

**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: **Teacher Education**

**STRATEGIC PLAN, ACADEMIC YEAR: 2019-2020**

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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><b>1. Highlands University will achieve academic excellence, academic integration and student success.</b></p>	<ul style="list-style-type: none"> <li>Program Quality (CAEP Accreditation)</li> <li>To develop reflective Teacher Ed candidates who perceive the social, political, and cultural context within which education is embedded</li> <li>To develop student TE outcomes that align with the NM TEACH Rubric, Diagnostic Testing (i.e., NES, and the SOE's Mission and Vision</li> </ul>	<ol style="list-style-type: none"> <li>Assemble all data for CAEP. Continue best practices in data gathering for program improvement—includes using Via processes to collect future data.</li> <li>Focus on Cross-Cutting Themes-Technology and Diversity</li> <li>Continue to build TESOL/Bil Ed Certification Programs</li> <li>Provide supports (and continue supports efforts) for building on TE candidates' praxis and success on state standardized testing</li> </ol>	<ol style="list-style-type: none"> <li>Attain CAEP accreditation.</li> <li>Develop plans of action to build upon CAEP Standard 5 Cross-Cutting Themes</li> <li>Build upon TESOL/Bil ED recruitment efforts— increase enrollment in these areas by 25%; embed these course within the TE Programs</li> </ol>	<p>All TE Faculty are responsible</p> <p>Standard 5 CAEP Committee</p> <p>Maria Haase, Elisabeth Valenzuela; All TE Faculty</p>	<ol style="list-style-type: none"> <li>Oct 29, ongoing</li> <li>Ongoing-bi-monthly meetings</li> </ol> <p>Spring 2020</p>	<p>Sept/Oct 2019</p> <p>By July 2020.</p>

May 2020					
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)	Challeng e(s)	Budget Consideration (Yes / No)	
- ONGOING	-	- ;	-	Yes. Faculty will need training in Cross- Cutting Themes and CAEP Accredit ation.	

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><b>2.Highlands University will achieve strategic enrollment management.</b></p>	<ol style="list-style-type: none"> <li>We will build a strong program, be known for our mission, and build upon our reputation as a Normal School</li> <li>Have a strong website/web presence to inform all what we do.</li> <li>Work with RRPS, SFPS, and Bernalillo on a shred grant for interns.</li> <li>Increase enrollment of Native American students from 7% to 10%.</li> </ol>	<ol style="list-style-type: none"> <li>See above.</li> <li>Update website, Other/ help?</li> <li>Work with community stakeholders to determine the TESOL/Bil Ed needs within schools</li> <li>Work with NMPED on NES or other TE state assessments; provide student supports that mirror NMPED desired outcomes</li> </ol>	<ol style="list-style-type: none"> <li>See above</li> <li>The website</li> <li>Monthly meetings off campus and with stakeholder; developed time-line for implementation</li> <li>NES Student Outcomes; NM TEACH Rubrics; Stakeholder Feedback</li> </ol>	<ol style="list-style-type: none"> <li>All faculty</li> <li>Technology /data faculty liasion</li> <li>Chair, Dean, other key faculty representatives</li> <li>All faculty</li> </ol>	<ol style="list-style-type: none"> <li>Ongoing</li> <li>By 11/30/19</li> <li>Ongoing</li> <li>By fall 2020</li> </ol>	<ol style="list-style-type: none"> <li>Re-evaluate fall 2020</li> <li>Dec. 1, 2019</li> <li>January 2020</li> <li>August, 2020</li> </ol>
<p><b>Action Status w/Description (Achieved, Ongoing, Stop)</b></p>	<p><b>Completion Date(s)</b></p>	<p><b>Recommendation(s)</b></p>		<p><b>Challenge(s)</b></p>		<p><b>Budget Consideration (Yes / No)</b></p>
<p>- Ongoing</p>	<p>Evaluation Dates: fall 2020</p>			<p>-</p>		<p>Yes. PD and travel monies.</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><b>3. Highlands University will achieve a vibrant campus life.</b></p>	<p>1. Build community collegiality by making stakeholder based decisions in course offerings and program availability</p>	<p>1. Enlist NM Stakeholders: surveys, focus groups, interviews, outreach</p>	<p>1. Surveys, meeting notes, exit narratives, Lickert scales</p>	<p>1. All TE Faculty</p>	<p>1. Initial assessment: November 2019 with results from CAEP visit 2. Re-evaluate Stakeholder feedback at the end of each semester</p>	<p>1. January, 2020 and ongoing</p>
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)		Challenge(s)		Budget Consideration (Yes / No)
						<p>Yes. Travel Monies/ possible lodging</p>

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><b>4. Highlands University will be a community partner.</b></p>	<p>1. See Unit Goals for #3</p>	<p>1. See Actions and Strategies for #3</p>	<p>2. See Measurable Outcomes for #3</p>	<p>1. All TE Faculty</p>	<p>1. Initial assessment: November 2019 with results from CAEP visit 2. Re-evaluate Stakeholder feedback at the end of each semester</p>	<p>1. January, 2020 and ongoing</p>

Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)	Challenge(s)	Budget Consideration (Yes / No)
				Yes. Travel Monies/ possible lodging

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
5.Highlands will achieve technological advancement and innovation	1. using via to collect data	Pilot Via for one assignment per faculty member.	One assignment, rubric and grading are used in Via per faculty member.	All TE	By end of fall 2019 semester	January 2020.
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)		Challenge(s)		Budget Consideration (Yes / No)
						No



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><b>6. Highlands University will achieve enhanced communication and efficiency.</b></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. TE Dept. Chair, Data/Technology Faculty, all TE faculty</p>	<p>1. See outcomes</p>	<p>1. May, 2020</p>
Action Status w/Description (Achieved, Ongoing, Stop)	Completion Date(s)	Recommendation(s)		Challenge(s)		Budget Consideration (Yes / No)
						<p>No-all provisions are already in place.</p>