

Mission *New Mexico Highlands University is a public comprehensive university serving our local and global communities. Our mission is to provide opportunities for undergraduate and graduate students to attain an exceptional education by fostering creativity, critical thinking and research in the liberal arts, sciences, and professions within a diverse community.*

Vision *Our vision is to be a premier comprehensive university transforming lives and communities now and for generations to come.*

Department/Program: **EDUCATIONAL LEADERSHIP**

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Strategic Goals for 2020 Planning for FY18-FY21	Dept. Goals	Dept. Actions/Strategies	Measurable Outcome(s)	Person(s) Responsible	Indicators and Time Frame for Assessment	Date(s) for Review
<p>1.Highlands University will achieve academic excellence, academic integration and student success.</p>	<ul style="list-style-type: none"> • Program Quality (CAEP Accreditation) • Program Expansion & Enhancement • To develop reflective educational leaders who perceive the social, political, and cultural context within which education is embedded; and who work for more democratic forms of education while navigating in the current environment. • To use pedagogical principles that reflect the value, relevance, and interconnectedness of theory and practice; • To develop and utilize project-based assignments that are connected to current practice 	<p>1.Assemble all data for CAEP. Continue best practices in data gathering for program improvement—includes using Via processes to collect future data. Survey, too.</p> <p>2. Pilot Math Concentration Program</p> <p>3. Proactive advisement on all admitted students.</p> <p>4. Examine curricula and faculty to ensure for cultural and democratic competence.</p>	<p>1. Attain CAEP accreditation.</p> <p>2. Develop program of study and offer courses</p> <p>3. Spreadsheet on onedrive to track meeting dates with all participants. EDLD faculty will ensure at least one meeting per year with each student</p> <p>4. EDLD faculty will cooperate with CEDSP and among themselves to review content and pedagogy to look for improvements. (includes looking at a cohort model.</p>	<p>All EDLD Faculty are responsible</p> <p>Rod,</p> <p>Rob, All EDLD Faculty</p> <p>All EDLD Faculty</p>	<p>1. Sept-Oct 19, ongoing</p> <p>2. Oct. 19 offer first 8-week course as special topic. Nov. 19 have curricular plan developed and submitted to AAC. Spring 2020 offer courses in the program.</p> <p>Sept. 19 and ongoing</p> <p>Spring 2020</p>	<p>Sept/Oct 2019</p> <p>By May 2020.</p>

		5. Explore grants for release time for interns	Sources of grants identified with some applications submitted.	Rob, all EDLD faculty		May 2020
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)	Challeng e(s)	Budget Consideration (Yes / No)		
- ONGOING	-	- ;	-	Yes. Contingent Faculty will need to be hired for the Math Concentration program		

Strategic Goals for 2020 Planning for FY18-FY21	Unit Goals	Unit Actions/Strategies	Measurable Outcome(s)	Person(s) Responsible	Indicators and Time Frame for Assessment	Date(s) for Review
<p>2.Highlands University will achieve strategic enrollment management.</p>	<p>1. We will build a strong program, be known for our mission, and they will come.</p> <p>2. Have a strong website/ web presence to inform all what we do.</p> <p>3. Work with RRPS, SFPS, and Bernalillo on a shred grant for interns.</p> <p>4. Increase enrollment of Native American students from 7% to 10%.</p>	<p>1. See above.</p> <p>2. Update website, Other/ help?</p> <p>3. See number 5 above.</p> <p>4. Work with CESDP, SEM, current Pueblo MOU's and admin to recruit more native American students into the program</p>	<p>1. See above</p> <p>2. The website</p> <p>Enrollment figures</p>	<p>3. All faculty</p> <p>2. Dept. Chair, OTHERS?</p> <p>Rob,</p>	<p>1. Ongoing</p> <p>2. By 11/30/19</p> <p>By fall 2020</p>	<p>1</p> <p>2. Dec. 1, 2019</p> <p>August, 2020</p>
<p>Action Status w/Description (Achieved, Ongoing, Stop)</p>	<p>Completion Date(s)</p>	<p>Recommendation(s)</p>	<p>Challenge(s)</p>	<p>Budget Consideration (Yes / No)</p>		
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Strategic Goals for 2020 Planning for FY18-FY21	Unit Goals	Unit Actions/Strategies	Measurable Outcome(s)	Person(s) Responsible	Indicators and Time Frame for Assessment	Date(s) for Review
<p>3. <i>Highlands University will achieve a vibrant campus life.</i></p>	<p>1. Camaraderie is developed between participants in our program and beyond.</p>	<p>1. Limit Zoom participation as much as possible. 2. Inform all our participants of upcoming news, etc. 3. Continue to enlist NM Administrators/Educational Leaders as guest speakers for the EDLD-698 Administrative Internship Program</p>	<p>1. More (how to define?) collaborative projects</p>	<p>1. All EDLD Faculty</p>	<p>1. Develop a newsletter –put online</p>	<p>1. January, 2020 and ongoing</p>
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<p>4. Highlands University will be a community partner.</p>	<p>1. EDLD will produce educational leaders as citizens which have the preference for, and skills of creating a public.</p>	<p>Examine curricula to ensure for cultural and democratic competence</p>	<p>1. I need help here.</p>	<p>1. All EDLD Faculty</p>	<p>1.</p>	<p>1.</p>

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<p>5.Highlands will achieve technological advancement and innovation</p>	<p>1. using via to collect data</p>	<p>Pilot Via for one assignment per faculty member.</p>	<p>One assignment, rubric and grading are used in Via per faculty member.</p>	<p>All EDLD faculty</p>	<p>By end of fall 2019 semester</p>	<p>January 2020.</p>
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<p>6. Highlands University will achieve enhanced communication and efficiency.</p>	<p>1. streamline admissions and exit processes.</p>	<p>1. Work with administration</p>	<p>1. Paperwork is reduced on both ends—admission and exit. 2. clear and easy processes are outlined for students.</p>	<p>1. EDLD Dept. Chair, and</p>	<p>1See outcomes</p>	<p>1. May, 2020</p>
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