

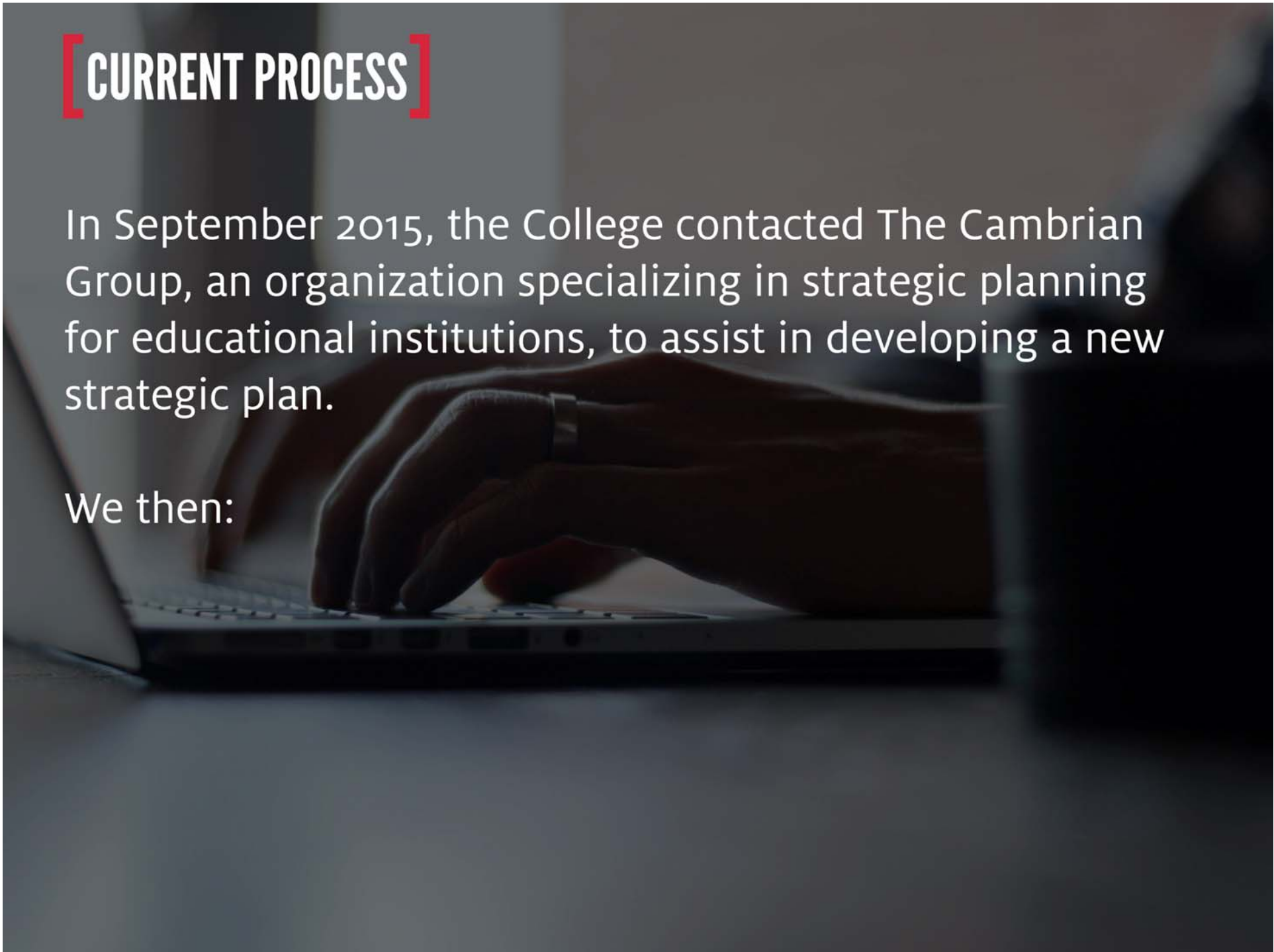
2016-2017
STRATEGIC PLAN
UNIVERSITY of HOUSTON
COLLEGE of EDUCATION



[CURRENT PROCESS]

In September 2015, the College contacted The Cambrian Group, an organization specializing in strategic planning for educational institutions, to assist in developing a new strategic plan.

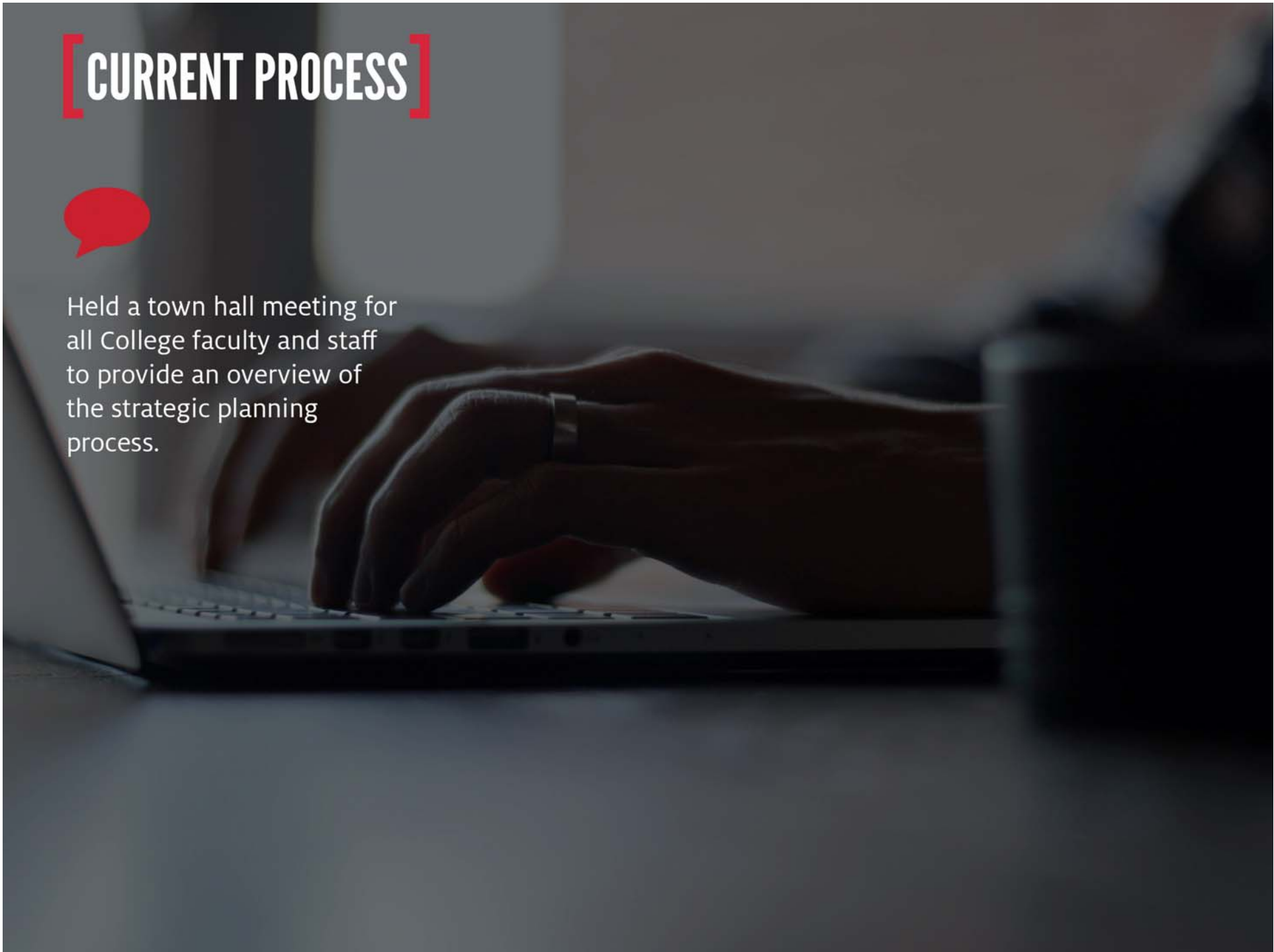
We then:



[CURRENT PROCESS]



Held a town hall meeting for all College faculty and staff to provide an overview of the strategic planning process.



[CURRENT PROCESS]



Held a town hall meeting for all College faculty and staff to provide an overview of the strategic planning process.



Identified and convened the Strategic Planning Committee, which included:

- * the Dean's cabinet;
- * members of the Faculty Executive Committee;
- * tenure track and clinical faculty;
- * staff; and
- * key non-College university and community stakeholders.

[CURRENT PROCESS]



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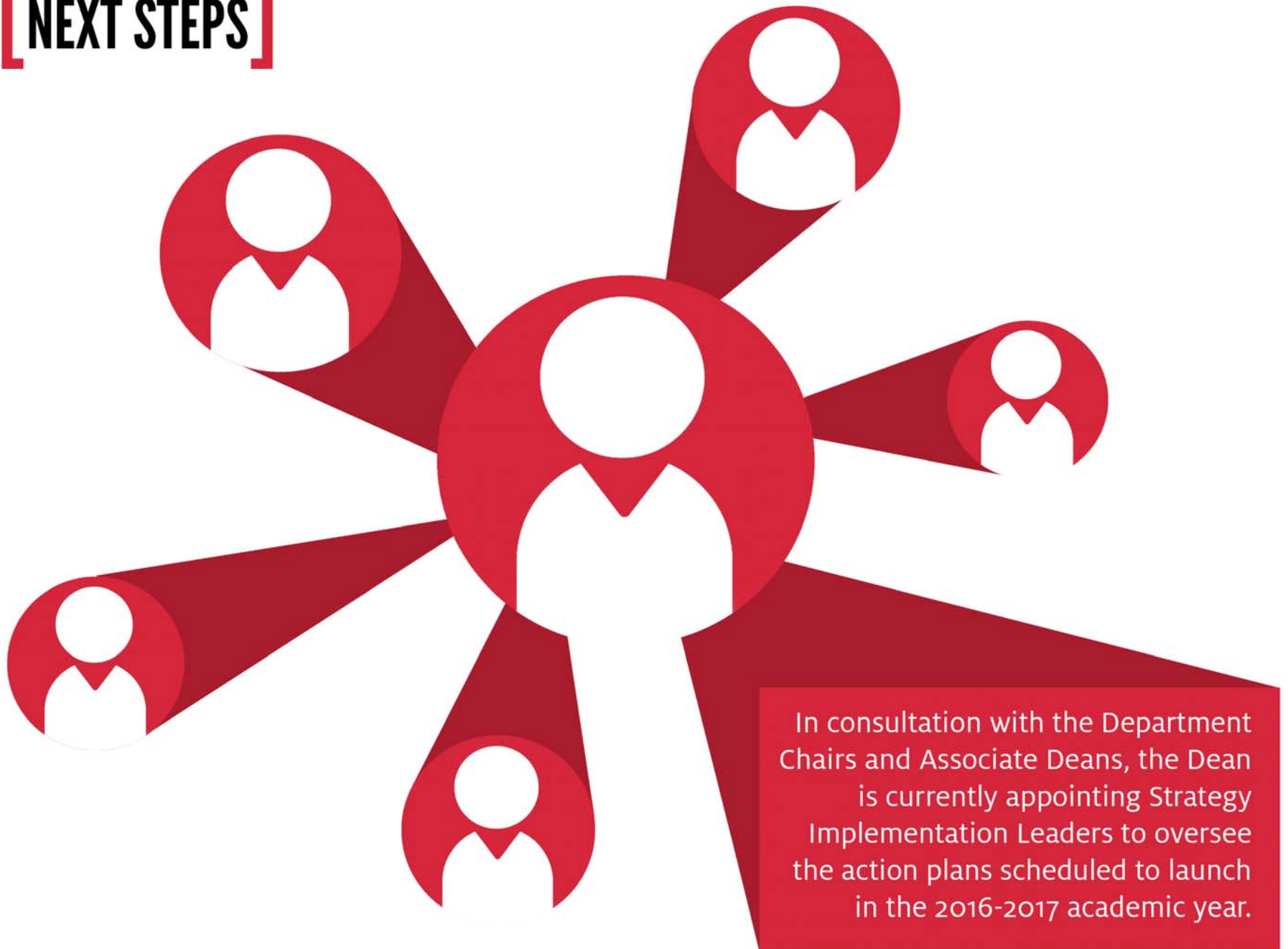
- * the Dean's cabinet;
- * members of the Faculty Executive Committee;
- * tenure track and clinical faculty;
- * staff; and
- * key non-College university and community stakeholders.



The committee drafted beliefs, mission, parameters, objectives, and strategy statements. The committee also identified five action team leaders charged with developing the action plans needed to create a well-rounded Strategic Plan.

These teams met over the ensuing months and the action team leaders presented the recommended plans to the Strategic Planning Committee in May.

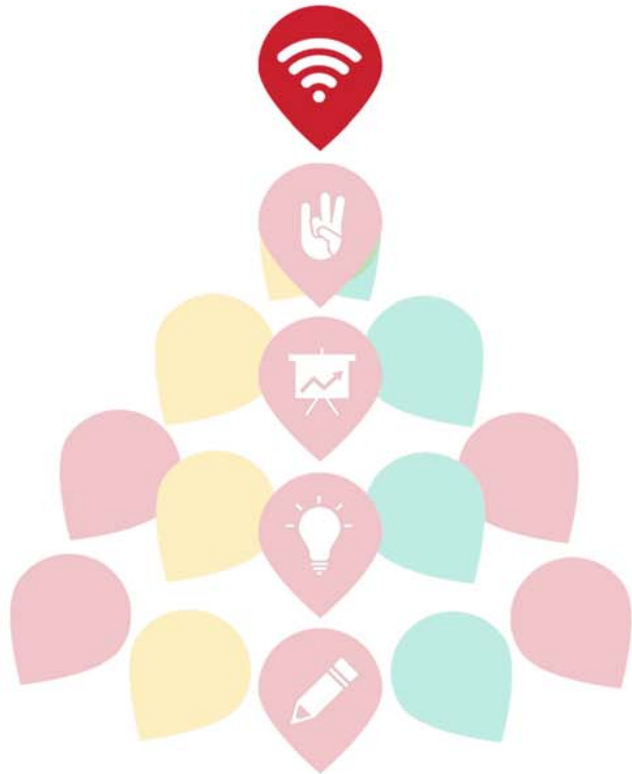
[NEXT STEPS]



[OUR STRATEGIC PLAN]



[OUR STRATEGIC PLAN]



Beliefs

Our responsibility is to improve the lives of others.

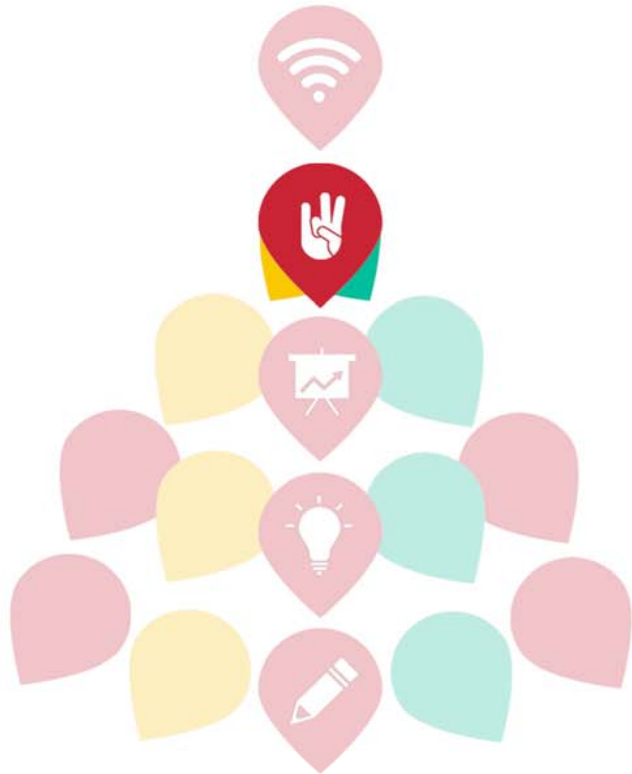
Equity is realized best through collective action.

Greater understanding is achieved through rigorous scientific inquiry.

Diverse perspectives and talents are essential for excellence.

Relentless pursuit of excellence requires challenging and valuing ourselves and others.

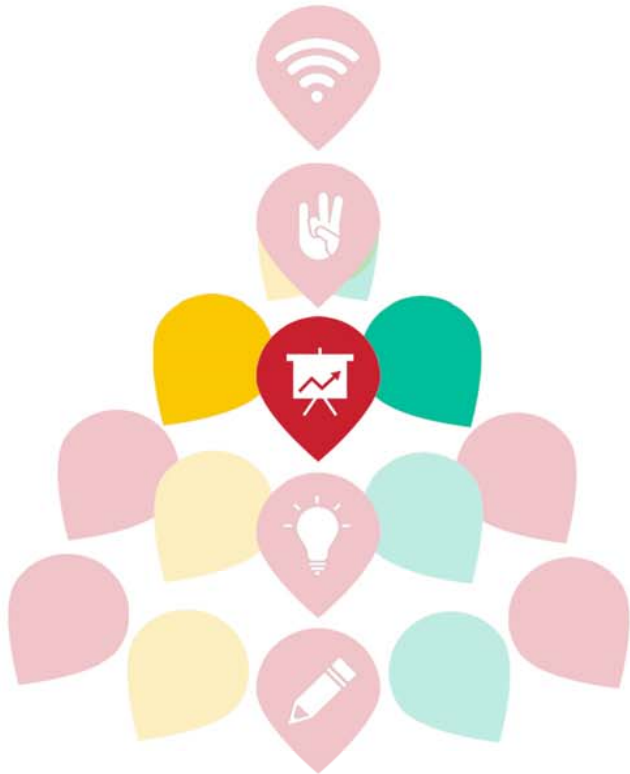
[OUR STRATEGIC PLAN]



Mission

The mission of the College of Education at the University of Houston is to lead and inspire generative transformations of learning, health, leadership, and well-being by developing new knowledge for an increasingly diverse world.

[OUR STRATEGIC PLAN]



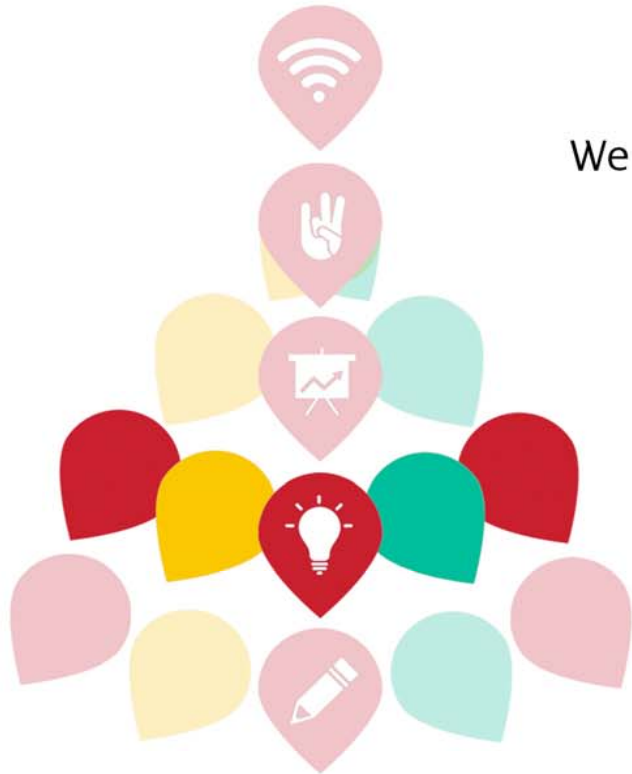
Strategic Objectives

We will lead collective action to build capacity in communities.

Communities and partners will eradicate educational and health disparities.

Other systems and professionals will leverage our work.

[OUR STRATEGIC PLAN]



Strategy

We will serve the community as the hub for collective action.

We will establish and maintain a shared culture of safety, trust, and well-being that supports transdisciplinary mission-focused innovation for collective success.

We will pursue funding, research, and community engagement opportunities that advance our mission.

We will promote the College of Education as unique, transformative, innovative, community-engaged, and making a difference.

We will ensure mission-focused professional growth and development.

[OUR STRATEGIC PLAN]



Action Plans

Each strategy has been assigned four to five action plans that will bring our goals to fruition.

[OUR STRATEGIC PLAN]

Strategy I

We will serve the community as the hub for collective action.

Action Plan 1: Redefine the roles of faculty, staff, and students within the COE to reflect our new identity as the hub for community collective action by assigning responsibility and accountability for leadership specific to Strategy I.

Action Plan 2: Define and then elevate quality COE-Community Partnerships that characterize our new identity as the hub for collective action.

Action Plan 3: Engage with our neighbors regularly.

Action Plan 4: Promote the new identity of COE and Farish Hall as the interactive hub for collective action.



[OUR STRATEGIC PLAN]

Strategy II

We will establish and maintain a shared culture of safety, trust, and well-being that supports transdisciplinary mission-focused innovation for collective success.

Action Plan 1: An organizational climate that exemplifies safety, fairness, and respect for everyone.

Action Plan 2: Our commitment to cultural diversity and inclusion will be nationally-recognized.

Action Plan 3: Cross-disciplinary engagement among COE students, employees, and the greater community that exemplifies a culture of shared purpose.

Action Plan 4: Professional growth and development opportunities that enable all COE students and employees to realize their highest potential.



[OUR STRATEGIC PLAN]

Strategy III

We will pursue funding, research, and community engagement opportunities that advance our mission.

Action Plan 1: Global visibility of high-impact research, funded projects, and community engagement activities.

Action Plan 2: Strategic and sustained community partnerships with measurable collective impact.

Action Plan 3: Philanthropic support and sponsored projects that advance the mission of the College, positively impacting communities and partners.

Action Plan 4: A shared culture that cultivates and incentivizes rigorous scientific inquiry.

Action Plan 5: A streamlined grant support infrastructure that promotes accelerated growth in annual state and federal research expenditures.



[OUR STRATEGIC PLAN]

Strategy IV

We will promote the College of Education as unique, transformative, innovative, community-engaged, and making a difference.

Action Plan 1: Build and strengthen internal communications that will facilitate greater awareness and collaboration.

Action Plan 2: Gather relevant, timely information in a balanced way to champion and celebrate our collective impact.

Action Plan 3: Communicate the College mission by cultivating standards that invigorate, empower, and recognize individuals and communities.

Action Plan 4: Recruit diverse perspectives and talents by representing College opportunities holistically.



[OUR STRATEGIC PLAN]

Strategy V

We will ensure mission-focused professional growth and development

Action Plan 1: Administration of a College-wide comprehensive professional development needs assessment of faculty and staff

Action Plan 2: Individual professional learning plans developed by faculty and staff in conjunction with their supervisor(s) as part of the annual review process.

Action Plan 3: Database of available resources for professional development in the College of Education, University of Houston, and the community.

Action Plan 4: Systematic mentor and training programs for new faculty and staff.

Action Plan 5: A designated space for cross-department collaboration, support, and learning.



[ACTION PLAN SCHEDULE]

Strategy I

We will serve the community as the hub for collective action.

Clarify
Partnerships

Clarify
Partnerships

Reframe
Roles

Engage
Partners

Promote
Hub

2016-17

2017-18

2018-19

2019-20

2020-21

[ACTION PLAN SCHEDULE]

Strategy II

We will establish and maintain a shared culture of safety, trust, and well-being that supports transdisciplinary mission-focused innovation for collective success.



[ACTION PLAN SCHEDULE]

Strategy III

We will pursue funding, research, and community engagement opportunities that advance our mission.

		Global Visibility	Global Visibility	
Culture of Rigorous Scientific Inquiry	Culture of Rigorous Scientific Inquiry	Partnerships	Partnerships	Global Visibility
		Philanthropic Support	Philanthropic Support	Philanthropic Support
Grant Infrastructure	Grant Infrastructure	Grant Infrastructure	Grant Infrastructure	Grant Infrastructure

2016-17

2017-18

2018-19

2019-20

2020-21

[ACTION PLAN SCHEDULE]

Strategy IV

We will promote the College of Education as unique, transformative, innovative, community-engaged, and making a difference.

Mission

Communication

Information

Represent
COE

2016-17

2017-18

2018-19

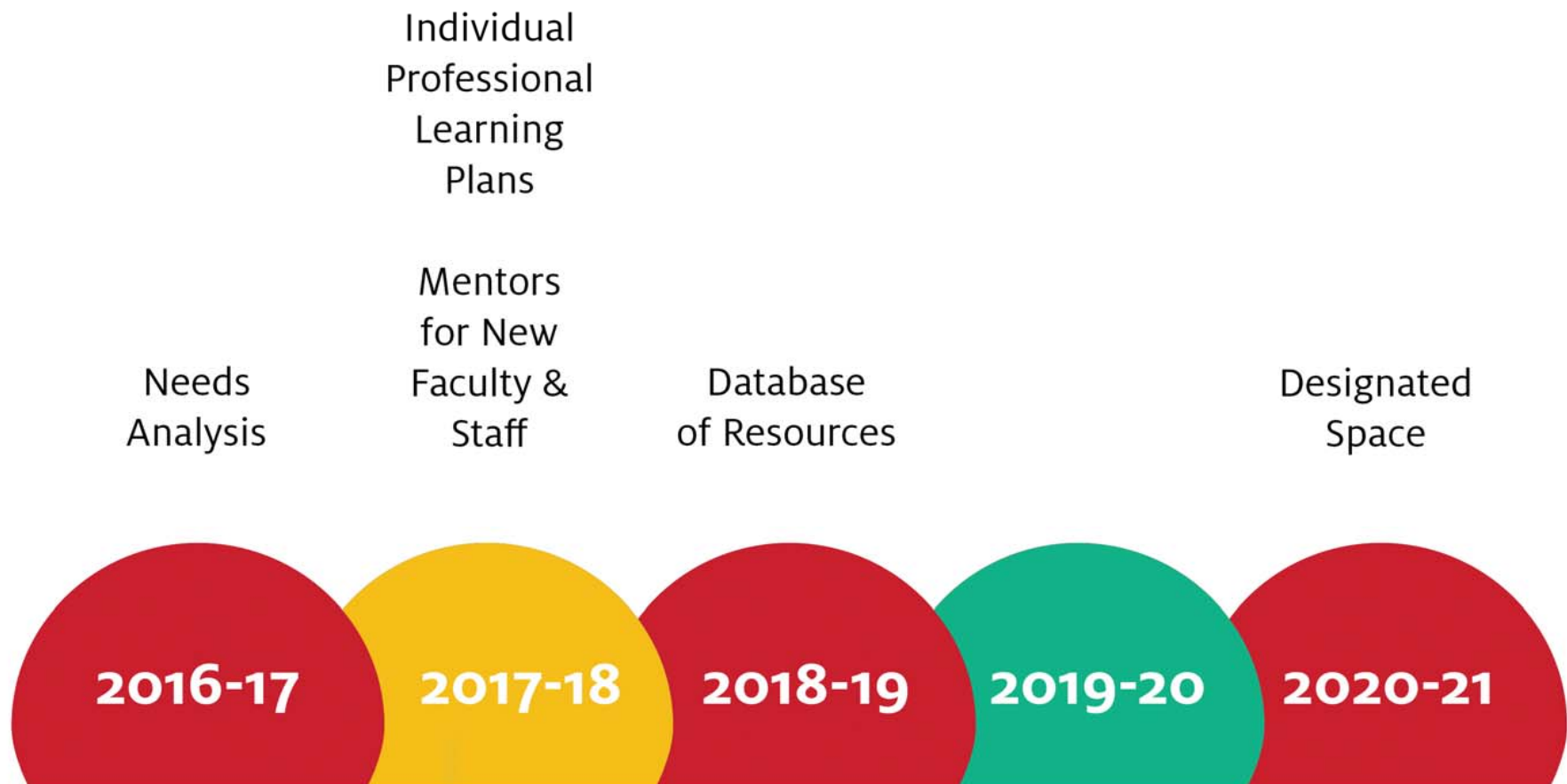
2019-20

2020-21

[ACTION PLAN SCHEDULE]



























Strategy V

We will ensure mission-focused professional growth and development.



[REPORT CARD]

Mapping our report card indicators with strategies.

Indicators	I	II	III	IV	V
Total Research Expenditures					
Federal Research Expenditures					
Journal Articles Published					
Doctoral Degrees Awarded					
LBB					
Citations					
First-Year FTIC Graduation Rate					
Six-Year FTIC Graduation Rate					



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Norma Olvera

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Laura Turchi

Dawn Westfall, *Team Lead*



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Strategy II, Culture, Action Plan 1

Dr. Jorge Gonzalez (Tim Rosas)

Strategy III, Research, Action Plan 4

Dr. Nathan Smith (Dr. Ezemenari Obasi)

Strategy IV, Promotion, Action Plan 3

Director of Communications (Dean Bob McPherson)

Strategy V, Growth, Action Plan 1

Dr. Margaret Hale (Paul Roch)

2016-2017
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