creative accomplishment collaborations across disciplines.”</li> </ul>
Continue to value, support and sustain intellectual exchange and target investment to emphasize interdisciplinary research, creative activities, and engagement of faculty and students.	<ul style="list-style-type: none"> <li>• Meet University’s Strategic Plan indicator, “Increased number of students participating in faculty scholarship as co-authors and co-presenters.”</li> </ul>

**4. Developing our KSOEHD Community:** The ability of the KSOEHD to achieve its aspirations is dependent upon its ability to recruit and retain diverse faculty, staff and administrators. An emphasis will be placed on defining, supporting and assessing the whole KSOEHD as an inclusive and transformative learning community characterized by a strong commitment to innovation.

Goals	Strategies/Activities
Provide and support a healthy organizational culture.	<ul style="list-style-type: none"> <li>• Strengthen role of faculty assembly to be a forum to support and advocate for a healthy organizational culture.</li> </ul>
Provide support to faculty and staff to meet professional expectations, tenure, and promotion.	<ul style="list-style-type: none"> <li>• Equal access to funds for research, scholarship, and grants.</li> </ul>

Support professional development.	<ul style="list-style-type: none"> <li>Align junior faculty with mentors that will ensure successful attainment of retention, tenure, and promotion.</li> <li>Increase and fund professional workshops/trainings relevant to departments and programs (i.e. publication and research training; leadership trainings for mentors and administration).</li> </ul>
-----------------------------------	---

**5. Internationalization:** The KSOEHD will increase its international presence and international student enrollment with the goal of making students, faculty, staff and administrators better global citizens. We will strive to create strategic global institutional partnerships across the world.

Goals	Strategies/Activities
Recruitment and retention of international students. Engage them as ambassadors of Fresno State and KSOEHD to facilitate global connection and recruitments.	<ul style="list-style-type: none"> <li>Meet University's Strategic Plan indicator, "International student enrollment increased by at least 10% per year.</li> </ul>
Expand the number of professional collaborations with international scholars in common areas of interest.	<ul style="list-style-type: none"> <li>Meet University's Strategic Plan indicator, "Increased number of international partnerships that result in international student and faculty exchange."</li> </ul>

**6. Engagement with the Region :** As an "Engaged University", KSOEHD accepts this responsibility and commits to engaging with our region and contributing to the transformation of education and mental health in Central California.

Goals	Strategies/Activities
Expand collaborations with local agencies and P-16 to address the educational and emotional needs of students and community.	<ul style="list-style-type: none"> <li>Increase number of collaborations with local agencies and P-16 to address the educational and emotional needs of students and community.</li> </ul>
Promote a culture of relevant applied research and innovation to address regional educational and mental health needs.	<ul style="list-style-type: none"> <li>Increase number of collaborative presentation, grant, and publication with regional educational and mental health agency and providers.</li> </ul>
Support the development of engaged transformational leaders.	<ul style="list-style-type: none"> <li>Meet University's Strategic Plan indicator, "Increased number of students graduating with at least one service learning experience."</li> <li>Meet University's Strategic Plan indicator, "Increase number of faculty, staff, and student hours contributed to community service volunteer activities."</li> </ul>