

## School of Education & Behavioral Sciences

### Academic Affairs

### Administrative Unit Assessment

FY 18 (July 2017-July 2018)

### Department and Assessment Report Information

Prepared on:7/8/2018 8:59:13 PM	By:david.biek@mga.edu
For which department or area are you reporting?	School of Education & Behavioral Sciences
What is the name and MGA email address of the person responsible for this report?	David M. Biek, Ph.D. david.biek@mga.edu

### Departmental Mission and Goals

The mission and goals of the department should be consistent over a 5 year period, although some institutional changes may necessitate and prompt a change in mission or goals for specific departments. In this section, you will report the mission statement for your department as well as the long term goals (5 year range) for the department.

<b>What is the mission statement for this department/area? Your mission should explain why the department/area exists and who it serves.</b>	The School is a dynamic academic community that brings faculty, students, and community stakeholders together to inspire and empower the next generation of professionals, practitioners, and scholars.
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<b>What are the goals for this department? These should be the "big things" the department/area intends to accomplish within 5 years.</b>	<ol style="list-style-type: none"><li>1. Rigorous academic programming - four new graduate degrees by Fall 2022 (Criminal Justice, Education x2, Social Work); new "completion degree" - B.S. in IDS; new B.S. in Sociology; participate in MGA Direct - at least two programs (Psychology and Criminal Justice).</li><li>2. Disciplinary, interdisciplinary and applied scholarship - at least five publications co-authored by faculty from two or more disciplines by 2022; CARE center generating more than \$1M annual revenue by 2022 with 5 faculty as associate members; Complete launch and rollout of MGRACE - Middle Georgia Regional Aging Center of Excellence; emphasis on school social work, school psychology, and an interdisciplinary approach to drug and alcohol counseling in faculty collaborations/applied scholarship.</li><li>3. Innovative partnerships - with at least five school districts in our service area, including TCAP (Teacher Candidate Apprenticeship Program), buildout and maturing of pre-college academic pipelines in education,</li></ol>
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criminal justice and psychology. CARE center partnering with multiple service agencies in region to work on identified problems.

4. Community engagement - THE regional community resource center for drug/alcohol counseling training, research on successful aging, teacher preparation, social work education, and homeschool resource center. The CARE and MGRACE centers each has a significant outreach/community engagement focus. ALL graduates of the School will have at least ONE "signature experience" (undergraduate research, service learning, internship, peer mentoring, etc.) by graduation.

## Objectives

Each year, every department should identify objectives the department hopes to accomplish in the next year. These should align with departmental goals and the MGA strategic plan. In the next section you will be reporting on the objectives you set and whether or not you achieved them in FY 18. Later in the document you will report on objectives you hope to accomplish in the coming fiscal year, FY19.

### Objective 1

<b>Objective 1: What was this department's first objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.</b>	Early Childhood B.S. – enrollment growth.
<b>Objective 1: How did your department measure this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)</b>	enrollment data tracking.
<b>Objective 1: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)</b>	20 new students (increase of 20 over Fall 2017).
<b>Objective 1: At what level did the department/area achieve on this objective? (This should be a number, i.e. 82%, 6%, 345 attendees, 75% engagement)</b>	At least 30 new students - enrollment still ongoing.
<b>Objective 1: Did your department meet this objective?</b>	The department exceeded this objective.
<b>Objective 1: What did your department learn from working toward this objective? What changes will you make based on this effort next year?</b>	Expanding our successful "night-time track" to an additional "limited weekend/online" track.

## Objective 2

<b>Objective 2: What was this department's second objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.</b>	M.A. Teaching (MAT) – enrollment growth
<b>Objective 2: How did your department measure this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)</b>	enrollment data tracking.
<b>Objective 2: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)</b>	10 students for Cohort 2 - begins Summer 2018
<b>Objective 2: At what level did the department/area achieve on this objective? (This should be a number, i.e. 82%, 6%, 345 attendees, 75% engagement)</b>	15 MAT students in Cohort 2
<b>Objective 2: Did your department meet this objective?</b>	The department exceeded this objective.
<b>Objective 2: What did your department learn from working toward this objective? What changes will you make based on this effort next year?</b>	Reaching out directly to school district superintendents (HR heads), and also to principals at private schools WORKS! Will continue this outreach. We've also learned by listening to these school admins which fields are in-demand and have asked the PSC to grant us permission to offer the MAT in these fields (phys. ed, music, economics, computer science, etc.)

### Objective 3

<b>Objective 3: What was this department's third objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.</b>	Streamline/clarify staff (and faculty) roles in Department of Teacher Education and Social Work
<b>Objective 3: How did your department measure this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)</b>	Held individual meetings, reviewed job descriptions, strategic increase in number of class section offerings, workload contracts (in progress).
<b>Objective 3: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)</b>	100% of staff/faculty will have meetings with admins. clarifying role and workload.
<b>Objective 3: At what level did the department/area achieve on this objective? (This should be a number, i.e. 82%, 6%, 345 attendees, 75% engagement)</b>	100% of faculty from former School of Education have had meetings with admin. heads, reviewed job descriptions, reconfigured class schedules - ALL faculty have 4-4 loads, or equivalent as appropriate for Fall 2018 start.
<b>Objective 3: Did your department meet this objective?</b>	The department met this objective.
<b>Objective 3: What did your department learn from working toward this objective? What changes will you make based on this effort next year?</b>	Job descriptions and workload memos are critical in communicating and working with staff and faculty on expectations and performance. Periodic review will be ongoing.

## Objective 4

<b>Objective 4: What was this department's fourth objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.</b>	Build out advising process for both departments in the School.
<b>Objective 4: How did your department measure this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)</b>	Completion of advising process documents, getting personnel in place, communicating with staff, faculty and students.
<b>Objective 4: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)</b>	100% complete, clear and accomplished.
<b>Objective 4: At what level did the department/area achieve on this objective? (This should be a number, i.e. 82%, 6%, 345 attendees, 75% engagement)</b>	I estimate this objective is currently at about 65% complete. We had one of our longstanding professional advisers (in Education & Social Work) recently resign while we've just hired two new professional advisers for that department. Psychology and Criminal Justice have two newly-reassigned veteran professional advisers. We are still working on putting our advising process/plan in place.
<b>Objective 4: Did your department meet this objective?</b>	The department did not meet this objective.
<b>Objective 4: What did your department learn from working toward this objective? What changes will you make based on this effort next year?</b>	This is a very complex, yet critical piece of our School's work. We are working diligently on building out and enacting these new processes - I am confident this will be at 90% by August 1, 2018.

## Future Plans

<p><b>Please identify at least four measurable objectives for the next fiscal year. In listing the objectives, please use the format shown in these examples.1) The Department of X will improve services levels by 5% as measured by our satisfaction survey. 2) The department to X will provide training in ABC for at least 73 MGA faculty and staff.</b></p>	<ol style="list-style-type: none"><li>1. The School of Education &amp; Behavioral Sciences will have 10% overall enrollment growth by the start of Fall 2019 (increase from AY 2017-2018).</li><li>2. Each degree program within the School of Education &amp; Behavioral Sciences will have a "signature experience" built into it (via program revision if applicable) and in place by Fall 2019. If a degree program already has such an experience, work will be done to review and revise/augment the experience if possible.</li><li>3. The School of Education &amp; Behavioral Sciences will create and host one large community-wide conference/summit on education, poverty, and/or community development by June 2019.</li><li>4. The School of Education &amp; Behavioral Sciences will draft and propose TWO new graduate degrees and TWO undergraduate degrees (one a revision) during Academic Year 2018-2019.</li></ol>
<p><b>Based on this assessment, please share your thoughts on the current status and future direction of this department or area.</b></p>	<p>Enrollment for the School overall was up 20% for Summer 2018 vs. 2017 (24% increase in the Dept. of Psychology and Criminal Justice). This is excellent news, despite staffing challenges. Much of my time and energy has been spent realigning, restructuring and redirecting the former School of Education - this work is paying off and will show dividends every semester/year going forward. The faculty are collaborating with each other, our CARE center is poised for growth, and our students have a number of challenging degree programs available to them (and hopefully more on the way). I am very upbeat about the future of the School of Education &amp; Behavioral Sciences.</p>

Form run:

Tuesday, February 12, 2019

