



Middle Georgia
State University

School of Education & Behavioral Sciences
100 University Parkway, Macon, GA 31206
478.757.2544 mga.edu

Macon
Cochran
Dublin
Eastman
Warner Robins
and online everywhere

Vision: To be the regional leader in preparing informed, caring, and professional graduates who will transform our social world.

Mission: The School of Education & Behavioral Sciences is a dynamic academic community that brings faculty, students and community stakeholders together to inspire and empower the next generation of professionals, practitioners, and scholars.

Values that undergird our mission:

1. Social transformation, change agents, advocacy
2. Culturally-informed, adaptable, sensitive, appreciative, respectful of differing perspectives
3. Seek excellence in public service
4. Lifelong learning
5. Global awareness and perspective
6. Sharing, communication, collaboration, transformation

Strategy to achieve our mission:

1. Rigorous academic programming
2. Disciplinary, interdisciplinary and applied scholarship
3. Innovative partnerships
4. Community engagement
5. Signature experiences for every student

School of Education & Behavioral Sciences Imperatives, Strategies, and Action Items – (rev. January 2020)

Imperative	Grow Enrollment with Purpose	
Strategy	Expand and Enrich F2F Instruction	Expand and Enrich Online Instruction
FY20	<p>50% of all upper-level course offerings within the School of Education & Behavioral Sciences will have a "signature experience" or "note".</p> <p>Design and Plan for School-wide Student Resource Center (TEB 208)</p> <p>Conduct survey of students/ F2F needs; analysis of data.</p> <p>BranchED site visit and consultation (Education)</p>	<p>Develop rubric for online quality assurance (QA)</p> <p>Research strategies for enhancing student online experience (engagement, accessibility, etc.)</p> <p>Conduct a survey of students/Online needs; analysis of data.</p> <p>BranchED site visit and consultation (Education)</p>
FY21	<p>75% of all upper-level course offerings within the School of Education & Behavioral Sciences will have a "signature experience" or "note".</p> <p>Open School-wide Student Resource Center (TEB 208) - Fall 2020</p> <p>Design and test rubric for faculty peer evaluation for F2F instruction.</p> <p>Implement mini-lecture series (outdoors - SLC amphitheater – Macon campus. Quad – Cochran campus.)</p>	<p>Rollout/implement QA instrument for online instruction School-wide</p> <p>Implement a minimum of two strategies from the online needs survey.</p> <p>Establish standard guidelines and expectations for online instruction.</p>
FY22	<p>100% of all upper-level course offerings within the School of Education & Behavioral Sciences will have a "signature experience" or "note".</p> <p>Continue to refine operations of School-wide Student Resource Center (TEB 208)</p>	<p>Track results of rollout for QA instrument.</p> <p>School-wide identity: a focus on the Scholarship of Teaching and Learning (SoTL): Test strategies for making student online experience more accessible</p>
FY23	<p>Ongoing lecture series part of School culture.</p> <p>Track implementation and early development of the Student Resource Center (SRC) in order to incorporate lessons learned.</p>	<p>Incorporate lessons learned regarding QA tracking and SoTL work – ongoing.</p>

Imperative	Own Student Success	
Strategy	Develop Academic Pipelines	Expand Degree Offerings
FY20	<p>Outreach program to local high schools.</p> <p>Project NURTURE (\$1.1M federal sub-grant) – pre- and post-graduate pipeline construction; focus on paraprofessionals and MAT students (Education programs)</p> <p>Strengthen partnerships with Hutchings and other district Career Centers/GMC/CGTC</p> <p>Develop and implement recruitment plan for new degrees (Political Science; Bachelor of Social Work)</p> <p>Implement curricular redesigns (Psychology, Criminal Justice, Political Science, Education programs)</p> <p>BranchED site visit and consultation (Education)</p> <p>FIRST Lego League regional robotics tournament – full-scale at 24 teams.</p>	<p>Enroll first cohort of BSW students.</p> <p>Add minor in pre-law (Political Science).</p> <p>Add track in Homeland Security Management (Criminal Justice)</p>
FY21	<p>Project NURTURE (\$1.1M federal sub-grant) – pre- and post-graduate pipeline construction; focus on paraprofessionals and MAT students (Education programs)</p> <p>Develop plan of interdepartmental cooperation for outreach initiatives.</p> <p>Explore participating with local Youth in Government Programs.</p> <p>Track success of curricular implementations.</p>	<p>BS program in Political Science – offer at Macon campus.</p> <p>Psychology – explore Master’s program with industry collaboration.</p> <p>Criminal Justice – explore Master’s program.</p> <p>Social Work – seek MSW approval</p> <p>Explore African Union Studies Certificate (USG-wide)</p>
FY22	<p>Project NURTURE (\$1.1M federal sub-grant) – pre- and post-graduate pipeline construction; focus on paraprofessionals and MAT students (Education programs)</p> <p>Establish a series of test cases for liaising with local youth programs (Political Science).</p>	<p>Political Science – explore Master’s program.</p> <p>Revisit M.Ed. proposal.</p>

Imperative	Own Student Success	
Strategy	Develop Academic Pipelines (cont.)	Expand Degree Offerings (cont.)
FY23	<p>Project NURTURE (\$1.1M federal sub-grant) – pre- and post-graduate pipeline construction; focus on paraprofessionals and MAT students (Education programs)</p> <p>Solidify BSW Program with ongoing internal and external support.</p> <p>Design a program for youth organizational engagement based on the outcomes of the test series (Political Science).</p>	

Imperative	Own Student Success	
Strategy	Expand Student Engagement	Expand Experiential Learning
FY20	<p>Redeploy Dean’s Mentors program</p> <p>Get on the Bus Series focusing on social justice and equity (Developed and implemented by Teacher Education & Social Work)</p> <p>Apply for a chapter of Psi Chi Honor Society (Psychology)</p>	<p>Develop and implement at least two department-wide experiential learning or professional development activities for students (e.g., Math/Science Camp) (Teacher Education & Social Work)</p> <p>Explore and Adopt Model UN/Model Senate programs (Political Science).</p> <p>Implement Internships for psychology majors</p>
FY21	<p>Expand Dean’s mentor program - engage at least 20% of our majors within the School.</p> <p>Align G2C initiatives in Psychology, Criminal Justice, Sociology and Political Science with student engagement efforts.</p> <p>Explore regional field trips increasing student engagement with local/state history (Political Science)</p>	<p>Study the impacts of all experiential learning/professional development programs.</p> <p>Social Work interns work in MaconAIM (social service collaborative with collective impact)</p> <p>Implement a Model UN/Model Senate program.</p> <p>Develop and implement guidelines for experiential learning and prior learning assessment</p>
FY22	<p>Study impact of Dean’s Mentoring Program.</p> <p>Solidify results of G2C and SoTL work by making and encouraging changes that develop a body of “best practices” to attaining the goal of decreasing DWF rates in all courses.</p>	<p>Incorporate lessons learned into all experiential learning programming.</p>
FY23	<p>Complete rollout of “peer mentoring” culture while incorporating lessons learned from the impact study and on-the-ground experience.</p> <p>BSW cohort to attend NASW Lobby Day (Social Work)</p>	

Imperative	Build Shared Culture	
Strategy	Attract, Recruit, Retain, Develop Talent	Cultivate Engagement
FY20	<p>Work to brand/market all School activities as such.</p> <p>Colleague Co-teaching/Best Pedagogical Practices – Sharing, communicating.</p> <p>Explore Dean’s Development Council to support School’s development, brand, identity, faculty development.</p> <p>Identify and publicize faculty areas of expertise.</p>	<p>Communicate research findings of faculty/students, projects and initiatives on monitors throughout TEB.</p> <p>Engage in yearly retreats for team and program building (Teacher Education & Social Work).</p> <p>Brown Bag Colloquium Series (Sponsored by Psychology & Criminal Justice) – re-launch</p> <p>Continue to develop political/civic lecture series (Political Science)</p>
FY21	<p>Establish Dean’s Development Council to support School’s development, brand, identity, faculty development.</p> <p>Found Southeastern Journal of Social Justice – faculty serve on editorial board, publish articles, and collaborate; interdisciplinary scholarship.</p> <p>Explore continuing education possibilities.</p> <p>Connect faculty with external stakeholders.</p>	<p>Plan follow-up/next steps for MGA Thrive Summit</p> <p>Found Southeastern Journal of Social Justice – faculty serve on editorial board, publish articles, and collaborate; interdisciplinary scholarship.</p> <p>Look to hosting sub-regional conference (e.g., the Georgia Political Science Association Conference) – various disciplines.</p>
FY22	<p>Look for reallocations of current and future spending in order to prioritize load reductions, sabbaticals, recruitment, and retention efforts.</p>	<p>Conduct formal community engagement survey to find out how responsive the public and community stakeholders would be to School initiatives and engagement efforts.</p>
FY23	<p>50% of faculty and staff engaged in collaborative service and/or scholarship with community partners.</p>	<p>Implement the findings of the community engagement survey; refine engagement practices.</p>

Imperative	Build Shared Culture
Strategy	Elevate University and Region
FY20	<p>FIRST Lego League (FLL) Regional Tournament – expand to 24 teams</p> <p>Explore cross-institution socialization</p> <p>Initiate National Accreditation through the Council on Social Work Education for the BSW program.</p>
FY21	<p>Plan follow-up/next steps for MGA Thrive Summit</p> <p>Establish Dean’s Development Council to support School’s development, brand, identity, faculty development.</p> <p>Host conference on diversity, equity, inclusion and/or social justice</p> <p>Identify key cross-institution partnerships - at least two (scholarship, teaching and/or service)</p> <p>Revitalize Center for Applied Research and Education (CARE) - at least one grant-funded project</p> <p>Explore national accreditation, possibly through AAQEP (Education programs)</p>
FY22	<p>Lay groundwork for an annual Social Work Symposium that will offer continuing education and networking (Social Work)</p> <p>CARE Center-two grant funded projects.</p> <p>Implement the findings of the community engagement survey; refine engagement practices.</p>
FY23	<p>50% of faculty engaged in collaborative service and/or scholarship with community partners.</p> <p>First annual Social Work Symposium</p> <p>CSWE Accreditation (national) BSW program (June 2023); national accreditation (education programs)</p>

Imperative	Building Key Partnerships
Strategy	Identify and Build Strategic Partnerships
FY20	<p>Conduct an inventory of all partnerships</p> <p>Create a community engagement survey, specific questions about the perception of community needs that SEBS can address.</p> <p>Seek out new partnerships with major mental health providers for student internships and jobs after graduation and explore the possibility of BCBA or BCaBA certificate program with their help.</p>
FY21	<p>Categorize and Prioritize inventory of partnerships; identify stakeholder gaps; develop community engagement plan.</p> <p>Strengthen/Develop Professional Development Schools/Bibb, Bleckley, Houston, Laurens, Dodge (Education programs)</p> <p>Establish new (and strengthen previous) partnerships with key social work field education sites. (Social Work)</p> <p>Establish Social Work Advisory Council (Social Work)</p>
FY22	<p>Fill in stakeholder gaps. Establish and institutionalize relationships with partners.</p> <p>Implement community engagement plan to address areas of economy, society, and polity that will empower SEBS to better serve our local community.</p>
FY23	<p>Have an ongoing review of relationships, adapting to changing environmental conditions as we go forward.</p> <p>Ensure key partnerships are a part of the first annual Social Work Symposium. (Social Work).</p> <p>Assess how our community engagement plan is working - Track the strategies and identify areas for improvement.</p>

Imperative	Promote Social Justice, Equity and Inclusion
Strategy	Communication of “Lived” Work and Values
FY20	<p>Explore developing a diversity program to improve recruitment and retention among administration, faculty, staff, and students within the School.</p> <p>Explore creating interdisciplinary “Southeastern Journal of Social Justice, Equity and Inclusion”</p> <p>Further connect work of faculty and students with MaconAIM (Social Work)</p> <p>Explore/consult with BranchED - invite BranchEd for a site visit (Education programs)</p> <p>Diversity Dialogues as a component of professional development – implemented Fall 2019 (Teacher Education & Social Work)</p> <p>Get on the Bus Series focusing on social justice and equity (Teacher Education & Social Work; plan to offer School-wide)</p>
FY21	<p>Formally create Southeastern Journal of Social Justice, Equity and Inclusion - request for articles; form editorial board; first issue launch</p> <p>Provide the opportunity for all faculty to complete Safe Zone, Sanctuary, Circles or similar training as part of ongoing School-wide diversity education efforts.</p> <p>Formalize relationships with stakeholders, students, and others between research efforts and the community. Encourage community-based and oriented research projects.</p> <p>Conduct research related to campus/School climate; needs assessment</p> <p>Look to institutionalize, School-wide, diversity dialogues.</p> <p>continue work with BranchED as a cohort with other institutions</p>
FY22	<p>Implement findings from campus climate research.</p> <p>Fine-tune the standards of the diversity program (professional development) to ensure the maintenance of equality while working toward the establishment and continuance of high quality.</p>
FY23	<p>Develop standard operating procedures/expectations to ensure a positive campus climate.</p> <p>Host: Regional Conference/Inclusion/Diversity (can be included in the SW Symposium)</p>