

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:

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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>1. Highlands University will achieve academic excellence, academic integration and student success.</p>	<p>A. Program Quality (CAEP Accreditation) B. Program Expansion & Enhancement C. 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</p>	<p>A. Assemble all data for CAEP. B. Pilot Math Leadership Concentration Program C1. Proactive advisement on all admitted students. C2. Examine curricula and faculty to ensure for cultural and democratic competence</p>	<p>A. Attain CAEP accreditation. B. Develop program of study and offer courses C1. Spreadsheet on onedrive to track meeting dates with all participants. EDLD faculty will ensure at least one meeting per year with each student C2. 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>A. All EDLD faculty B. Rod and all faculty C. Rob and all EDLD faculty C2. All EDLD faculty</p>	<p>A. Sept-Oct 19, B. 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. C1. Sept. 19 and ongoing C2. Spring 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>		
<p>A. EDLD achieved CAEP accreditation for its advanced program</p>	<p>May, 2020</p>	<p>-</p>				

<p>B. Started cohort and received AAC and faculty senate approval for the math concentration</p> <p>C1. Integrated Spreadsheet with all current students and assigned advisors is on one-drive. Advisors each work on their own spreadsheet tracking student meetings.</p> <p>C2. Met with CESDP at many EDLD meetings. Dialogued about measurable outcomes.</p>	<p>May, 2020</p> <p>Oct.2019 and ongoing</p> <p>Spring 2020 semester</p>		<p>Need to work with registrar to get degree and POS in the system. All cohorts will need to reapply for MA—math concentration</p> <p>How to measure the mindset of culturally competent educational leaders? We are still working on this issue.</p>	<p>Yes. Contingent Faculty will need to be hired for the Math Concentration program</p>
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<p>2. Highlands University will achieve strategic enrollment management.</p>	<p>A. We will build a strong program, be known for our mission, and they will come.</p> <p>B. Have a strong website/ web presence to inform all what we do.</p> <p>C. Increase enrollment of Native American students from 7% to 10%.</p>	<p>See above</p> <p>. Update website</p> <p>Work with CESDP, SEM, current Pueblo MOU's and admin to recruit more native American students into the program</p>	<p>Increased enrollment</p> <p>Updated website</p> <p>Enrollment figures</p>	<p>All EDLD faculty</p> <p>Dept. Chair— Rob</p> <p>Rob</p>		
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)	Challenge(s)	Budget Consideration (Yes / No)		
<p>We have grown to ~75 students in the EDLD program with three full time faculty.</p> <p>Worked with Anne McLachlan to update faculty list and add EDLD's mission statement to the website</p> <p>Ongoing—need to evaluate where we are now.</p>		-	-	-		

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<p>3. Highlands University will achieve a vibrant campus life.</p>	<p>Camaraderie is developed between participants in our program and beyond.</p>	<p>1. Limit Zoom participation as much as possible.</p> <p>2. Continue to enlist NM Administrators/Educational Leaders as guest speakers for the EDLD-698 Administrative Internship Program</p>	<p>1. More in-person attendance.</p> <p>2. Guest speakers in EDLD 6980</p>	<p>1. All EDLD Faculty</p> <p>2. Rod</p>	<p>January, 2020 and ongoing</p>	<p>1.</p>
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<ul style="list-style-type: none"> - Due to COVID all classes are now held online. - Speakers have been arranged for EDLD 6980. 		<p>- Once COVID is over, only allow students who are one hour or more away from a center to attend via Zoom.</p>		<p>- The pandemic</p>	<p>-</p>	

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<p>4. Highlands University will be a community partner.</p>	<p>EDLD will produce educational leaders as citizens which have the preference for, and skills of creating a public.</p>	<p>1. Examine curricula to ensure for cultural and democratic competence</p>	<p>1. Work with CESDP to determine measurable outcomes.</p>	<p>1. All EDLD Faculty</p>	<p>1.</p>	
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)		Challenge(s)		Budget Consideration (Yes / No)
<p>- . Met with CESDP at several EDLD meetings. Dialogued about measurable outcomes.</p>	<p>Ongoing</p>	<p>- Continue work in this are</p>		<p>- How to measure the mindset of culturally competent and democratic educational leaders? We are still working on this issue.</p>		

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<p>5. Highlands University 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>1. One assignment, rubric and grading are used in Via per faculty member.</p>	<p>1. All EDLD faculty</p>	<p>1. By end of fall 2019 semester</p>	<p>January 2020.</p>
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)		Challenge(s)		Budget Consideration (Yes / No)
<p>- There were many issues is using Via to collect data. As a result we abandoned the tool.</p>	<p>Jan 2020</p>	<p>- Work with the new Assessment and Accreditation director in finding an intuitive, easy to use, accessible program to collect data electronically.</p>		<p>- Via had issues with accessibility of field users and University Supervisors. It involved a cumbersome set up, and in the end did not work for our purposes.</p>		<p>- Cost of new program? We passed on Via fees to students, and would probably do the same depending on software that is chosen.</p>

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6. <i>Highlands University will achieve enhanced communication and efficiency.</i>		1.			1.	
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