

Academic Department Student Success Plan Annual Update: 2016-2019¹



Department: Teaching and Learning

Department Chair: Georgianna Duarte

Department Mission: The Department of Teaching and Learning directly supports the University's mission at the undergraduate and graduate program levels through the integration of innovative teaching, research, community engagement, and creativity activity designed to produce competent professionals who desire to teach in challenging, inclusive, and supportive learning environments or assume positions of service and/or leadership in schools and/or organizations.

Department Freshmen (1st year) Retention Goal(s):

To increase the retention of students in our programs by 2 percent points each semester. In addition, to increase the retention of under-represented populations (Males, African Americans)

Action Steps² (with dates & person(s) responsible):

1. To increase CASA I scores in math through a partnership with the Math Library/Center. Tutoring will be provided to students targeted toward success on the CASA I math test. Number of tutors will be increased and the schedule of tutoring will be expanded and documented
 - Information outreach will be achieved through: social media, flyers, class announcements, email and events
 - University College undergraduate advisors will be informed of these services along with Department partners who will be invited to the Center for Math Education for events, tutoring, presentations.

Target Date: December 2017

Person Responsible: Marilyn Leinenbach (Teaching and Learning) Liz Browns (Arts & Sciences)

2. To continue partnership with University Honors and host a session on Honors Preview Day to retain pre-education students. Topics will include overview of Teacher Education at all levels:
 - Flyers, pamphlets, twitter, email, and events will be utilized for this partnership
 - Presentation to Honors students on campus and form a cohort of mentoring

Target date for completion: May 2017

Person Responsible: Della Thacker, Cassandra Caruso-Woolard, Pamela Gresham

3. To continue to strengthen the first year induction program for elementary and secondary declared teaching majors. The program will include peer mentoring, faculty led mentoring, and integration of student organizations.
 - Declared teaching majors will be identified prior to orientation in June 2017
 - Declared teaching majors will be introduced to the program during student advising (flyer and or signup sheet)
 - Intentional recruitment outreach will be more strategically

¹ Plan updates are due to your Dean by Nov. 4 as informed by your 2015-16 End-of-Year Report that is due to your Dean by Oct. 3.

² **Action Steps Defined:** The specific activities/actions taken to realize progress toward the goal. Such action steps should include not only student support type activities/actions but also student learning enhancement focused activities/actions.

- DTM's will be notified with email prior to the beginning of the school year to attend the first welcome event a few days prior to class.
- Events will be scheduled for the fall and spring semesters in coordination with existing programs and events.
- Smaller cohorts of the students in the induction program will be assigned a faculty or BEST scholar mentor for the induction year.
- Recruitment Teams will organized and reach out to regional schools with program information on a monthly basis
- Students who complete the induction year program will be recognized during the honors day as BCP2 induction completers with a certificate.

Target date for completion: May 2018

Persons Responsible: Kevin Bolinger, Pamela Gresham, Yong Joon Park

<i>Retention Benchmarks</i> (by original dept.)	Fall 2013 Cohort: 70.47%	Fall 2014 Cohort: 66.47%	Fall 2015 target & actual: 68%/71.17%
	Fall 2016 target: 70%	Fall 2017 target: 72%	Fall 2018 target: 74%

Other Freshmen Retention related benchmarks of focal interest to department

1. To continue and strengthen the Teaching and Learning departmental intervention plan for students who are

Department Persistence to Completion Goal(s):

To increase the 4 year and 6 year completion rates for students in the Teaching and Learning Department by 2 percentage points each fall by 2019

Action Steps (with dates & person(s) responsible):

1. To continue and strengthen the Teaching and Learning departmental intervention plan for students identified as at risk of failure early in their major. Consistent and systemic use of Blackboard to ensure students is aware of progress. If a teacher candidate demonstrates performance that Does Not Meet expectations for a course in the Department of Teaching and Learning, the following steps will be implemented:
 - ISU instructor (and classroom teacher/coach of field experiences, if applicable) will communicate information to the ISU teacher candidate as early in the semester as possible about progress.
 - Develop a performance and disposition that will be included in all program syllabi.
 - Lesson plans, teaching assessment, observations, homework assignments, candidate emails/text messages, and history of absences will be organized and documented by ISU instructor.
 - The ISU instructor (and classroom teacher/coach of field experience, if applicable) will assist the teacher candidate to set goals for improvement to be demonstrated/documented during an appropriate time period or during the field experience. Additionally, the ISU faculty may be included as stakeholders based on the needs/ goals, and desires of the teacher candidate or instructor.
 - Video or audio taped evidence of improved performance may be required.
 - A written plan designating goals with performance actions, deadline dates, and ISU instructor responsible for each will be created. Action to be taken should the goal not be completed successfully will be indicated on documentation. All stakeholders, including teacher candidate, ISU instructor and the classroom teacher/coach (if applicable) will sign the document. Everyone will receive a copy of all signed documentation.
 - All documentation, which includes: emails, text messages should be compiled and documented.
 - Each stakeholder will be available during goal remediation for discussion and guidance.
 - If the performance of a candidate in a field experience continues to be ineffective the ISU instructor may make additional observations during the field experience.
 - Additional steps or goals may be recommended with the agreement of the stakeholders.

- As each goal is completed, the person responsible for that goal will share with the teacher candidate and all stakeholders.

Target date for completion: Fall and Spring Semesters

Persons Responsible: Pat Wheeler and Della Thacker, undergraduate committee chairs

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2. To increase the enrollment and retention rate, the Department will develop a recruitment and retention plan in collaboration with the Admissions Office, Teacher Education Advising Center, and Graduate School

- Recruitment efforts for school visitation presentations, events, and outreach will be documented with participant signs ins for follow up.
- Attendance at at least three recruitment events (regional or state)
- Continued recruitment and retention strategies implemented at student organizational functions, meetings, or fairs.

Target date for completion: Spring 2018

Person Responsible: Susan Kiger, Larry Tinnerman, Pat Wheeler, Della Thacker

3. Conduct outreach for the new non-licensure major in the early childhood field

- Redesign the program pamphlet and materials for the university and community for recruitment
- Market through recruitment sessions, events, and student fairs
- Collaborate through two regional early childhood conferences or education fairs and distribute flyers

Target Completion Date: May 2017

Persons Responsible: Karen Liu, Yong Joon Park, Gail Gottschlinger

4. Continue to recruit high school students from Gary, Indianapolis and Chicago, Illinois by sending current education students to high schools to present the TEP at ISU.

- Continue collaboration with Mr. Cory Graham, Lawrence MSD
- Expand to
- Develop a recruitment team of ISU teacher education students to visit the Lawrence MSD High School and Career Center
- Continue to revise and print program flyers for recruitment efforts

Target date for completion: Fall 2017

Persons Responsible: Georgianna Duarte, Pamela Gresham

4. Continue to strengthen the Student Organizations: CHILL, BEST scholars, Sycamore Readers, TOTAL, Indiana Student Educators

- Attend state recruitment conferences, Alliance of Black School Educators (IABSE) Fall Forum, Recruitment and Retention of Teachers of Color Events (Minimum of two)
- **Target Date for completion: Fall 2017**
- **Person Responsible: Della Thacker, Cassanddra Woolard, Melissa Nail, Kevin Bolinger, Pamela Gresham Shawn Huisinga, Georgianna Duarte**

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5. Run an admissions report for freshman students for comprehensive follow up through email, mail and telephone prior to the summer orientation session

Target date for completion: Spring 2017

Person Responsible: Associate Dean

*4-year Comp.
Benchmarks*

(by original department)

Fall 2010 Cohort:

26.4%

Fall 2013 target:

38%

Fall 2011 Cohort:

34.7%

Fall 2014 target:

40%

Fall 2012 target & actual:

36%/26.0%

Fall 2015 target:

42%

Other Persistence to Completion related benchmarks of focal interest to department

<i>6-year Completion Benchmarks</i> (by original department)	Fall 2008 Cohort:	Fall 2009 Cohort:	Fall 2010 target & actual:
	62.5%	49.3%	51%/53.5%
	Fall 2011 target:	Fall 2012 target:	Fall 2013 target:
	53%	55%	57%

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Other Goal(s), Action Steps, and Benchmarks of focal interest to department:

1. Continue and increase opportunities for a supportive learning environment of inclusion and commitment to Diversity and community engagement

- Develop and implement faculty and student social brown bag events who have key speakers/trainers from: African American Cultural Center, Multicultural Center, Center for Student Success, Counseling Center, Faculty Center for Teaching Excellence, and Community Engagement (two per semester)
- Attend cultural events on ISU campus that promote inclusion, focus on diversity, and systemically encourage faculty to design course opportunities for these events.

Target Date: Fall 2016, Spring 2017

Persons Responsible: Georgianna Duarte, Pat Wheeler