Q1. **2023 Unit Assessment Plan**

Complete the GCU Unit Assessment Plan with three goals aligned with GCU's Mission and Strategic Compass. See the template within the University Assessment Plan on the GCU Assessment webpage. You can repeat your previous assessment plan if it is still valid.

Unit Assessment Plans are due February 28.

Q2. **Name of Administrative Unit**

School of Education

Q3. **Name of the person completing this report. (Last, First)**

McNeal, Kelly

Q4. **Email address of person completing this report.**

kmcneal@georgian.edu

Q5. Date plan submitted

3/16/2023

Q6. **To which Cabinet Member does this unit report?**

○ President
● Provost
○ Executive Director for Mission Integration
○ Vice President Finance and Administration
○ Vice President Institutional Advancement
○ Vice President for Enrollment & Retention
○ Other, (please specify

Q7. **This plan is based on the following year type selection:**

○ Calendar Year (January-December)

○ Academic Year (September-August)

● Fiscal Year (July-June)

○ Other [_____]

Q8. **State Goal 1 for your administrative unit.**

> To formally update existing existing School of Education Programs to a. meet NJ DOE requirements, b. align to updatred CAEP standards, and c. make programs more accessible to teacher and advanced candidates throughout NJ.

Q9. **State the Outcomes for Goal 1.**

☑ 1.1
Update teacher education programs and submit to the NJ DOE

☑ 1.2
Update advanced programs and submit necessary programs updates to the State of NJ

☑ 1.3
Reduce number of pre-requisites in programs

☑ 1.4
Update programs so they are competitive with sister institutions in the State of NJ

☐ 1.5
[_____]

☐ 1.6
[_____]

Q10. **What metrics will be used to measure results of Goal 1? Align with above outcomes.**

☑ 1.1 Track number of undergraduate programs updated

☑ 1.2 Track number of advanced programs updated

☑ 1.3 Track number of programs which reduce pre-requisites

☑ 1.4 Analyze the competitiveness of programs and updates made due to this

☐ 1.5 [_____]

☐ 1.6 [_____]

Q11. **What will be the benchmark for successfully meeting Goal 1? Align with the above metrics.**

- ☑ 1.1 | All undergraduate programs will be updated
- ☑ 1.2 | All advanced programs will be updated
- ☑ 1.3 | Initial teacher education programs will no longer require psychology pre-requisites
- ☑ 1.4 | Programs will be reduced in credits, when deemed appropriate
- ☐ 1.5
- ☐ 1.6

Q12. **State Goal 2 for your administrative unit.**

Creation of new, revenue generating programs.

Q13. **State the Outcomes for Goal 2.**

- ☑ 2.1
  A graduate reading program in Wilson will be established.
- ☑ 2.2
  A M.Ed. in Reading / Multisensory will be established
- ☑ 2.3
  A M.Ed. in ESL with a multisensory reading will be established
- ☑ 2.4
  A Ed.D. will be established.
- ☑ 2.5
  A SAC program will be re-established.
- ☑ 2.6
  An advanced admission program for the M.Ed. in Professional Counseling will be established.

Q14. **What metrics will be used to measure results of Goal 2? Align with the above outcomes.**

- ☑ 2.1 Program passese through the SoE Curriculum Committee, necessary University Committees, and students are able to register.
- ☑ 2.2 Program passese through the SoE Curriculum Committee, necessary University Committees, the NJ DOE and students are able to register.
- ☑ 2.3 Program passese through the SoE Curriculum Committee, necessary University Committees, and students are able to register.
- ☑ 2.4 Program passese through the SoE Curriculum Committee, necessary University Committees, outside counceils, and students are able to register.
- ☑ 2.5 Program passese through the SoE Curriculum Committee, necessary University Committees, the NJ DOE, and students are able to register.
- ☑ 2.6 Program passese through the SoE Curriculum Committee, necessary University Committees, and students are able to register.

Q15. **What will be the benchmark for successfully meeting Goal 2? Align with above metrics.**

- ☑ 2.1 Enrollment in program of >10
- ☑ 2.2 Enrollment in program of >10
- ☑ 2.3 Enrollment in program of >10
- ☑ 2.4 Enrollment in program of >10
- ☑ 2.5 Enrollment in program of >10
- ☐ 2.6

Q16. **State Goal 3 for your administrative unit.**

Work with the NJ DOE on new and creative NJ State DOE initiatives.

Q17. **State the Outcomes for Goal 3.**

☑ 3.1
Become part of the Limited CEAS Pilot Program

☑ 3.2
Work with the NJ DOE and other partners to create a Deaf / Hard of Hearing Licensure program utilzing our already established TOSD program

☑ 3.3
Apply for NJ DOE Grants

☐ 3.4

☐ 3.5

☐ 3.6

Q18. **What metrics will be used to measure results of Goal 3? Align with the above outcomes.**

☑ 3.1 Becoming part of the Limited CEAS Pilot Program

☑ 3.2 Establishing with other partners a Deaf / Hard of Hearing licensure program

☑ 3.3 Number of grants applied for

☐ 3.4

☐ 3.5

☐ 3.6

Q19. **What will be the benchmarks for successfully meeting Goal 3? Align with above metrics.**

☑ 3.1 Number of teacher candidates graduating with a Limited CEAS

☑ 3.2 Establishment of a Deaf / Hard of Hearing Licensure pathway for GCU teacher candidates

	☑	3.3	Awarding of NJ DOE grants
☐	3.4	
☐	3.5	
☐	3.6	

Q20. **Give the Mission alignment for unit assessment goals. Check all that apply.**

	Goal 1	Goal 2	Goal 3
Georgian Court University, founded by the Sisters of Mercy of New Jersey in 1908 and sponsored by the Sisters of Mercy of the Americas since January 2007, provides a comprehensive liberal arts education in the Roman Catholic tradition.	☑	☑	☑
The university has a special concern for women and is a dynamic community committed to the core values of justice, respect, integrity, service, and compassion, locally and globally.	☑	☑	☑
Georgian Court provides its students with a curriculum broad enough to be truly liberal, yet specialized enough to support further study and future careers.	☑	☑	☑
Georgian Court provides students with an environment for the entire university community to grow through shared educational, cultural, social, and spiritual experiences.	☑	☑	☑
Georgian Court provides students with the will to translate concern for social justice into action.	☑	☑	☑
No direct alignment with Mission.	☐	☐	☐

Q21. **Give the alignment with the GCU Strategic Compass Point (s) for your unit assessment goals. Check all that apply.**

	Goal 1	Goal 2	Goal 3
Compass Point 1: Mission Fulfillment through Academic Excellence.	☑	☑	☑
Compass Point 2: Mission Fulfillment through an Exceptional Student Experience.	☑	☑	☑
Compass Point 3: Mission Fulfillment through Revenue Generation and Diversification.	☑	☑	☑
Compass Point 4: Mission Fulfillment through Operational Efficiency and Utilization.	☑	☑	☑
No direct alignment with the Strategic Compass.	☐	☐	☐

Q22. Please select the directive(s) aligned with your goal(s) for Compass Point 1: Mission Fulfillment Through Academic Excellence.   (check all that apply)

	Goal 1	Goal 2	Goal 3
1.1 Increase offerings by implementing sustainable new or revised undergraduate programs (at least five), new graduate programs (at least three), and non-degree programs which meet currently unserved student populations or needs.	☑	☑	☐
1.2 Stabilize one year retention of First Year students at 75% or higher. Baseline one year retention of Second Year students and transfer students. Improve four year graduation rates.	☐	☐	☐
1.3 Provide consistent program quality, as measured by student satisfaction, across delivery formats (face-to-face, hybrid, online) and geographical site locations such that all students will have access to equitable services and facilities.	☑	☐	☐
1.4 Increase average number of high impact practices in which students participate including learning communities, service learning, research with faculty, study abroad, field or internship experience, and capstone experiences.	☑	☑	☑

	Goal 1	Goal 2	Goal 3
1.5 Increase percentage of graduating undergraduate students who enter graduate school at GCU, at GCU partner programs, and elsewhere.	☑	☑	☑
1.6 Increase percentage of graduating students who are employed in positions in which their degree is needed within six months.	☑	☑	☑
1.7 Maintain and grow academic space in alignment with program needs.	☐	☐	☐

Q23. Please select the directive(s) aligned with your goal(s) for Compass Point 2: Mission Fulfillment Through Exceptional Student Experience. (check all that apply)

	Goal 1	Goal 2	Goal 3
2.1 Improve the overall retention of resident students by providing a healthy and engaging residential experience.	☐	☐	☐
2.2 Develop an IT infrastructure that includes a "one campus" communications and services structure that is on par with current higher education industry standards.	☐	☐	☐
2.3 Enhance the physical space available for student engagement throughout campus.	☐	☐	☐
2.4 Develop collaborative campus environment that supports students through engagement with all campus stakeholders.	☐	☐	☐
2.5 Integrate marketing and recruitment strategies that highlight instructional strengths to attract the student who will succeed at Georgian Court University	☐	☑	☑
2.6 Provide unique student leadership experiences that focus on the philosophy of servant and ethical leadership.	☐	☐	☐
2.7 Identify current or develop new GCU Traditions to support and highlight a dynamic unified campus culture (convocation, homecoming, bonfire, etc.).	☐	☐	☐
2.8 Provide for an exceptional, safe, and well-rounded student-athlete experience through maintenance of competitive level facilities, leadership programming, academic support & resources consistent with program growth.	☐	☐	☐

Q24. Please select the directive(s) aligned with your goal(s) for Compass Point 3: Mission Fulfillment Through Revenue Generation and Diversification. (check all that apply)

	Goal 1	Goal 2	Goal 3
3.1 Increase enrollment to meet current capacity and develop a comprehensive plan for our main campus in demographic and programs which highlight the main campus as the flagship model for the Georgian Court Mission.	☑	☑	☑
3.2 Identify new locations, sites, and delivery modalities where the Mission and the revenue opportunities are abundant.	☐	☑	☑
3.3 Identify and partner with high schools, community colleges, other colleges and universities, community programs, and business/employers to meet their student needs as an educational partner.	☐	☐	☑
3.4 Create multiple-channel financial aid strategy to connect early packaging with admissions yield strategy. Utilize packaging strategy to create an optimal class and net tuition revenue.	☐	☐	☐
3.5 Implement a branded Georgian Court experience for all students regardless of site or location to build on the sense of connectedness to the University, cultivating continuous involvement as future alumni & donors.	☐	☐	☐
3.6 Seek additional revenue in to the forms of increased alumni giving, increased athletic giving, increased foundation and corporate partnerships.	☐	☐	☐
3.7 Engage stakeholders of the institution including, board members, administration, faculty and staff, and alumni the fundraising efforts to build on the Georgian Court Brand and build connections to new funding sources.	☐	☐	☐
3.8 Build capacity and launch a capital campaign.	☐	☐	☐

Q25. Please select the directive(s) aligned with your goal(s) for Compass Point 4: Mission Fulfillment Through the Operational Efficiency and Resource Utilization. (check all that apply)

	Goal 1	Goal 2	Goal 3
4.1 Develop a collaborative financial strategy for the next three years that integrates the strategic enrollment and academic plans. These plans will be supported by Capital and Leased space development programs and the integration of the Facilities Conditions Assessment.	☐	☐	☐
4.2 Develop a plan that re-imagines the campus to make efficient and effective use of physical spaces on campus, inclusive of renewal and replacement programs.	☐	☐	☐
4.3 Develop the Campus Master Plan and a Strategic Technology Master plan to support campus operations and expand satellite and virtual academic sites.	☐	☐	☐
4.4 Enhance and expand efficient process improvement programs to provide more supportive operations and efficient campus operations and workflows.	☐	☐	☐

Q26. **With which MSCHE (Middle States Commission on Higher Education) Standard are your unit assessment goals aligned. Try to limit your response to the primary area of alignment.**

	Goal 1	Goal 2	Goal 3
Standard I. Mission and Goals	☑	☑	☑
Standard II. Ethics and Integrity	☐	☐	☐
Standard III. Design and Delivery of the Student Learning Experience	☑	☑	☑
Standard IV. Support of the Student Experience	☐	☐	☐
Standard V. Educational Effectiveness Assessment	☐	☐	☐
Standard VI. Planning, Resources, and Institutional Improvement	☑	☑	☑
Standard VII. Governance, Leadership, and Administration	☐	☐	☐
I am not sure which Standard to choose	☐	☐	☐
Applies to all Standard	☐	☐	☐

Q27. **Name the person(s) responsible for Goal 1.**

Kelly McNeal

Q28.
Name the person(s) responsible for Goal 2.

Kelly McNeal

Q29.
Name the person(s) responsible for Goal 3.

Kelly McNeal

Q30.

In which year will Goal 1 be assessed?
Note: Data is collected annually, but analysis is done on a three-year cycle, one goal per year.

○ Year 1

○ Year 2

⦿ Year 3

Q31.

In which year will Goal 2 be assessed?
Note: Data is collected annually, but analysis is done on a three-year cycle, one goal per year.

○ Year 1

⦿ Year 2

○ Year 3

Q32.

In which year will Goal 3 be assessed?
Note: Data is collected annually, but analysis is done on a three-year cycle, one goal per year.

⦿ Year 1

○ Year 2

○ Year 3

Q33. **Are there any additional comments you would like to add to this report?**

Location Data

Location: [(40.0923, -74.2252)](40.0923, -74.2252)

Source: GeoIP Estimation