



## Strategic Plan

As the fields of education and social policy evolve, our College is being called upon to develop more innovative, evidence based, multi-disciplinary programs that better address the complex issues of our time.

In 2016, following a review of our existing strategic plan, we determined that, while the existing Vision and Mission continue to remain relevant, the goals needed to be strengthened and expanded. The new goals were adopted in May 6, 2016.

### VISION

The College of Education and Human Development will lead, inspire and engage our students, the citizens of Delaware, the nation, and the world in solving critical educational and social problems, and in promoting learning and development in all children and families.

### MISSION

The College of Education and Human Development:

- Advances knowledge and develops solutions to the problems that face our schools and the challenges encountered by children, adults and families and the communities in which they live;
- Prepares leaders in education and human services through programs of superior quality; and
- Serves the citizens of Delaware, the nation and the world through the application of rigorous, interdisciplinary research that addresses critical social needs of our time.

## Strategic Goals

### GOAL 1: Enhance the quality and impact of our research.

Recruit and retain scholars in the field whose research has clear implications for improving life outcomes for citizens of Delaware, the nation, and communities across the world.

Increase externally-funded scholarships and the number of graduate students who are fully supported by research grants.

Increase collaboration among colleagues across units within the College and across the University to better utilize the resources of our existing centers and programs to enhance our research capacities.

Provide opportunities to support interested faculties' professional development to enhance scholarship.

### GOAL 2: Build and sustain academic programs that are innovative, rigorous, and recognized for their superior quality

Identify the characteristics of innovative, rigorous, and cutting-edge academic programs that are experientially based and informed by scholarship. Assess each current program's status relative to the identified characteristics and redesign, as needed.

Develop new multi-disciplinary programs that capitalize on opportunities that bridge the expertise in the School of Education and Human Development and Family Studies department.

Cultivate a learning environment that enhances CEHD students' multicultural and global perspectives.

Increase the use of new technologies in CEHD's programs.

Review the quality, currency, and viability of existing programs to determine whether CEHD's current programs require additional or fewer resources.

### GOAL 3: Recruit, develop, retain and promote a diverse and inclusive College faculty, professionals, staff, and student body

In collaboration with the Admissions Office, develop undergraduate and graduate student recruitment plans designed to attract additional students and a more diverse student population. Develop retention procedures to ensure that admitted students are supported and retained.

Implement recruitment strategies aimed at increasing the number of diverse faculty, professionals, and staff in CEHD. Implement retention procedures to ensure that hired faculty, professionals and staff are supported and retained.

Form partnerships with more diverse institutions to create feeder

programs to our undergraduate and graduate programs.

Provide high quality professional development for faculty and staff to promote supportive, welcoming, and inclusive learning communities for students from historically underrepresented groups.

Increase field experiences in high needs, low-income schools and community agencies serving high needs populations.

### GOAL 4: Impact the lives of children, adults, and families through community engagement

In collaboration with school partners, develop a comprehensive research plan that engages teachers, student teachers, faculty, and graduate students in the evaluation of the impact of one professional development school partnership on high-need, low-income students in one school.

Using a metric, like the Carnegie Foundation metric, assess CEHD faculty's and professionals' community engagement activities.

Assess the impact CEHD placements, internships, and community partnerships with schools and agencies have on children, adults, and families.

Develop a system of support for faculty, professionals, staff, and students to maximize education, research and service that benefit vulnerable populations of children, youth, and families.

Increase the recognition of faculty and professionals who engage in outreach work in high needs communities.

### GOAL 5: Provide a safe, supportive and inclusive environment for our students.

Work with central administration to develop a program to support the College's undergraduates' transition from high school to campus. Include information on how students can advocate for themselves, and how to secure the services they may need related to mental health, disabilities, and academics.

Increase professional development opportunities and resources to faculty, professionals, and staff so they can better support students with economic, cultural, medical, or emotional challenges.

Evaluate CEHD programs to ensure that appropriate safety measures are integrated into the program's coursework and clinical field placements. Assess for such topics as substance abuse, sexual misconduct or harassment in the workplace or among students or families, and school alert policies.