

DIVISION: Division of the VP Academic and Provost

UNIT: Faculty of Education

PLAN ID: 1359

1. 21st Century Learning

Enhance flexibility and empowerment of students to pursue degree and other program combinations that support ongoing and lifelong learning.


Action/Strategy:

Enhance degree simplification, comprehensiveness, and interdisciplinary through on-going review of curriculum and course offerings in undergraduate and graduate programs.

Measures/Metrics/Milestones:


OUCQA framework used to develop all new programs and to review existing ones

Evaluation Status:

 On Track

Enhance student mobility through the development of pathway agreements, with college and university partners, for the BEd in Technological Education and BA in Educational Studies.

Maintain the number of students coming from pathways at 10% of enrollments per year.

 On Track

Enhance extra-curricular professional learning opportunities for undergraduate and graduate students.

A minimum of two events per year.

 On Track

Enhance the design and delivery of professional programs.

Action/Strategy:

Ensure that the design of blended and online course templates enhances learning experiences.

Measures/Metrics/Milestones:

Implement an annual review process for each AQ course that is re-accredited by the Ontario College of Teachers.

Evaluation Status:

 Completed

Create new programs to meet emerging trends and specific needs.


Action/Strategy:

Develop and implement customized professional development programs with school boards and different educational institutions that are attentive to our partner's needs.

Measures/Metrics/Milestones:

Optimize the number of partnerships and custom programs. Increase revenue.

Evaluation Status:

 On Track

Enhance experiential education opportunities.


Action/Strategy:

Review and build upon the C4 experience for fourth year BA students by developing a plan that includes revision of third year student experience.

Measures/Metrics/Milestones:

Surveys, feedback protocols for students, instructors and other stakeholders.

Evaluation Status:

 Not On Track

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Enhance processes for implementing and evaluating experiential education components in the MLCE.

Evaluation process enhanced for EE components of MLCE.

On Track

Expand technology enhanced learning.

Action/Strategy:

Review feasibility of an online Graduate Diploma in Mathematics Education.

Measures/Metrics/Milestones:

First cohort of GDME admitted by September 2024.

Evaluation Status:

Not On Track

Review e-learning opportunities in light of remote and on-line activities during the pandemic.

Develop forums for faculty members' and students' responses.

Progressing

Develop plan for online delivery of Masters in Leadership and Community Engagement as a specific pathway for BHER students.

Plan developed and implemented, courses developed, external funding secured.

Progressing

Maintain the Moodle's site supporting the BEd students completion of the Ontario Math Proficiency Test for graduating teachers.
Develop and implement a plan to make it available to non-York students.

Number of users equals or exceeds fifty percent of second year BEd students.

On Track

Provide Professional Learning courses that embody current theory and innovative practices of teaching and learning.

Action/Strategy:

Develop and release an Instructional Leaders Hub to include training videos, documents and a discussion forum.

Measures/Metrics/Milestones:

Hub developed and released with a schedule in place for updates.

Evaluation Status:

On Track

Decolonizing the curriculum.

Action/Strategy:

Respond to the recommendations of the external reviewers in the CPR around Indigenization and align these actions with the University's Indigenous Framework.

Measures/Metrics/Milestones:

Expand Indigenous programming and curricular offerings which explore Indigenous life, cultures and tradition.

Evaluation Status:

Progressing

Provide support to the Curriculum Committee in its response to the recommendations of the Anti-Black racism working group.

Periodic reports on curriculum initiatives being made at Faculty Council.

Progressing

2. Knowledge for the Future

Expand research partnerships


Action/Strategy:

Actively support the pursuit and funding of research partnerships across all SSHRC partnership grants.

Measures/Metrics/Milestones:

Sustain the number of grants and increase the number of faculty members holding grants.
Increase the number of successfully funded applications relative to submissions.

Evaluation Status:

 On Track


Increase community-university research partnerships.

Sustain the number of applications submitted to a broader range of funding sources.
Increase sponsored research revenue.

 On Track


Publish seed grant opportunities; ladder small internal grants towards larger external grant application.

Sustain the number of grants and increase the number of faculty members holding grants.
Increase the number of successfully funded applications relative to submissions.

 On Track


Seek new avenues for grants.

Increase the number of applications submitted to a broader range of funding sources.
Increase sponsored research revenue.

 Progressing

Support research applications in progress with detailed feedback for best quality research applications.
Support larger grant submissions in coordination with VPRI.

Increase the number of successfully funded applications relative to submissions.

 On Track

Support a culture of research.


Action/Strategy:

Seek out internal and external award opportunities to celebrate researchers' accomplishments.

Measures/Metrics/Milestones:


A minimum of three nominations per year.

Evaluation Status:

 On Track


Expand both formal and informal opportunities for faculty members to share their research in-house.

Calendar of events with a minimum of two events per academic year.

 On Track

Keep up-to-date profiles of faculty members' research and creative expression to facilitate advice on grant and award opportunities.

All faculty members have their profiles in the Faculty of Education website.
Affiliated members are included in the website.

 Progressing

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Continuing the Faculty of Education funded post-doc visiting fellowship program.

Appoint one external post-doc fellow per year.

Progressing

Involve Research Chairs in actively cultivating a research culture in the Faculty.

A minimum of two events per year.

Progressing

3. From Access to Success

Develop and implement appropriate strategies for realizing the target of a fiscally sustainable Faculty with the priority of improving student access.

Action/Strategy:

Actions will include but will not be limited to: Strategic Enrollment Management, a Communications and Marketing strategy, a faculty and staff complement plan and an Engagement and Outreach with the Community plan.

Measures/Metrics/Milestones:

Both an academic and sustainability rationale will be required to approve new initiatives.

Evaluation Status:

Progressing

Engage with and respond to, the education related calls to action from the Truth and Reconciliation Commission report

Action/Strategy:

Following the implementation and graduation of the first cohort of the Indigenous Teacher Education program (Waaban), respond to feedback and make changes where needed.

Measures/Metrics/Milestones:

Surveys, feedback protocols for students, instructors and other stakeholders.

Evaluation Status:

Progressing

Continue supporting access to graduate education to students of aboriginal descent.

Specialized cohorts admitted both at the Masters and PhD levels.

On Track

Actively monitor student learning needs and develop appropriate academic supports.

Action/Strategy:

Incorporate lessons learnt during the pandemic into the implementation of orientation and advising experiences for all incoming and continuing undergraduate and graduate cohorts.

Measures/Metrics/Milestones:

Plan developed and implemented.

Evaluation Status:

Progressing

Provide support to student organizations in their development of peer-to-peer mentoring in and between both undergraduate and graduate programs.

Ensure that a minimum of one peer-to-peer event in graduate and undergraduate programs per term is offered.

Progressing

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Continue engagement strategies to connect Direct Entry students to the Faculty and each other prior to their enrollment in the BEd. Maintain and expand plan.

Retention rates increased by 5% per year.

Progressing

Enhance graduate supervision and the annual report on progress for graduate students through more informed student choices, and greater access to possible supervisors. Improve time to completion for PhD students.

Baseline completion rates established.
Plan for completion rates developed and implemented.
Completion rates improved by 5% per year.
Implement Microsoft Forms/power automated progress report.

Progressing

Actively monitor student learning needs and develop appropriate academic supports with specific attention to Black, Indigenous and other under-represented groups.

Action/Strategy:

Develop and implement a plan to enhance access for groups under-represented in Post Secondary Education, the teaching profession and graduate education addressing admissions, retention, and teaching and learning.

Measures/Metrics/Milestones:

Increased enrolment and graduation for socio-economic and ethnic under-represented students, and students accessing PSE through different pathways.

Evaluation Status:

Progressing

Facilitate anti-bias training for faculty and staff to ensure that they have the appropriate tools to support the student life cycle in the Faculty.

Have as many training opportunities as needed to ensure everybody is trained.

Progressing

Enhanced opportunities for learning about Indigenous worldviews and the history of Canada vis-à-vis Indigenous peoples.

Action/Strategy:

Increase the number of Indigenous faculty and create an Indigenous faculty cluster.

Measures/Metrics/Milestones:

Second two indigenous course directors and hire one tenure stream faculty member

Evaluation Status:

Completed

4. Advancing Global Engagement

Develop and implement an internationalization strategy.

Action/Strategy:

Explore areas of potential activity/interest.
Enable the participation of international students by making our programs more accessible.

Measures/Metrics/Milestones:

Increase the number of options available for international students.
Increase the number of international students.
Increase the number of international partnerships.

Evaluation Status:

Progressing

Identify the place of, and potential for, our programs within an international context.


Action/Strategy:

Target programs that would be attractive to International students.

Measures/Metrics/Milestones:

Increase the number of international students in our programs.
Increase the number of our students having an international experience.

Evaluation Status:

 Progressing

Develop and execute a strategic marketing plan for existing programs.

Increase the number of international students in our programs.
Increase the number of our students having an international experience.

 Progressing

Continue to develop the Borderless Higher Education for Refugees (BHER) program to be more sustainable, integrated with the Faculty and connected more broadly with York

Action/Strategy:

Seek funding through grants and advancement

Measures/Metrics/Milestones:

Funding successfully secured.

Evaluation Status:

 Progressing

Develop new program structures including courses beyond Education

Partnerships and new programs are developed. Students are admitted in the new programs.

 Progressing

5. Working in Partnership

Develop, enhance and promote partnerships between the Faculty and its key stakeholders (e.g., school boards, professional and higher education organizations, community partners).

Action/Strategy:

Review current partnerships and associated activities.

Measures/Metrics/Milestones:

Create a database of existing partnerships.

Evaluation Status:

 Progressing

Seek new community and stakeholder partnerships that align with the strategic plan

Increment in contracts and agreements with school boards, government, etc.

 Progressing

Build on, extend and communicate community partnership activities.

Communication channels are established and the Faculty profile is increased.

 On Track

Ensure key partnerships are sustainable.

MOUs are in place for on-going partnerships (e.g. Success Beyond Limits, BBPA Scholarships event, etc.).

 On Track

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Re-establish profile and reach of ACE and Readers to Leaders

On-going support for ACE and R2L is secured.
Explore new schools to partner with in ACE and re-establish existing commitments to programs.
Raise profile of programs and expand intersection with SBL and other initiatives.

On Track

Strengthen the profile of the Jean Augustine Chair.

Action/Strategy:

Develop a structured pattern of activities for the Chair.
Continue to support activities and events related to the Chair.

Measures/Metrics/Milestones:

Increase in activities fostered by the Chair's mandate.

Evaluation Status:

On Track

Continue to seek full endowment for the Chair.

Achieve full endowment of the Chair.

On Track

Foster a plan to allow the Network for the Advancement of Black Communities to operate independently.

Secure government funding for on-going support of this agency.

On Track

Create and promote an Alumni Development and Engagement Strategy to develop a life-long connection to the Faculty of Education.

Action/Strategy:

Determine alumni engagement priorities, develop and implement an engagement plan.

Measures/Metrics/Milestones:

Priorities identified, strategy finalized.

Evaluation Status:

Not On Track

Increase use of facilities by local communities.

Action/Strategy:

Continue supporting events and activities for Success Beyond Limits, BBPA and local schools.

Measures/Metrics/Milestones:

York continues to be the choice for community groups.

Evaluation Status:

On Track

Enhance social academic space.

Action/Strategy:

Continue to break down barriers between academia and our community by creating spaces for dialogue and exchange.

Measures/Metrics/Milestones:

Continue the number of events sponsored by the Jean-Augustine Chair and add events planned by the Anti-Black Racism Committee.

Evaluation Status:

On Track

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Engage with Indigenous communities to enrich the learning process.

Invite Indigenous communities to Faculty events.

 On Track

6. Living Well Together

Revitalize governance in the Faculty of Education.


Action/Strategy:

Support the ad-hoc governance committee in its work to develop a new governance structure for the Faculty.

Measures/Metrics/Milestones:

The new structure is proposed at Faculty Council.

Evaluation Status:

 On Track

Ensure that staff and faculty in administrative roles are equipped with the skills, tools and training necessary for their work.


Action/Strategy:

Gap analysis between skills required and skills available.
Facilitate training to upgrade skills.

Measures/Metrics/Milestones:

Faculty and staff have the tools and skills to do their work.

Evaluation Status:

 On Track

Optimize the utilization of our physical and virtual space (e.g. offices, common areas, classroom space) to support the advancement of the Faculty priorities.


Action/Strategy:

In consultation with various stakeholders, implement the recommendations of the space analysis report.

Measures/Metrics/Milestones:


Move to the next phase which is the renovation plan.

Evaluation Status:

 On Track

Develop a process for review of content and traffic on virtual platforms.

A process is developed and a schedule with periodic reviews is implemented.

 Progressing

Establish opportunities to celebrate faculty, staff and student accomplishments and build a sense of community.

Action/Strategy:

Measures/Metrics/Milestones:

Evaluation Status:

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Calendar of events aligned with the priorities of the Faculty and the UAP will be completed and implemented.
Event surveys for feedback distributed to faculty, staff and community, collected and analyzed for improvement.

Increase in the participation of faculty, staff and community members in events.

On Track

Promote orientation activities that welcome new faculty, staff and secondees.

Action/Strategy:

On-boarding check list and related activities will be set in place.
On-going feedback mechanisms from new hires will be established.

Measures/Metrics/Milestones:

New hires are more integrated to the life of the Faculty.
Reduction in the number of administrative incidents that require intervention from senior staff.

Evaluation Status:

Progressing

Provide opportunities for ongoing and progressive professional development.

Action/Strategy:

Develop a personalized professional development plan with all CPM staff.

Measures/Metrics/Milestones:

Increase in employment satisfaction and productivity.

Evaluation Status:

On Track

Promote a culture of awareness and active participation in Health and Safety.

Action/Strategy:

Make Health and Safety part of the regular meetings with faculty and staff.
Distribute Health and Safety information to instructors and students.

Measures/Metrics/Milestones:

Health and Safety concerns/issues are responded within a day.
Reduction in the number of Health and Safety incidents.
Enhance the participation rates of different stakeholders in Health and Safety Committees.

Evaluation Status:

On Track

Elevate the importance of Mental Health in particular in the time of a pandemic.

Ensure that communication about resources available to support employees mental health is distributed on a regular basis.

Progressing

Enhance awareness and commitment to diversity, accessibility and inclusiveness in the Faculty and develop ways to measure this.

Action/Strategy:

Develop a survey to understand what systemic racism, diversity, accessibility and inclusiveness mean to the different stakeholders.

Measures/Metrics/Milestones:

Survey administered before the end of 2020-21 academic year.

Evaluation Status:

Not On Track

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Act on the recommendations of the Anti-Black Racism working group report.

A Special Advisor on Anti-Black Racism is appointed.
All committees of the Faculty are asked to view their actions with an Anti-Black Racism, equity, diversity and inclusion lens.
Create a database and web presence.

Progressing

Promote a culture of continuous improvement and innovation that ensures the optimal utilization of resources and focuses on service excellence.

Action/Strategy:

Research and implement best practices.
Involve all stakeholders.
Incorporate pre-event and post-event analysis as part of standard operations.
Celebrate and share improvements and innovations across units.

Measures/Metrics/Milestones:

Address service improvement opportunities based on feedback.
Each unit identifies one process per year and all the team is involved in its improvement.

Evaluation Status:

On Track

7. Answering the Call

Respond to SDGs

Action/Strategy:

Revitalize the UNESCO Chair in Sustainability and Education and its outreach within and beyond the York University community.

Measures/Metrics/Milestones:

A minimum of two Faculty sponsored events per year, one internal to York University and one outreach activity to the community (Community Organizations, School Boards, etc.).

Evaluation Status:

Progressing