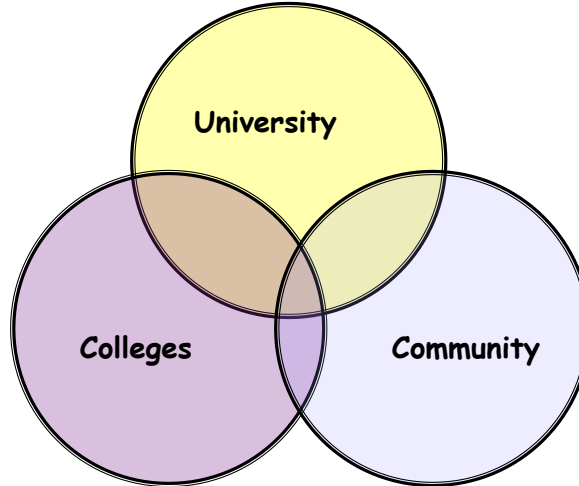


*Diversity Plan
College of Education*

Matrix of Planning for Diversity



1. Goal:

The commitment of the College of Education to a diverse, inclusive, multicultural and international society will be demonstrated through its faculty, students, and clinical experiences.

2. Definition of Diversity:

<u>Unit</u> (adopted NCATE definition): Differences among groups of people and individuals based on ethnicity, race, socioeconomic status, gender, exceptionalities, language, religion, sexual orientation, and geographical area.	<u>General education core definition of diversity</u> : A minority American culture such as those identified by race or ethnicity, gender, sexual orientation, or disability; and the process of racism or discrimination of cross-cultural interaction.	<u>INTASC Standard 3</u> (program standards for teacher education candidates – initial level): Diverse learners – learners from diverse cultural backgrounds and with exceptionalities.
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3. Performance Indicators:

- Diversity of candidates (enrollment)
- Diversity of placements (high needs – field experiences, teaching assistantships, student teaching, internships)
- Diversity of full-time faculty/supervisors and of part-time faculty and supervisors
- Learning outcomes within programs (program assessment and field experience evaluation – tied to national standards and state standards for teacher preparation programs)
- Diversity in course content
- International experiences (# of students studying abroad)

MATRIX: Coordination and Implementation of Diversity Objectives

	Target strategies/objectives	Responsibility	Timeline
Curriculum	<ul style="list-style-type: none"> Develop compassion for the poor and appreciate the Vincentian heritage 	University strategic plan	2008-11
	<ul style="list-style-type: none"> Implement and assess general education requirement for diversity 	Arts and Sciences – Outcomes Assessment	2008-11
	<ul style="list-style-type: none"> Cultivate better understanding and knowledge of diversity issues surrounding student achievement through sector collaborations 	University strategic plan	2008-11
	<ul style="list-style-type: none"> Integrate knowledge, skills, dispositions on diversity and conduct assessment of performance 	College of Education strategic plan	2004-11
	<ul style="list-style-type: none"> Expand study abroad and international exchanges (internationalize campus and experiences) 	University and College	2004-11
	<ul style="list-style-type: none"> Establish partnerships to expand TESOL and language education programs 	University and college strategic plans	2004-11 2008-11
	<ul style="list-style-type: none"> Integrate international and multicultural content into the curriculum, into each major and the general education courses 	University and college strategic plans	2004-11 2008-11
	<ul style="list-style-type: none"> Utilize the Underground Railroad exhibition (museum) 	University strategic plan	2008-11
Faculty	<ul style="list-style-type: none"> Increase the number of faculty and staff from diverse backgrounds, including part-time and clinical supervisors 	College strategic plan	2004-11
	<ul style="list-style-type: none"> Provide professional development for faculty on topics related to diversity (including a cadre of trainers, e.g., GESA) 	College strategic plan	2004-11
	<ul style="list-style-type: none"> Seek funding to establish in-residence positions for teachers and leaders 	College of Education, University plan	2004-11
	<ul style="list-style-type: none"> Create international faculty exchanges and expand international partnerships (expanding opportunities for International Education and Research) 	College of Education and University Strategic Plan	2008-11
Candidates	<ul style="list-style-type: none"> Increase the number of students from diverse backgrounds 	University strategic plan	2008-11
	<ul style="list-style-type: none"> Expand recruitment and opportunities programs (i.e., Visas, NUOP, disabilities services) 	University strategic plan - Enrollment Management	2008-11
	<ul style="list-style-type: none"> Energize diversity/cultural issues at NU by 	University strategic plan	2008-11

	<p>combining efforts across colleges (e.g., Latin American Studies minor, TESOL, museum programs)</p> <ul style="list-style-type: none"> • Expand high needs placements • Continue to expand and fund “grow-your-own” programs to prepare paraprofessionals • Shape a more dynamic multiculturalized campus (e.g., MISA, Latin American Student Organization, Gay/Lesbian Student Organization) • Improve institutional support for a growing diverse student population 	<p>College of Education</p> <p>University strategic plan</p> <p>University strategic plan</p> <p>University strategic plan</p>	<p>2008-11</p> <p>2008-11</p> <p>2008-11</p> <p>2008-11</p>
Pre-K -12	<ul style="list-style-type: none"> • Provide leadership in development of Niagara Falls • Enhance capacity to respond to and meet community development needs. • Ensure high needs placements in education • Establish new partnerships with high needs, urban districts/schools and disability organizations • Create Center for Family Literacy and Counseling • Enhance service learning and provide programming that will have significant impact on Niagara Falls • Establish “deep” partnership with high needs schools (school #44 – TLQP, Toronto) 	<p>University strategic plan</p> <p>University strategic plan</p> <p>College of Education</p> <p>College of Education</p> <p>College of Education</p> <p>University strategic plan</p> <p>College strategic plan</p>	<p>2008-11</p> <p>2008-11</p> <p>2004-11</p> <p>2004-11</p> <p>2004-11</p> <p>2008-11</p> <p>2004-11</p>