



TO: Josh Powers  
Associate Vice President for Academic Affairs and Provost Office

FROM: Kandi Hill-Clarke, Dean *KHC*  
Bayh College of Education

DATE: November 11, 2015

RE: Department Success Plans (T & L and CDCSEP)

Please find attached Department Success Plans for Communication Disorders (CD) and Teaching and Learning (T & L ). Each plan is aligned with one or more of the College's *Big Five* focal areas:

- Student, recruitment, engagement and success,
- Diversity, inclusion and global engagement
- Online learning
- Leadership development for students, faculty and staff
- Community outreach

After attending the session on "Developing Department Success Plans" during the fall 2015 Academic Affairs retreat and receiving feedback from the Office of Student Success, Dr. Diana Quatroche, Teaching & Learning, and Dr. Linda Sperry, CDCSEP, met with departmental faculty to begin making revisions to their plans. As requested, during each meeting, Associate Dean Collins and I provided thorough and clear feedback and offered support and guidance as departments worked to strengthen their plans. Both chairpersons and their faculty planning teams attended a meeting hosted by Associate Vice-President Josh Powers and Mike Synder to present their revised plans and to receive additional feedback. Finally, each chairperson had a follow-up meeting with the my office to finalize their department's plans. The revised plans were developed using a more collaborative approach and are better aligned with one or more of the College's five focal areas.

In addition to the Department Success plans which have a more targeted focus related to students in those majors, we have implemented a variety of purposeful and intention initiatives and programs in the college to engage students and create an inclusive environment for all.

- In fall, 2014, the dean's office established a college-wide, *Diversity, Inclusion and Global Engagement Taskforce* (DIGET)
- Hosted a one-day college-wide seminar titled: *Creating an Inclusive Environment in the BCOE* followed up with one-hour seminars held throughout the spring 2015 semester with a focus on: *diversifying the curriculum, migroagressions and inclusive excellence in the workplace*

- Launched the Bayh College of Education Scholars to Teacher program (BEST) to prepare future teacher leaders to transform lives and communities and demonstrate a commitment to inclusive excellence through leadership, professional development, community engagement and experiential learning opportunities.
- Established the Sycamore Teacher Leader Scholarship and admitted our first ten recipients fall 2015
- Launched the Woodrow Wilson MBA in Educational Leadership in partnership with the Scott College of Business - first cohort to be admitted June 2016
- Increased number of faculty and students (undergraduate and graduate) engaging in global educational experiences (Ireland, South Africa, India in 2015 and Taiwan, South Africa and Germany for 2016)
- Increased number of undergraduate and graduate student-led presentations and attendance at state, regional and national conferences.
- Hosted a retreat with the BCOE Administrative Council titled *BCOE 2.0: Leading with Data* and followed-up with an Assessment Day Seminar facilitated by Dr. Eric Hampton, Director of Assessment.

As dean, I continue to meet with groups of freshman and sophomore students to discuss their experiences in the Bayh College of Education at ISU. Continuing to capture the voices of our students is critical to the work we do in the Bayh College of Education. Also, we have discussed ways to engage students in the recruiting process and continue to seek innovative approaches to recruitment but most importantly, retention and completion. For example, our faculty and staff are fully supporting the University's Blue Notes Initiative where we are writing personal welcome notes to student who have been admitted to ISU. Also, our Teachers of Tomorrow Advancing Learning (TOTAL) interns write personal notes about their experiences as teacher education candidates to high school students who participate in our Teachers of Tomorrow program. We are experiencing success with our targeted face-to-face math tutoring to assist students with passing the state-mandated CASA examine and our office of Education Student Services is exploring a partnership with a nearby high school's teacher cadet program. Once again, we will launch our spring "Discussions with the Dean" for faculty staff and students as we did last spring.

Student recruitment, engagement, retention and success is the first priority on our list of Big Five focal areas for the College, and one of Associate Dean Collins' priorities is on faculty development which plays an integral role in student engagement and success. These are just a few of the initiatives and programs we have embarked upon and launched as we work to address support the University's goals around recruitment, retention and student success. We look forward to receiving your feedback.

***"Preparing leaders who transform lives and communities"***