College of Education (COE)

Strategic/Evaluation Plan
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 and 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 a 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.
Organizational Structure of the College of Education

Dean
Dr. Joaquin Vilá

Staff

- Administrative Assistant
  Dolores Martinez-Blazar

- Alternative Licensure Program Coordinator
  Tamara Trujillo

- Recruitment, Retention, and Outreach Coordinator

Programs

- Elementary

- Early Childhood Education

- Alternative Licensure Programs
  Endorsements - TESOL & Bilingual

Faculty

- Associate Professor
  Dr. Rose Cavalcante

- Associate Professor
  Christina Esquivel

- Assistant Professor & Field Experience and Placement Coordinator - Dr. Kristy Prutt

Grants

- American Indian Education Training Program
  Dr. Mathew Martinez

- AVANCE

- AVANCE Director

- AVANCE Program Developer

- AVANCE
  Administrative Assistant
  Delmeria Martinez
Goals and Objectives:

Goal 1: Academic Climate

Objectives:

2. Maintain and increase the percentage of students who pass the New Mexico Teacher Assessments (NMTA) for initial licensure on the first attempt.
3. Integrate NNMC College Wide Student Learning Outcomes into curricula.

Indicators:

1. The COE will ensure that New Mexico Teacher Competencies, INTASC Standards, COE Conceptual Framework are aligned with course curricula and course offerings by developing and implementing a Proficiency Alignment Matrix.
2. The COE will develop and deliver NES Preparation Workshops to increase pass rates and increase the percentage of students who pass the New Mexico teacher or administrator assessments for initial licensure on the first attempt.
3. The COE will embed NNMC College Wide Student Learning Outcomes into all COE Course Syllabi.

Goal 2: Recruitment and Retention

Objectives:

1. Increase the number of Teacher Candidates including: (a.) STEM, (b.) American Indian, (c.) Bilingual/TESOL, (d.) Early Childhood Education.
2. Increase and recruit and retention highly qualified faculty and staff.
3. Increase awareness COE Academic Program offerings.

Indicators:

1. a. The COE will increase the number of STEM Teacher Candidates trained in math, science, and technology by way of the Robert Noyce Grant. The grant provides scholarships for students seeking a STEM concentration. The grant provides additional training and mentoring in the areas of math, science, and technology.
b. The COE will increase recruitment of American Indian Teacher Candidates by way of the P’OE Grant. The grant provides a scholarship including tuition, books, and coverage of New Mexico State Testing fees.
c. The COE will increase recruitment of in-service teachers to pursue an endorsement in the areas of Bilingual/TESOL by way of Avance Grant. The grant provides books and coverage of New Mexico State Testing fees.
d. Develop a B.A. in Early Childhood Education to provide A.A. in Early Childhood
Education Teacher Candidates an opportunity to obtain a Birth through 3rd grade teaching license.

2. The COE will increase the retention among COE faculty (and staff where applicable) through tenure attainment, professional development, scholarship of conference presentations and service educational organizations.

3. Partner with the NNMC Recruitment Office and outreach programs to develop marketing materials (various media) for publication.

**Goal 3: Collaborations and Partnerships**

**Objectives:**

1. Provide graduate program opportunities through partnerships.
2. Provide opportunities for teacher candidates and the community to collaborate.
3. Strengthen existing partnerships with school districts.

**Indicators:**

1. The COE will develop a partnership with Adam State University to offer a M.A. in Educational Leadership with a principal licensure and with New Mexico State University to offer a M.A. in Leadership.
2. The COE will provide opportunities for teacher candidates in the community to collaborate via symposiums, workshops, campus wide activities, and conferences.
3. The COE will encourage collaboration and feedback through co-writing existing Memorandums of Understanding with all partnering school districts.

**Goal 4: Equity and Diversity**

**Objectives:**

1. Revisit policies and procedures to ensure equity.
2. Revisit procedures to ensure the support of diversity.
3. Increase participation with the NNMC Equity and Diversity Council.

**Indicators:**

1. The COE will develop and modify existing policies and procedures to ensure equity. The COE will establish an Appeals Committee and/or the Admission, Retention, Dismissal Committee to review students’ requests or concerns to ensure fairness and to avoid biases, stereotypes, and prejudices.
2. The COE will provide academic programs (per the Diversity Proficiency Matrices) based on the needs of a diverse population and will ensure diverse field lab experience placements as part of best practices.
3. The COE will increase membership with the NNMC Equity and Diversity Council.

**Goal 5: Accountability**
**Objectives:**

1. Prepare the COE Faculty and Staff for Accreditation.
2. Provide monetary security and opportunities to COE Faculty and Staff.
3. Establish a positive climate to promote success.

**Indicators:**

1. The COE will ensure all COE faculty/staff members are trained on the national NCATE/CAEP accreditation criteria, secure funding to hire a NCATE/CAEP data specialist.
2. The COE will increase departmental funding to move faculty/staff to the institutional budget and to work toward a pay matrix that is comparable to IHEs.
3. NNMC will support the COE in recruiting and retaining the Dean, faculty, and staff to promote a positive climate and establish a culture of collegiality, collaboration, and self-efficacy.