

Queen's Faculty of Education

Academic Plan 2019-2025

Since 1968, Queen's Faculty of Education has been a leader in education. The Faculty's mission is to develop progressive, ethical, and thoughtful leaders through teaching, research, and professional collaborations. Our students explore and examine teaching and learning from a variety of perspectives across diverse contexts while our research informs progressive changes in educational policies and practices at the local, national, and international level.

The Academic Plan 2019-2025 was established to ensure continued excellence in teaching and research and to support an inclusive learning environment that fosters compassion, engagement, and innovation in education. Furthermore, we see the Academic Plan as an additional format through which we can communicate with and invite feedback from our valued external partners such as alumni, school boards, ministries, international schools, and the universities with whom we have connections and partnerships.

With over 2000 students, more than 120 faculty and instructors, and more than 33,000 alumni around the world, the Faculty is positioned to bring our progressive, ethical approach to education and research to classrooms and students around the globe.

Over the next five years we plan to enhance our existing strengths and build further partnerships with schools, universities, and communities while fostering inclusivity and diversity in our Faculty. Our Academic Plan will guide us as we work within six main themes:

- Foster Excellence
- Support Sustainability
- Embrace Internationalization
- Enhance Inclusion, Equity, and Diversity
- Build Community
- Enrich Well-Being

Context and Process

The initial consultation for the Academic Plan took place during the March 2017 Faculty retreat. With a focus of imagining the next five years, our community discussion elicited six themes (as listed above). In March 2018, the Faculty retreat delved deeper into these themes by brainstorming, envisioning, and planning for the future of our Faculty.

Based on our March 2017 and 2018 Faculty retreats, the Academic Plan was created, providing a vision for the growth and development of the Faculty.

The Strategic Planning Committee and the Dean's Advisory Council reviewed the draft in fall 2018 prior to beginning broader public consultation early in 2019, inviting feedback from students, teachers, alumni, and partners on our website. In the spring of 2019, the Academic Plan 2019-2025 will be brought to our Faculty Board for approval.

The Faculty of Education has three units of operation all of whom contributed to and are represented by this Academic Plan: Teacher Education, Graduate Education, and Professional & Non-Credit.

Teacher Education	Graduate	Professional & Non-Credit
<ul style="list-style-type: none">• Teacher Education (B.Ed./Dip.Ed.)• Aboriginal Teacher Education• Technological Education• Artists in Community Education• Outdoor and Experiential Education	<ul style="list-style-type: none">• Master's• Ph.D.• Graduate Diploma in Professional Inquiry• Professional Master's Education• Master's of Education in World Indigenous Studies in Education	<ul style="list-style-type: none">• Continuing Teacher Education• Professional Studies• Queen's School of English• Sistema Kingston

Foster Excellence

As a Faculty we continually strive to act as inclusive, ethical, and informed teachers, researchers, and staff members who employ an ethics of caring in all our initiatives. Our student experience is a priority; we survey our students and regularly integrate their feedback into our courses and programs.

Our Faculty recognizes that excellence is an iterative process where we continually grow and learn as educators, researchers, and administrators. We will focus on three primary areas to foster greater excellence:

- 1) **Reflection and action:** Education has a history of reflective practice; i.e., a practice of reflecting on and improving our course offerings is ongoing.
- 2) **Seeking and developing supports:** Education understands the importance of offering a wide variety of tools and supports for our students, instructors, and researchers.
- 3) **Communicating what we are doing:** Enhanced communication and engagement with our communities and partners will grow the Faculty's reputation as a leader in education.

Examples of Faculty Initiatives

- Continue faculty renewal to ensure a graduate faculty who are leaders in their field and provide excellent teaching and research opportunities for our students.
- Increase funding and support for research.
- Develop new modes of research promotion.
- Better leverage technology in our online courses.
- Offer training and support to staff members that enhance their learning and growth.
- Offer opportunities for all Faculty employees to contribute creative ideas, suggestions for improvement, and opportunities for change in the pursuit of excellence.
- Promote opportunities for the Scholarship of Teaching and Learning among Faculty instructors – a systematic examination of questions about student learning.

Support Sustainability

The Faculty supports fiscal, programmatic, and environmental sustainability to foster flexible, adaptable, and financially secure programs and services. Fiscal sustainability entails streamlining and improving processes and leveraging technology to ensure continued effectiveness in our programs. Programmatic sustainability depends upon ongoing mechanisms for data to be collected systematically to inform decision making as well as accreditation and evaluation reporting. Environmental sustainability ensures healthy and safe spaces for learning and teaching while fostering a sense of global responsibility.

Examples of Faculty Initiatives

Fiscal Sustainability

- Improve processes to reduce paper and manual time spent on administrative tasks. (i.e., ImageNow).
- Explore ways to reduce paper usage in all courses and create a policy on usage.
- Expand current program offerings internationally (e.g. Continuing Teacher Education (CTE) and Professional Master of Education (PME)) by submitting proposals and forming partnerships with international universities to offer upgrading courses for educators and other professionals (e.g., editors, international education administrators, leaders, etc.).
- Work with other units and Faculties at Queen's to increase awareness of Queen's School of English (QSoE) programs and increase Q-Bridge streams to minimize risk.
- Explore new program opportunities to increase revenue and diversify revenue streams, such as a new QSoE summer camp for high school students and TESL Ontario certification.

Program Sustainability

- Support the collaborative mentorship program to ensure retention of faculty expertise.
- Explore initiatives to support students' interest in pursuing graduate work.
- Continue to implement undergraduate program admission processes that harness digital modes for secure documentation and messaging.
- Offer digital e-portfolio templates to candidates.
- Digitize curriculum mapping and data collection initiatives relating to cyclical review and accreditation.

Environmental Sustainability

- Explore LEED certification, or similar, and flexible classroom, study, and workspace through the five-year renovation plan for Duncan McArthur Hall.
- Increase reduction, reuse, and recycling efforts through a Green Initiatives Committee.

Embrace Internationalization

Global connections have long been a priority at the Faculty of Education. The Faculty has long encompassed the development of global citizens through our teaching and research, and through building relationships and partnerships, as highlighted by our Teachers Overseas Recruiting Fair (TORF) established in 1986. We have a diverse and inclusive community with international partnerships that provide our students with exciting cross-cultural learning opportunities. Recent expansion of our international programs includes a Dual Master's Degree in China and a new pathway for concurrent teacher candidates to enroll at Bader International Study Centre (BISC), UK, in their first year. The Faculty's wide offering of online programs, including the Professional Master of Education (PME) and the Graduate Diploma in Professional Inquiry (GDPI) as well as courses through Continuing Teacher Education (CTE), have a strong potential for international expansion.

Examples of Faculty Initiatives

- Increase international collaborations with strategic partners, building and scaffolding on our new dual degree programs and other partnerships.
- Diversify international teaching and learning opportunities, including alternative practicums, dual degree, and internships.
- Enhance research opportunities internationally, including our partnership with 1 Million Teachers and exploring opportunities with ministries of education and funding organizations worldwide.
- Acknowledge annual International Education Week by offering intercultural workshops and international education events for all students, faculty, and staff, allowing them to share their international projects and experiences.
- Host education institutes for international delegates.
- Diversify the QSoE student body through new partner universities and agents.
- Share QSoE and CTE travel plans with Faculty to capitalize on joint ventures and opportunities internationally, e.g. China, Thailand, and Panama.

Enhance Inclusion, Equity, and Diversity

Teaching and living social responsibility, raising cultural awareness, and working towards the elimination of systemic bias are core values at the Faculty of Education. We will continue to embrace diversity through our physical space by providing accessible, safe, and welcoming spaces, as well as through our hiring processes. Inclusivity and diversity are infused through all our courses and services, and we are expanding training and learning opportunities for our entire community.

Queen's is located on the traditional territories of the Haudenosaunee and Anishinaabe peoples. Building on our forty-year history of Indigenous Teacher Education (ATEP), we are strengthening our curriculum to ensure all teacher candidates learn about the history and contributions of Indigenous peoples. A priority for the Faculty of Education is to respond to the *Truth and Reconciliation Commission's Calls to Action* and to become a center for reconciliatory education.

Examples of Faculty Initiatives

- Raise visibility and promote our recent initiatives including hiring an Elder-in-Residence, establishing gender neutral washrooms, the Quiet Room, 1 Million Teachers, and increased Positive Spaces.
- Further integrate inclusion, equity, and diversity into services, programs and, communications, including adherence to AODA standards on Faculty websites and OnQ.
- Ensure all staff complete the Employment Equity training offered through the Queen's Equity Office.
- Expand opportunities for learning and professional development through establishing an Indigeneity, Inclusion, and Equity series.
- Expand knowledge mobilization at the Faculty to leverage expertise of our faculty and staff.
- Deliver workshops advocating for the ESL student community to the wider university such as Teacher Development Day through the Centre for Teaching and Learning.
- Leverage our partnership with Imagine a Canada, the education arm of the National Centre for Truth and Reconciliation (NCTR) to enhance the reconciliation research and programs at the Faculty.
- Include Indigenous content in QSoE, CTE, and Professional Studies programming, including development of FNMI courses for Ever Scholar.

Build Community

Building community entails improving physical space for teaching, learning, and socializing at the Faculty of Education while supporting activities and processes that develop collegiality. We also value building a broader connection to communities beyond Duncan McArthur Hall, including Kingston and vicinity. We continually work to create a community that is collegial, building on internal, institutional, and external partnerships, and fostering an active alumni network.

Our current priorities are to offer opportunities for our community, alumni, and students to share ideas, resources, and experiences (such as through Science Rendezvous and Math Olympics) and to live our commitment to equity, diversity, and inclusion through building partnerships with organizations such as Sistema Kingston and supporting faculty research in local schools where there are the greatest challenges.

Examples of Faculty Initiatives

- Enhance partnerships with community-based partners, including school boards, through practicums, internships, research, and other opportunities.
- Increase communal and collaborative spaces at Duncan McArthur Hall, such as a global student lounge to encourage QSoE and Canadian students socialize and learn together.
- Plan a conference hosted by the Faculty that brings together our researchers, students, alumni and community partners to share ideas, research, and best practices.
- Increase opportunities for alumni to engage with our Faculty, including opportunities to share their experiences in classrooms and beyond through *Popular Pedagogy*, *The Knowledge Forum*, the *Alumni E-Bulletin*, our website, and social media.
- Increase Faculty-wide meetings and events where units can share updates, resources, and ideas.
- Launch the Ever Scholar program, which will provide outreach to seniors and retirement communities.
- Provide more opportunities to share resources such as technologies and people's skills and abilities across credit and non-credit programs.
- Support Education Graduate Student Society (EGSS) initiatives such as the lunch connection program and the Works in Progress Initiative.
- Continue to work with CESA and ESS to support activities such as the Queen's Conference on Education and homecoming events.
- Support QSoE's work with Queen's Literacy (outreach) to assist tutors working with immigrants and refugees in Kingston.
- Connect with other Faculties within the Queen's community to leverage educational outreach initiatives.

Enrich Well-Being

At the Faculty of Education, we create an environment that enriches the cognitive, emotional, physical, and social well-being of our students, faculty, and staff. As we grow as a Faculty, we strive to foster a community that is safe, respectful, and caring.

Our current priorities are to undertake an environmental scan, including surveys, about how to meet the needs of our students, faculty, and staff, and develop a plan to enrich well-being that builds on our existing strengths and resources.

Examples of Faculty Initiatives

- Develop and conduct a survey for all staff, faculty, and students on how well-being and mental health can be improved, and create a plan to improve resources based on this data.
- Explore options for an outdoor classroom and other ways to ensure students, staff, and faculty have opportunities to spend meaningful time outdoors.
- Increase hours for the Elder-in-Residence to provide continued support for WISE students and to support other Indigenous initiatives at the Faculty.
- Create more opportunities for staff, faculty, and students to collaborate, possibly through community-service focused activities, leveraging the strength of existing committees such as the Good and Welfare committee.
- Provide more support and resources to the QSoE community, such as expanding the QSoE Advisor role to provide more access and opportunities to students.
- Ensure all learning needs of students are met including mental health and learning disabilities.

How We Will Be Accountable

The Academic Plan is the foundation upon which we will develop our yearly strategic plan for the Faculty Budget presented to the senior leadership team at the University. The strategic plan will be directly tied to the Academic Plan and will include measurable outcomes. Furthermore, we will use our data gathering through surveys, town halls, and other feedback mechanisms to assess our progress in meeting the six themes of the Plan.

The annual Faculty retreat will focus on aspects of the Academic Plan for further feedback and development followed by a review by the Faculty senior leadership team and the Strategic Planning Committee.

Further, we will develop annual updates on the Academic Plan that will be shared on our website.