

**2022-2023
Unit Annual Report
Division of Academic Affairs
Unit: School of Education**

I Mission and Goal/Outcomes Statement:

Provide overall Mission/Goal Statement for your unit.

The Education Unit at Fitchburg State University is committed to preparing knowledgeable, skillful, and culturally responsive educators that have a focus on inclusivity. We strive to prepare compassionate candidates that become reflective, ethical, professional, and socially responsible teachers, administrators, and counselors. Our programs focus on anti-racist pedagogy, and employ innovative technology to cultivate higher-level thinking and metacognitive skills, while acknowledging the value and benefit of divergent thinking. We support the community by offering both licensure and non-licensure programming that is inclusive of all students, including those with varying abilities and cultural backgrounds.

II Personnel:

List all staff and note all personnel changes that occurred during 22-23.

<u>Name</u>	<u>Position</u>
<u>Sandra Herndon</u>	<u>Dean Administrative Assistant (12 months)</u>
<u>Carolyn Hughes</u>	<u>Department Administrative Assistant (12 month)</u>
<u>Lael Lavery</u>	<u>Department Administrative Assistant (10 month)</u>
<u>Jason Miles</u>	<u>Director of Accountability and Licensure</u>
<u>Lourdes Ramirez</u>	<u>Coordinator of Field Placements, Partnerships, and Recruitment</u>

Faculty:

Jescah Apamo-Gannon

Lyndsey Benharris-Chair (Promoted to full professor)

William Cortezia

Danette Day

Lynn D'Agostino

Karen DeAngelis- Promoted to full professor

Felicia Farron-Davis

Laurie Link- Promoted to full professor

Joann Nichols

Denise Sargent

Robert Shapiro

Annette Sullivan

Dustin Halterman- Hired in a tenure track position starting 9/1/23

III Facilities/Equipment:

List any new facilities/equipment/software etc. acquired during 22-23.

Math IXL software to support student learning in the MTEL prep course.

Teaching Channel Pro

OPTIC software through the Department of Elementary and Secondary Education. This software provides teaching videos that can be used for interrater-reliability activities and training of Supervising Practitioners and Program supervisors.

Mursion: This is an annual expense (educational simulation software)- This may be changing as they have increased the cost and the minimal commitment.

IV Budget Expenditure Analysis:

Was the budget expended as planned? Were additions/changes made, and if so, explain.

The budget was expended as plan with one addition made. Funds were received from Academic Affairs to help fund MTEL vouchers.

We were short in the funding of MTEL instructors that in the past were paid through CPS.

V Programs/Activities:

List major campus activities, events etc. that the office participated in/supported; committees served; community outreach; etc. List events provided to current and prospective students. Also, provide professional development of all staff.

- Senior Send-off Celebration and Recognition- each semester
- Teacher Celebration for the teachers at the Nambale Magnet School in Kenya-
Follow up to the UDL training for the teachers at the Nambale Magnet School

- The Education Department implemented an “Education Partner Meet and Greet.” Working within the community with partner schools as far as Worcester, the education department invited key stakeholders for a meet and greet with our future educators. This was very well attended and teacher candidates were able to have 2-minute interviews with 11 different districts or schools.
- Participated in a Career Panel for MWCC
- Hosted Internship experiences for St. Bernard’s High School students
- Hosted meetings with the Superintendents on a monthly basis to address current needs and to provide a platform for them to collaborate.
- Future Falcon Academy: This program has doubled over the last year, with an increase from 20 students to about 40 students from Fitchburg and Leominster.
- Future Educator Academy: This program continues to receive requests from a number of districts (Worcester district schools, and specific schools, such as Monty Tech). We are currently at capacity and don’t have the bandwidth to increase the number of districts and partners that are interested in participating in this.
- Paraprofessional pathway with Athol/Roylston (serving 8 paraprofessionals)
- Created a sustainable process for students in the FPS Extended Program for students 18-22 to audit approved courses for free and to gain access to the library and other resources on campus.

Committees:

- Undergraduate Curriculum Committee
- Graduate Curriculum Committee
- Dean’s Team Committee
- DEAB-Department of Education Advisory Board
- Education Task Force Committees
 - **Partnerships and Field Experiences:** This committee reviews and addresses programmatic issues and concerns related to the improvement of partner relationships and policies and procedures in field experiences.
 - **Continuous Improvement/Assessment:** This committee reviews and addresses the collection and analysis of assessment data, as well as, efforts that engage the unit in continuous improvement.
 - **Candidate Success:** This committee reviews and addresses recruitment and retention of diverse students and advising to ensure student success.
 - **Fairness and Trustworthiness-** created tool to assess various assessment tools for fairness and trustworthiness.

VI Action Plan for 2022-23:

(Insert your 22-23 Action Plan from last year’s report)

Planned Initiatives for 2022-23	Associated Strategic Plan Goal & Strategy Goal # followed by Strategy # ex: 3.2	Indicate if a DEI initiative
Update our assessment system to gather data so that we can self-evaluate the level of impact our courses, field experiences, and practicum have on preparing anti-racist teachers.	Goal 5: Assert our distinctive value proposition and institutional learning outcomes boldly and widely; Strategy 1: Establish Fitchburg State’s commitment to education justice and being a student ready campus as a cornerstone of the University’s positioning strategy.	DEI
Submit proposal for the General Curriculum (Test 2:Math and Science) MTEL alternative through DESE	Goal 5: Assert our distinctive value proposition and institutional learning outcomes boldly and widely Strategy 1: Establish Fitchburg State’s commitment to education justice and being a student ready campus as a cornerstone of the University’s positioning strategy.	DEI
Participate in the AAQEP (Association for Advancing Quality Educator Preparation) National approval planning. Plan and implement interrater reliability activities for all assessment tools to be used in the self-study.	Goal 5: Assert our distinctive value proposition and institutional learning outcomes boldly and widely	
Participate in the AAQEP (Association for Advancing Quality Educator Preparation) National approval	Goal 5: Assert our distinctive value proposition and institutional learning outcomes boldly and widely	

planning. Organize committees to work on writing components of the self-study report.		
Explore the creation of an UG cohort for paraprofessionals to obtain an initial license in Moderate Disabilities. (Integrating into our UG program)	<p>Goal 1: Forge innovative paths to knowledge acquisition, career readiness, social mobility, and lifelong learning</p> <p>Strategy 4: Leverage existing curricular strengths to develop new programs that meet demand and forge deeper connections between our curriculum and community needs.</p> <p>Goal 5. Strategy 3: Proactively reach, engage, and recruit prospective students through marketing efforts whose reach extends regionally, nationally, and globally.</p>	DEI

VII Assessment Report for 2022-23

Were the Action Plan objectives met? Provide in list or table format that parallels item VI above.

Planned Initiatives for 2022-23	Associated Strategic Plan Goal & Strategy Goal # followed by Strategy # ex: 3.2	Indicate if a DEI initiative	Actions Completed
Update our assessment system to gather data so that we can self-evaluate the level of impact our courses, field experiences, and practicum have on preparing anti-racist teachers.	<p>Goal 5: Assert our distinctive value proposition and institutional learning outcomes boldly and widely:</p> <p>Strategy 1: Establish Fitchburg State's commitment to education justice and being a student ready campus as a cornerstone of the University's positioning strategy.</p>	DEI	<p>In order to address this goal, we adjusted our exit surveys to include the following questions along with the current questions addressing diversity.</p> <ol style="list-style-type: none"> 1. My program of study, including the General Education curriculum, provided me opportunities to reflect on best practices regarding diverse/global perspectives and multicultural proficiency. 2. The program supported my development and growth in anti-racist, anti-biased, and social justice pedagogy. <p>The benchmark for our exit survey was changed to 70% or above ratings 3, which is now identified as "Agree" to align with the Massachusetts rating scale. The following is the revised rating scale:</p> <p style="text-align: center;">3=Agree 2=Moderately Agree 1=Moderately Disagree/Disagree/Neither Agree nor Disagree</p>
Submit proposal for the General Curriculum (Test 2:Math and Science) MTEL alternative through DESE	<p>Goal 5: Assert our distinctive value proposition and institutional learning outcomes boldly and widely</p> <p>Strategy 1: Establish Fitchburg State's commitment to education justice and being a student ready campus as a cornerstone of the University's positioning strategy.</p>	DEI	This was completed and approved by DESE. This was a huge undertaking and required a collaborative effort from a number of faculty with the necessary expertise in their areas.
Participate in the AAQEP (Association for Advancing Quality Educator Preparation) National approval planning. Plan and implement interrater reliability activities for all assessment tools to be used in the self-study.	<p>Goal 5: Assert our distinctive value proposition and institutional learning outcomes boldly and widely</p>		This was completed. We participated in the AAQEP (Association for Advancing Quality Educator Preparation) National approval

			planning. We planned and implement interrater reliability activities for all assessment tools at the Unit Level and the results were used in the self-study.
Participate in the AAQEP (Association for Advancing Quality Educator Preparation) National approval planning. Organize committees to work on writing components of the self-study report.	Goal 5: Assert our distinctive value proposition and institutional learning outcomes boldly and widely		Completed Self-Study was submitted on April 13, 2023
Explore the creation of an UG cohort for paraprofessionals to obtain an initial license in Moderate Disabilities. (Integrating into our UG program)	Goal 1: Forge innovative paths to knowledge acquisition, career readiness, social mobility, and lifelong learning Strategy 4: Leverage existing curricular strengths to develop new programs that meet demand and forge deeper connections between our curriculum and community needs. Goal 5. Strategy 3: Proactively reach, engage, and recruit prospective students through marketing efforts whose reach extends regionally, nationally, and globally.	DEI	We continue to explore this. The following has been done: 1. The Dean was selected and participated in a data gathering study with DESE to examine the teacher shortage and the needs across the state of Mass. 2. Created a pathway for paraprofessionals holding a Bachelor's degree in Athol/Roylston. 3. Have been working with districts to create a pathway for paras holding an associated degree. Held an information session on May 11 th and am currently meeting 1:1 with potential candidates. 4. Meeting with Lisa Moison and Becky Copper-Glenz to explore other options. 5. As President of SCOPE (Deans within state institutions) we are working with DESE to explore the apprenticeship programs that will begin exploration and implementation within the next month. 6. The Dean was selected to serve on the panel (one of two Deans) to research and implement this initiative.

VIII Other Accomplishments:

List accomplishments not already captured above.

- Collaboratively wrote the MAICEI grant application that was received. Working on hiring the Program Coordinator at this moment.
- Collaboratively wrote and submitted the grant application for Paraprofessionals Professional Training. A train the trainer module for the entire state of Mass. Made it through the first round and had an interview from DESE. Waiting to hear.

IX Action Plan 2023-2024:

Planned Initiatives for 2023-24	Associated Strategic Plan Goal & Strategy Goal # followed by Strategy # ex: 3.2	Indicate if a DEI initiative
Finalize focus groups for our site visit from AAQEP on October 16 th through the 18 th , 2023. Meet with each focus group to prepare them for the process of the visit	Goal 5: Assert our distinctive value proposition and institutional learning outcomes boldly and widely	
Organize and prepare for our site visit from AAQEP on October 16 th through the 18 th , 2023.	Goal 5: Assert our distinctive value proposition and institutional learning outcomes boldly and widely	Components of our report and the requirements specifically address DEI.

<p>Continue to work collaboratively on designing a pathway for paraprofessionals to obtain their bachelor's degree and licensure, while continuing to explore adult education pathways with a focus on diversifying our students and teacher candidates.</p>	<p>Goal 1: Forge innovative paths to knowledge acquisition, career readiness, social mobility, and lifelong learning 1.6. Strengthen adult education in collaboration with regional educational partners and employers.</p> <p>7. Across all academic and co-curricular programs, leverage institutional expertise in online education and distance learning to reinforce the University's commitment to access.</p> <p>Goal 2: Become a model student-ready university and narrow the achievement gap</p> <p>2.4. Ensure all processes and support services are adequate to meet the unique needs of transfer students, non-traditional students, online learners, and graduate students.</p> <p>2.6. Adopt an integrated approach to enrollment management to achieve more systemic and centralized coordination of student recruitment and retention efforts.</p>	<p>DEI</p>
<p>Work collaboratively with DESE to design and implement the statewide pathway for apprenticeship programs.</p>	<p>Goal 1: Forge innovative paths to knowledge acquisition, career readiness, social mobility, and lifelong learning 1.6. Strengthen adult education in collaboration with regional educational partners and employers.</p> <p>Goal 1: Forge innovative paths to knowledge acquisition, career readiness, social mobility, and lifelong learning 2.4. Ensure all processes and support services are adequate to meet the unique needs of transfer students, non-traditional students, online learners, and graduate students.</p> <p>2.5. Integrate career services into departments and curriculum, and build more consistent career advising across campus, especially for first-year students and sophomores.</p> <p>2.6. Adopt an integrated approach to enrollment management to achieve more systemic and centralized coordination of student recruitment and retention efforts.</p>	<p>A very strong DEI focus</p>
<p>In order to fully address the integrating of cultural proficiency and anti-racism that includes intersectionality of race, ethnicity, class, gender identity and expression, sexual identity, and the impact of language acquisition and literacy development on learning within each program along with common tools of assessment we will do the following:</p> <ul style="list-style-type: none"> ● Review curriculum, mapping where this instruction is occurring, assuring that it is scaffolded throughout each program along with specific assessments, including the implementation into practice. 	<p>Goal 2: Become a model student-ready university and narrow the achievement gap</p>	<p>DEI</p>
<p>Increase and revisit the focus and assessment of candidates knowledge around social emotional learning and the connection between theory to practice.</p>	<p>Goal 1: Forge innovative paths to knowledge acquisition, career readiness, social mobility, and lifelong learning</p>	

Updates to the Action Plan may be submitted via a revised Annual Report.

X Reflection:
Take this section to reflect on--

1) *Initiatives that you may be considering for 23-24 academic year that you did not already capture above. I will be exploring other pathways to support/assist districts and community programs in increasing the number of diverse teachers and to alleviate the teacher shortage we are experiencing. This is a statewide issue and I will be continuing to work with other state institutions DESE and the DHE .*

2.) *Anything else not captured in this report that you would like to share.*