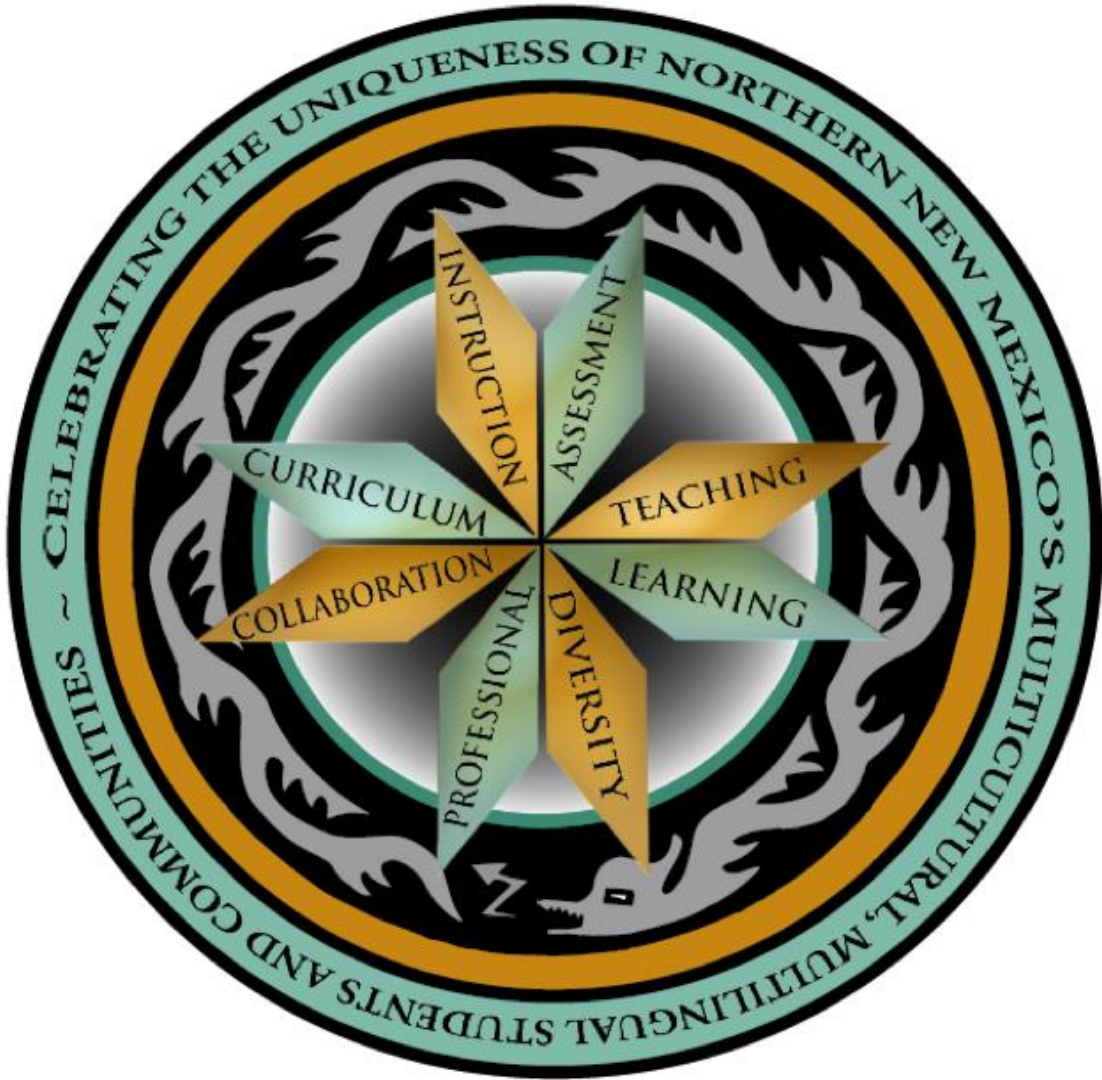


College of Education  
Strategic Plan  
2012-2017



**Vision.** The College of Education of Northern New Mexico College embraces the college vision of having a culture of quality learning and responsiveness to students. The College of Education extends it to include the preparation of high quality and innovative educators that celebrate the uniqueness of Northern New Mexico's multicultural and multilingual students and communities, so that the children of Northern New Mexico will receive the highest possible transformative education that will support them as they grow to become competent, caring, and contributing members of society

**Mission.** Our mission is to prepare the highest quality learning leaders teachers for northern New Mexico and beyond in partnership with northern New Mexico school districts and communities.

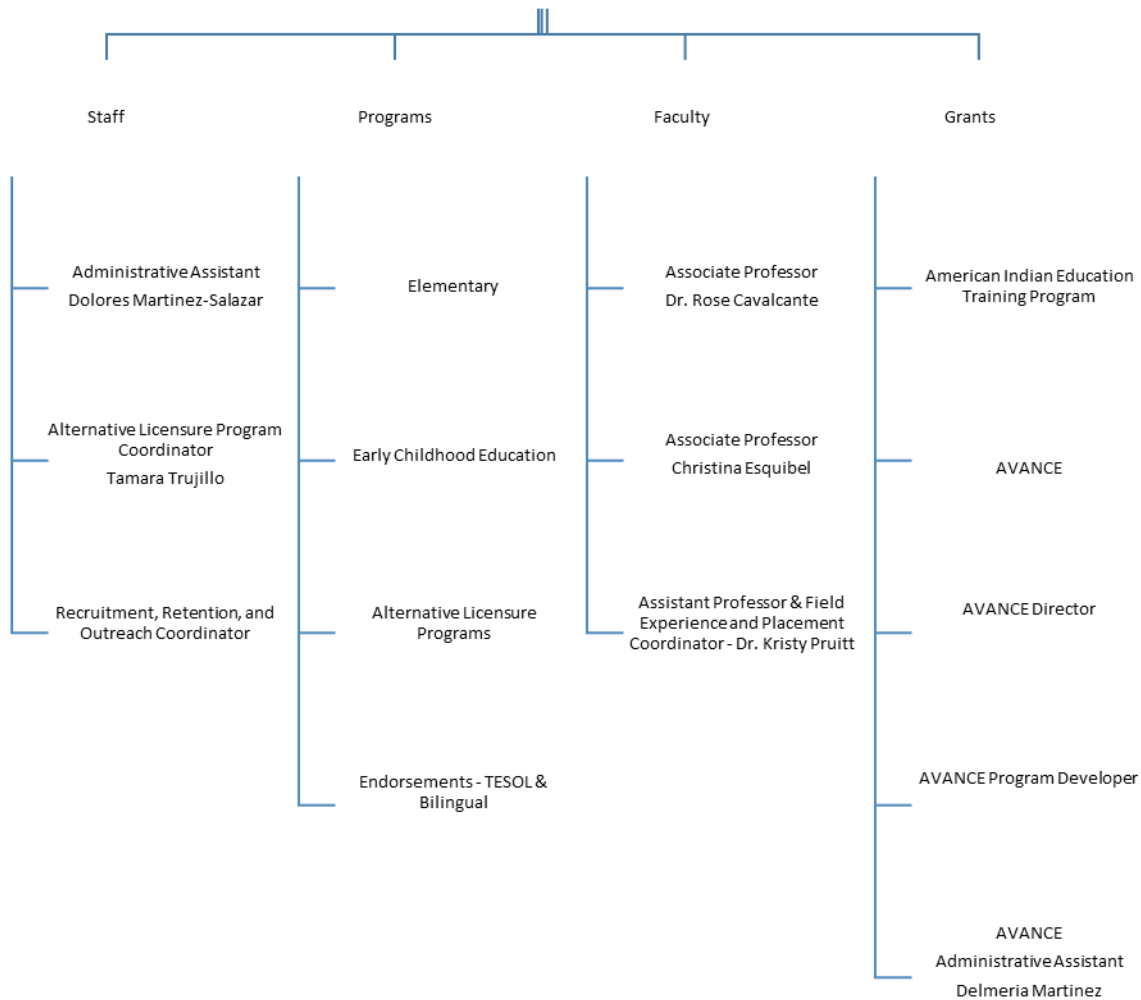
**Dispositions.** The dispositions are centered around the belief that all students can learn and teacher candidates will adhere to ethical behavior.

**Values.** The values are learning by creating the conditions where all students can learn. Celebrating the uniqueness of our multicultural and multilingual community by being responsive to its needs, hopes, and dreams. Upholding high ethical standards by respecting the ideals of academic honesty, civic responsibility and personal ethics. Establishing rapport with stakeholders by building sustainable partnerships across the institution, with our public schools and among the pueblos.

COE Organizational Chart

Dean

Dr. Joaquin Vilá



The College of Education is currently under a management system that is driven by budgetary concerns and that has changed little since the inception of the program in 2004-5. Any considerations for goal setting and visionary program development rest on the ability of the COE to increase the number of full time faculty, academic directorships involved in program development, and a professional support staff person who is able to oversee the NCATE accreditation process.

The current staffing pattern reflects a college that has very little back up personnel. All directors oversee their respective areas, leaving little time for new program development, new partnerships, and intense recruiting. The effectiveness of the BA, AA, ALP, and Post-**Bacc** program development would be much enhanced with an institutionalization of the directorships in these positions. Presently, the College relies on support from outside sources, e.g., grants to support operations, particularly candidate recruitment and retention.

### **Goals and Objectives:**

**Goal 1: The COE will maintain a culture of professionalism, excellence, and rigor in the provision of advisement, education classes, pre-service placement, and program development that lead to degrees and certifications for teachers.**

#### **In order to accomplish Goal 1, the COE will:**

- 1.1 Continue to develop strategic alliances with academic institutions such as NMSU, NMHU, and UNM as well as key players in the field of Education;
- 1.2 Engage the staff and faculty in professional development including training in new technologies;
- 1.3 Continue to attract and retain highly qualified faculty;
- 1.4 Continuously improve the course curricula and course offerings;
- 1.5 Develop an Intensive Advisement program for all entering freshmen who express a desire to pursue a teaching degree;
- 1.6 Increase the visibility of COE faculty through conference presentations and service in local, state, and national educational organizations

**Goal 2: By 2017, the COE will increase by 60 % (15% each year) the number of candidates in the various certificate, endorsement, and degree programs and retain them.**

#### **In order to accomplish Goal 2, the COE will:**

- 2.1 Develop a comprehensive, multi-year candidate recruitment plan;
- 2.2 Partner with the NNMC candidate recruitment and outreach programs to develop marketing materials (radio spots, newspaper ads, billboards) and improve the COE website
- 2.3 Recruit a Native American cadre of candidate by providing each pueblo in our region with information on COE programs. Also we will request permission to speak to each council to invite their participation and visit Santa Fe Indian School Juniors and Seniors;
- 2.4. Maintain data to determine retention, early recruitment and completion rates for advisees. Make advisement part of the Education Faculty Retreat in 2012;
- 2.5 Establish Future Educators of American Clubs in area high schools (note: a state-wide goal as of 2015);
- 2.6 Develop a scholarship fund for fulltime student teaching and testing fees for candidate in all programs (note: achieved through P'oe Project as of 2015).

**Goal 3: The NNMC Child Development Center (CDC) will become a lab school for the College of Education and the ECE teachers in training** (note: cancelled as of fall 2014 due to institutional fiscal situation; field opportunities now available through neighboring ECE centers).

**In order to accomplish Goal 3, the COE will:**

- 3.1 Request from Provost a realignment of projects;
- 3.2 Find money to pay a professional stipend to a faculty member of the COE to oversee the project;
- 3.3 Change ECE curriculum in the COE to align with NM state requirements;
- 3.4 Approach Provost and Student Support with a proposal to move the CDC under the COE by summer 2013;
- 3.5 Hire full time ECE faculty/director of CDC (note: position approved as of fall 2014; frozen due to fiscal limitations);

**Goal 4: By 2017, the College of Education at Northern New Mexico College will build on the current NM accreditation which is valid through 2015 by becoming a nationally recognized NCATE accredited Teacher Preparation Program.**

**In order to accomplish Goal 4, the COE will:**

- 3.1 Have all COE faculty members trained on the national NCATE accreditation criteria;
- 3.2 Secure funding to hire a data specialist, pay a faculty member to oversee the NCATE process, and purchase data storage cabinets;
- 3.3 Develop an NCATE timeline of benchmarks and responsibilities.
- 3.4 Hire two more fulltime faculty in to meet NCATE requirements.

**Goal 5: By 2014 – 2015 the COE will further serve the region’s teachers and the community by offering additional post baccalaureate opportunities and becoming a premier Professional Development Center.**

**In order to accomplish Goal 5, the COE will:**

- 4.1 Engage in formal discussions and consortium agreements with other NM colleges and universities and the Higher Education Department (e.g., Adams State University as of 2015);
- 4.2 Prepare bilingual/TESOL and reading endorsement programs for presentation and update to PPSC through the OPRO in 2012 - 2013;
- 4.3 Work with area superintendents and principals to vigorously recruit teachers from the K-12 school districts to participate in the endorsement and post-bacc programs;
- 4.4 Develop professional development workshops and for-credit classes that will assist teachers and principals in Albq., Santa Fe, and the Espanola area in becoming more highly qualified in common core standards and cultural competency.

**Goal 6: By 2013- 2014 the COE will increase departmental funding to move more of our faculty, including Title V faculty, to the institutional budget and work toward a pay matrix that is comparable to other IHEs.**

**In order to accomplish Goal 6, the COE will:**

- 5.1 Work with the Grants Office to secure grants and contracts;
- 5.2 Create a plan with the college administration including legislative support to increase funding

for the COE;

- 5.3 Enter into fee-for-service contracts with the public school districts for professional development services.