

# THE CALIFORNIA STATE UNIVERSITY OFFICE OF THE CHANCELLOR EDUCATOR AND LEADERSHIP PROGRAMS STRATEGIC PLAN



## VISION

**Catalyzing equitable access and outcomes in P-20 education.**



## MISSION STATEMENT

**Advance equity, innovation, and excellence in the preparation of educators and leaders.**



## CORE VALUES

**Advocacy:** Engage in advocacy to influence policy, promote access, and equity, secure, essential funding, and raise public awareness about the value of education.

**Continuous Improvement:** Practice the continuous examination and testing of solutions to address the most pressing systemic challenges facing our programs using data, testing, and best practices.

**Innovation:** Respond to evolving demands of the modern educational landscape by championing critical thinking, creativity, and adaptability.

**Integrity:** Commit to upholding the highest standards of ethics to build trust and maintain professional and ethical conduct.

## STRATEGIC PRIORITIES

### Academic Preparation

Academic preparation in P-12 is fundamental to the mission of the CSU as we want students to come to the CSU prepared with the knowledge, skills, and disposition needed for college and life success as informed and active citizens. Several initiatives in ELP have been developed to focus on academic success across P-20.

### Excellence In Educator and Leadership Preparation

Provides systemwide resources and support to our preparation and leadership programs to ensure excellence. ELP serves as a hub for systemwide improvement for recruiting, preparing, and retaining candidates across CSU educator and leadership programs.

Preparation of educators and leaders requires a full understanding of the needs of the students whom they prepare. ELP provides systemwide resources and support to our preparation and leadership programs to ensure excellence. Excellence includes a deep and meaningful understanding of cultures, languages, and communities that students bring to school as their authentic selves.

### ELP Culture and Community

Enhancing a sense of community between and amongst the myriad of “stakeholders” that are a part of ELP is central to our mission. We aspire to have a culture of inclusion, support, motivation, and inspiration where our “stakeholders” feel welcomed, included, and supported.

We cultivate a culture of dedication and commitment to equity, justice, diversity, and inclusion. We do not do this work alone, we do it as a team and the staff is an integral part of our team. We want our staff to feel respected for the work they do and appreciated for the contributions they make.

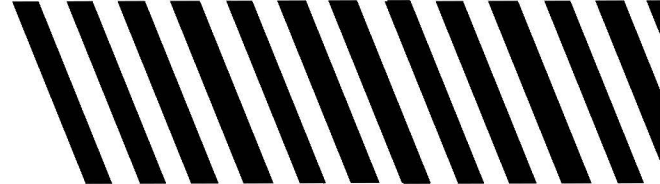
### Intersegmental Partnerships

Establish and enhance intersegmental partnerships to support transfer pathways to nurture California’s educator workforce.

### Telling our Story

Storytelling allows an organization to guide and connect with employees and the community to further its growth and success.

# GOALS & STRATEGIES



## 1. Academic Preparation



**GOAL:** Provide professional development for faculty, in-service and pre-service educators resulting in students being prepared for college and career.

Strategy 1: Professional Development in Literacy provided by the Center for the Advancement of Reading and Writing (CAR/W).

- a. Provide professional learning and curriculum in grades 6 to 12 to ensure college readiness in literacy using the ERWC curriculum.
- b. Collaborate with the California Department of Education to revise the state's literacy roadmap.
- c. Provide professional development for faculty across the CSU system to ensure preparation for highly skilled teachers and literacy specialists in schools in partnership with the Faculty Council.

Strategy 3: Professional Development for Equity Leaders, Intervention Specialists, and Intersegmental Partnerships through the California Academic Partnership Program (CAPP).

- a. Provide professional leadership development emphasizing justice, equity, diversity, and inclusion.
- b. Provide intervention strategies for building a college going culture within P-12 schools.
- c. Provide opportunities for the UC, CSU, CCC, and P-12 to build intersegmental partnerships.

Strategy 2: Professional Development in Mathematics by the Center for the Advancement of Instruction in Quantitative Reasoning (QR Center).

- a. Provide professional development opportunities and curriculum, emphasizing the 12th-grade transition courses for college mathematics readiness.
- b. Provide professional learning for teachers, counselors, and faculty in the new mathematics framework.
- c. Provide professional learning around mathematical competencies for P-12 students.

Strategy 4: Professional Development in PK-3rd Grade

- a. Provide guidance and leadership to the new Pre-K-3 credential program development process.
- b. Assist schools and colleges of education in preparing educators who are ready to ensure a strong early learning experience.
- c. Connect and support pathways from CCC and CSU to grow early educators.
- d. Promote best practices in Early Literacy and Early Mathematics.

## 2. Excellence in Educator and Leadership Preparation



**GOAL:** Serve as a hub for systemwide improvement for recruiting, preparing, and retaining candidates across CSU educator preparation programs.

Strategy 1: Facilitate recruitment and support of diverse candidates into various educator pathways by developing robust partnerships and reducing barriers.

Strategy 2: Facilitate targeted recruitment, support, and retention of Black candidates as informed by the recommendations of the CSU Black Student Success and Black Excellence task force.

Strategy 3: Promote awareness of financial assistance for educator candidates, and cultivate resources for candidates pursuing various pathways into educator preparation with a focus on residencies, apprenticeships, and other opportunities.

Strategy 4: Enhance the shared data system for educator preparation programs to include data for counselor and administrator preparation programs. Build out the Peoplesoft modifications to support decision-making and student success in CSU Educator and Leadership Preparation Programs.

Strategy 5: Create and enhance collaborative continuous improvement efforts across the CSU through Communities of Practice around recruitment, preparation, and retention of students.

Strategy 6: Create a communication for our systemwide community of CSU credential program alumni about topical issues that would further their professional development as one strategy for retention.



### 3. Intersegmental Partnerships



**GOAL:** Elevate and strengthen collaborations between PK-12 schools, community colleges, and CSU to create seamless transfer pathways that increase the number of qualified educators entering the workforce.

Strategy 1: Strengthen partnerships between CSU and CCC through regional Communities of Practice to develop and strengthen pathways to CSU educator preparation programs.

Strategy 2: Establish a statewide subcommittee to learn about and develop an infrastructure to support intersegmental partnerships and pathways to grow more educators.

Strategy 3: Facilitate focus groups with successful partnerships to learn what makes them work, and to inform the development of a toolkit that will be disseminated to support successful partnerships.

Strategy 4: Create streamlined pathways for CCC students to the PK-3 credential.

Strategy 5: Facilitate ADT pathways for educator preparation including revision and dissemination of the elementary education ADT.

### 4. ELP Culture and Community



**GOAL:** Support staff with opportunities for promotion, professional development, community building, and a sense of belonging.

Strategy 1: Provide a space for regular meetings for staff to share issues, concerns, successes, and skills.

Strategy 2: Complete the Areas of Expertise document for staff to be able to call on one another to get help with policies and procedures.

Strategy 3: Provide opportunities for staff to attend professional learning activities to help them enhance their skills and prepare for available promotions or other opportunities.

Strategy 4: Build a community among “stakeholders” to establish an empowered network to work on the equity and diversity issues and concerns that drive our mission and vision.

Strategy 5: Provide opportunities for various groups to come together to collaborate on various projects where individuals can share their expertise and learn from each other.

### 5. Telling our Story



**GOAL:** Develop and refine structures and platforms to effectively communicate about educator and leadership preparation in the CSU with internal and external audiences to highlight system efforts and accomplishments.

Strategy 1: Maintain and share an ELP newsletter to enhance communication about ELP initiatives and actions.

Strategy 2: Make enhancements to the ELP website by improving navigability for intended audiences, refreshing content, sharing resources, and connecting related websites to the home page.

Strategy 3: Amplify the accomplishments of EPPs, faculty, and staff in ELP and across the CSU system through a variety of communication platforms.