



Kansas State University  
**College of Education**

# NEXT-GEN STRATEGIC PLAN





# STRATEGIC PLANNING PROCESS



## Our Vision:

*Preparing educators to be knowledgeable, ethical, caring decision makers for a diverse and changing world.*

The College of Education strategic planning process began in December of 2023. All faculty and staff were invited to a strategic planning kickoff session. It was an all-day brainstorming event. We reviewed the Next Gen Strategic Plan. Tables then discussed strengths and ways the College of Education could help the university meet those goals. Themes emerged from this session. These themes were aligned to our EdCats acronym.

Those themes were refined and prioritized through a variety of discussions with key groups such as Faculty Affairs, Executive Council and Faculty Assembly. Innovation was a key theme that immediately emerged. A philanthropic gift allowed us to initiate a call for innovative ideas related to teaching, learning and research. All faculty and staff were eligible to apply. These initial applications were reviewed and in November of 2024, the inaugural awards were made. These innovative ideas laid the groundwork for the strategies that are highlighted in our strategic plan.

Faculty Affairs, Executive Council and Administrative Council reviewed and discussed the plan and provided input. A draft was distributed and all faculty, staff and graduate assistants had the opportunity to provide feedback via a digital survey. The final version also included feedback from university leaders. The final plan was approved by the College Faculty Assembly.

# STRATEGIC PLAN

## GOAL 1: EXCEPTIONAL EXPERIENCE

The College of Education will enhance the student learning experience through innovative opportunities and unique pedagogical approaches.

**Strategy 1.1 International Connections:** The College of Education will provide opportunities for students to experience cultures outside their own through various initiatives.

- Study abroad for an entire semester - UG Ireland
- Study abroad in focused experiences

**Strategy 1.2 Programming:** The College of Education will develop and enhance programming to increase enrollment, both credit and noncredit opportunities, by developing timely educational opportunities to serve the needs of the education workforce.

- Microcredentials will be developed for AI, ESOL, science education, academic advising and program evaluation.
- A new licensure path in elementary/special unified education will be developed and offered following approvals.
- Philanthropic innovative grants will spark faculty innovation in credit and noncredit offerings.
- A competency-based program will be developed, leading to licensure recommendation in building leadership.
- Maintenance of state and national accreditation will ensure nationally recognized programs.





# STRATEGIC PLAN



## GOAL 2: DEDICATED FACULTY AND STAFF

**Strategy 2.1 Innovation:** The College of Education will creatively impact the educational system with innovative pedagogical techniques.

- Faculty will address real-world challenges in the education system through initiatives that stretch the status quo into what could be.
- A grant application process will be implemented to distribute philanthropic innovation funds for initiatives that advance the college's mission.

**Strategy 2.2 Research:** Faculty and students will teach and conduct impactful research that influences policy and practice in educational settings.

- Faculty will encourage students to engage in scholarly inquiry through participation in external funding opportunities, quality dissertations, research briefs and action research projects.
- An action research hub will be established for practicing educators to showcase their evidence-based best practices.
- Faculty will develop strong website profiles that highlight their research agenda.
- A dissertation studio will be developed to encourage creative approaches to research in a virtual space for graduate students.
- OEIE will provide support and resources to strengthen program evaluation for both pre-award and post-award projects, as well as other evaluation services focused on ongoing program performance, impact assessment, continuous improvement and sustainability.
- The NACADA Center for Research will support timely research for graduate students, advisors and faculty that impacts the field.
- Students will design and implement research-based projects focused on instructional strategies and developing successful communities as novice educators or educational specialists.

# STRATEGIC PLAN

## GOAL 3: CONNECTED COMMUNITY

The College of Education will foster mutually beneficial partnerships with local schools, community organizations, and industry leaders to enhance the quality of teacher preparation, promote research-driven educational practices, and increase outreach and support to all.

**Strategy 3.1 Partnership enrichment:** Partnerships with a variety of entities will strengthen the faculty, staff, students and programs in the college.

- The College of Education will partner with various entities to establish ASPIRE, a new center focused on enhancing the teaching and learning of reading.
- Partnerships will be formed with community colleges, private universities, K-State 105, Kansas 4-H and community-based organizations to provide literacy opportunities for students, educators, and families.
- Research exploration will address elementary, middle and secondary student literacy needs across Kansas.
- The College Student Development Program will partner with student affairs professionals on campus to provide relevant and timely coursework and to highlight opportunities for graduate assistantships.
- KELI will support school leaders through an innovative partnership with professional organizations enhancing the skills of school leaders.

## GOAL 4: ADVOCATES FOR ALL

Advocacy for and respect for all students will be promoted. The range of human experiences is vast and all-encompassing.

**Strategy 4.1 Advocacy:** Advocacy by all, for every student will be central to ensuring that perspectives are valued, students feel safe, and everyone's human experiences are acknowledged and respected.

- Student affinity clubs/groups will be supported.
- A MS degree will be developed that is taught bilingually in English and Spanish.
- All undergraduate students will participate in purposeful classroom collaborations with schools outside the US.
- The Rural Education Center and the Center for Intercultural and Multilingual Advocacy will seek external funding to support ongoing professional development.
- Faculty will develop student support structures for student recruitment and retention.





# STRATEGIC PLAN

## GOAL 5: TECHNOLOGY ENHANCED

Technology will be leveraged in innovative pedagogical strategies to enhance teaching and learning in our complex society.

**Strategy 5.1 Pedagogy:** Faculty and students will use technology to enhance teaching and learning.

- Virtual teaching experiences will be integrated into UG programs.
- AI exploration will occur through Microcredential development and research initiatives.
- Technology will be leveraged through the use of robots to experience a variety of classroom settings, both in Kansas and beyond. All students will have access to robot technology.
- The Catalyst will enhance the focus on supporting faculty, staff and students.

**Strategy 5.2 Operational Support:** Cutting edge technology will be used to enhance processes and research.

- NACADA will create a common data set for academic advising serving higher education worldwide.



## GOAL 6: STUDENT CENTERED

The College of Education will provide the infrastructure that exposes students to teaching and learning leadership opportunities.

**Strategic 6.1 Focus and Opportunity:** To provide infrastructure and opportunities that foster leadership development in teaching and learning, equipping students with the skills and experiences necessary to become effective leaders in the field of education.

- Service-learning opportunities will be required in UG programs.
- All students will be expected to apply the science of building connections in person and virtual formats focusing on enhancing wellbeing.
- The Game Lab will expand providing support programming to students.
- Strategies for enhancing support of students in field experiences will be examined.
- Cohort based programming in educational studies, academic advising, educational leadership and the community college leadership program will provide opportunities for deep relationship building.
- Applied learning experiences for graduate students will be incorporated into all programs.



# IMPERATIVE ALIGNMENT

K-STATE STRATEGIC IMPERATIVES	RELATED GOAL(S) IN YOUR PLAN	2025 OUTCOME TARGETS (WHAT WE EXPECT TO HAPPEN IN 1-3 YEARS)	2030 OUTCOME TARGETS (WHAT WE EXPECT TO HAPPEN BY 2030)
<b>IMPERATIVE 1: GROW ENROLLMENT TO 30,000 TOTAL LEARNERS</b>	1.The College of Education will develop and enhance programming to increase enrollment, both credit and noncredit opportunities through the development of timely educational opportunities to serve the needs of the education workforce.	A graduate degree will be developed that is taught bilingually in English and Spanish.  Microcredentials in AI, ESOL, science education, academic advising and program evaluation will be developed and enrolling students.  A new licensure path in elementary/special education - unified will be developed and offered.	Increase 100 student enrollments in new programs and microcredential courses (credit and noncredit).
<b>IMPERATIVE 2: IMPROVE RETENTION AND GRADUATION RATES FOR ALL STUDENT POPULATIONS</b>	4. Advocacy for and respect for all students will be promoted.  6. The College of Education will provide the infrastructure that exposes students to teaching and learning leadership opportunities.	Faculty will develop student support structures for student recruitment and retention.	All students will have access and opportunity to participate in supportive student organizations.
<b>IMPERATIVE 3: PROVIDE EVERY DEGREE-SEEKING STUDENT WITH APPLIED LEARNING EXPERIENCES</b>	6. All students in the COE will engage in an applied learning experience.  6. Service-learning opportunities will be required in UG programs.	100% participation.	100% participation.
<b>IMPERATIVE 4: GROW RESEARCH EXPENDITURES TO \$300 MILLION ANNUALLY AND SPONSORED PROGRAMS AND AWARDS TO \$270 MILLION ANNUALLY</b>	2. Faculty will encourage scholarly inquiry from students through inclusion in external funding opportunities, quality dissertations, research briefs and action research projects.	The Rural Education Center and the Center for Intercultural and Multilingual Advocacy will seek external funding to support ongoing professional development in these areas.  Faculty will develop strong website profiles that highlight their research agenda.	External funding applications will exceed \$5 million from these two centers.



# IMPERATIVE ALIGNMENT

<b>IMPERATIVE 5: NIMBLY AND PROACTIVELY MEET THE NEEDS OF LEARNERS, EMPLOYERS AND SOCIETY</b>	<p>1.The College of Education will develop timely educational opportunities to serve the needs of the education workforce.</p> <p>5. Technology will be leveraged in innovative pedagogical strategies to enhance teaching and learning.</p>	<p>Microcredentials in AI, ESOL, science education, academic advising and program evaluation will be developed and offered online.</p> <p>A new licensure path in elementary/special unified education will be developed and offered online following approvals.</p> <p>A competency-based program will be developed leading to licensure recommendation in building leadership.</p>	<p>Increase 100 student enrollments in new programs and microcredential courses (credit and noncredit).</p>
<b>IMPERATIVE 6: BUILD PARTNERSHIPS AT ALL LEVELS OF K-STATE</b>	<p>3. Foster mutually beneficial partnerships with local schools, community organizations, and industry leaders to enhance the quality of teacher preparation, promote research-driven educational practices, and increase outreach and support.</p>	<p>Initiate a new literacy center, ASPIRE, by partnering with:</p> <ul style="list-style-type: none"> <li>• Community Colleges</li> <li>• Private Institutions</li> <li>• Community based organizations</li> <li>• K-State 105</li> <li>• Kansas 4-H</li> </ul>	<p>Active partnerships will support the mission of the college. Three new partnerships will be in place to support educator development.</p>
<b>IMPERATIVE 10: GROW TOTAL, COMBINED FUNDRAISING TO \$2 BILLION BY 2030</b>	<p>2. Philanthropic innovative grants will spark faculty innovation in credit and noncredit offerings.</p>	<p>Endowed funds will support faculty innovation, &gt;\$250,000 awarded annually.</p>	<p>An establish process will be in place with a strong infrastructure to support faculty innovation.</p>

# ***EDCATS***

Educators Powered by Purpose

**College of Education**

**114 Bluemont Hall**

**1114 Mid-Campus Dr. North, Manhattan, KS 66506**

**785-532-5525 | 785-532-7304 fax | [edcoll@k-state.edu](mailto:edcoll@k-state.edu)**