

## **School of Education Summary Description of Planning Process**

### Background

Dean Ronald Rochon appointed and convened the School of Education Planning Council in May 2006. The Planning Council, chaired by Dr. Wendy Paterson, met twice monthly (including during the summer months) to develop the School's draft strategic plan (a total of 20 meetings to date). The Council was able to build on the groundwork represented by the mission statement and values approved by the School of Education faculty in April 2006.

### Data Collection and Analysis

The Planning Council worked in sub-committees to collect and analyze data related to the School of Education, Buffalo State and the external environment. This information was used to develop a comprehensive profile of the School of Education, an analysis of the school's strengths and weaknesses and to develop a better understanding of the opportunities and threats in the external environment. Based on this situation analysis, the Planning Council then developed a list of 46 strategic issues facing the School of Education.

### Envisioning the Future

Equipped with a better understanding of the School of Education's current reality, the Planning Council then spent two meetings brainstorming future scenarios and drafting the proposed vision statement for the School of Education.

### The Strategic Goals

The strategic goals evolved from numerous discussions about the 46 strategic issues, the vision, mission, and values and represent the planning council's ideas about how to move from the current reality to the vision (see Fritz' structural tension model)

### Implementation Planning

Task teams will be appointed by the dean no later than September 1<sup>st</sup> to develop implementation plans for each of the strategic goals.

### Implementation Planning Principles

- The plan will set priorities for the School of Education for the next 5 years (allocation of \$, positions, space and effort);
- The plan will be aligned with the College's strategic and operational plans;
- The School of Education's structure and systems will be aligned to support its mission, vision, and strategic goals;
- The plan will incorporate existing initiatives as appropriate;
- Every effort will be made to avoid duplication of effort;
- Implementation strategies will include assessment and continuous improvement;
- Every effort will be made to hear faculty/staff/student voices and to engage stakeholders in planning and implementation;
- Every effort will be made to develop consistent standards across all teacher education programs at Buffalo State; and
- Governance and decision-making roles will be clarified to distinguish between voice, vote, and veto authority