

**COLLEGE OF PUBLIC SERVICE AND LEADERSHIP STUDIES
SCHOOL OF EDUCATION AND HUMAN DEVELOPMENT
ANNUAL REPORT 2022-2023**

Executive Summary- This section should be used to briefly summarize your report. It is recommended that this review be written after completing other sections. Include a statement of your mission, vision, and goals and how they are aligned to the institution/unit/college mission, vision, and goals.

The strategic plan of the School of Education and Human Development guides our teaching, policies, procedures, curricula, and governance. These values, mission, vision, and goals are aligned with the institutions overall mission and vision. This document summarizes enrollment trends, interdepartmental work, budget, and future goals.

Core Values

Commitment to Learn – We believe that abilities and achievements grow through willingness, effort, experience, and persistence.

Collaboration – We believe that creative ideas and effective solutions stem from openness, partnership, and community.

Cultural Competence – We fully appreciate our own cultural roots and we believe that understanding and valuing the cultures of others leads to authentic connections and relationships.

Social Justice – We believe that equitable access to resources and opportunities is the key to personal growth, professional accomplishments, and systemic change.

Health and Wellness – We believe that excellence comes from enjoying what we do and striving for balance in body, mind, and spirit.

Mission: As the first public institution of higher education to prepare African American teachers in Kentucky, the School of Education and Human Development is grounded in history, theory, and research. Building on our proud legacy, we now form a diverse, supportive community that promotes cultural competence, provides access to resources, creates opportunities for meaningful learning, engages in effective problem solving, and activates positive system change for all.

Vision: The School of Education and Human Development collaborates with partners to offer educational opportunities through which individuals from myriad cultures learn together in community and grow into culturally competent, highly skilled, professional leaders in a global society.

Significant Accomplishments- This section will be constructed differently for each unit/subunit/college/school based on your mission and goals and assessment results. Strive to list in order of importance or priority by targets and objectives aligned with the Strategic Plan. Using brief bullet-points, highlight your area's outcomes which may include:

Growth and Expansion

- Challenge to each faculty member to focus their attention on recruitment.
- Review the strategic Recruitment Plan for areas of growth and efficiency.
- Visited 15 high schools and at least 10 conferences to recruit students.
- 12 School Districts presented during the All Majors Meeting
- We made over 200 personal contacts. There was no overlap in our school visits.
- Once we receive information, we followed up; first with a letter from our office, second with an email, third with a personal phone call to each student. I hope the results are fruitful in the coming semesters.

Enrollment:

<i>Prog.</i>	<i>Spr 2016</i>	<i>Fall 2016</i>	<i>Spr 2017</i>	<i>Fall 2017</i>	<i>Spr 2018</i>	<i>Fall 2018</i>	<i>Spr 2019</i>	<i>Fall 2019</i>	<i>Spr 2020</i>	<i>Fall 2020</i>	<i>Spr 2021</i>	<i>Fall 2021</i>	<i>Spr 2022</i>	<i>Fall 2022</i>	<i>Spr 2023</i>	<i>Total</i>
Elem.	41	40	39	45	33	27	24	30	39	45	46	45	44	53	43	589
IECE	8	6	5	2	5	4	2	0	0	6	7	6	4	6	3	60
Biology	3	3	2	2	1	4	3	3	0	0	0	0	0	0	0	21
Soc.St.	0	2	1	1	2	0	1	7	1	1	3	2	3	3	2	26
English	1	0	1	3	4	1	0	2	0	0	0	1	1	3	3	19
Math	2	1	1	5	3	0	2	3	0	0	0	1	2	3	5	26
Music	15	17	16	20	15	19	19	21	19	16	21	11	10	18	11	330
PE/Health	29	31	7	26	22	17	9	9	50	36	35	36	25	37	25	369
Sp Ed.	10	8	6	3	6	7	7	10	15	15	16	22	17	19	20	164
PE-Non-Teach	54	52	65	58	61	61	61	75	58	49	73	47	45	66	48	781
CDF										12	12	16	14	25	16	65
<i>Range</i>	0-54	0-52	1-65	1-58	1-61	0-61	0-61	0-75	0-58	0-49	0-73	0-47	0-45	0-66	0-48	0-75
<i>Median</i>	9	7	5.5	9	5.5	5.5	5	8	8	8	8	11	10	16	11	9.5
<i>Semester Total</i>	163	166	143	165	152	140	128	160	172	180	213	187	165	235	176	2476

Services and programs to students

- 4 Praxis workshops (Will continue)
- 2 Rising Teacher Workshops (Will continue)
- 6 KEA-SP Workshops centered on Praxis professional development for students 2022-2023 (Will continue)
- KEA-SP Meetings (Once per month)
- All Majors meetings monthly in fall 2022 and spring 2023
- Mental Health Symposiums- Spring 2023 (Will continue Virtually)
- Trauma Series Symposiums- Fall 2022 (Will continue)
- 2 Disability Services professional development

Publications and presentations

Clay, Phillip -

- Educator Exchange Conference in Greensboro, NC
- Embracing Change: Equity, Innovation & Social Justice Conference @ Eastern Kentucky University
- Co-Authored- Special Education during the Pandemic Considerations for Change in Practice, Information Age Publishing (Pending), **2022**
- Authored all CAEP, Department Reports **2019-Current**
- Authored- Title II Reports **2021-Current**
- Kappa Alpha Psi Leadership Conference
- Alpha Upsilon Mentorship Symposium- CO-Presenter & Moderator
- NCAA Graduate Student Research Grant (NCAA Research Committee)-**2023-Current**
- Home Depot Proposal “Campus Improvement Grant”

Stashia Emmanuel -

- Emanuel, S.L. (April 2023). *Academic Leadership at Our Universities*. Panel Discussion. Bluegrass Tomorrow Academic Leadership Academy. Transylvania University, Lexington, KY.
- Emanuel, S.L. (April 2023). Overtasking and Multitasking: Pros or Cons in Professional Development. Presenter and Workshop Facilitator. Kentucky Federation of Business & Professional Women’s Club, Inc. Springfield, KY.
- Emanuel, S. L. (April 2023). *People Skills and Communication in Higher Education*. Kentucky Association of Blacks in Higher Education. University of Louisville, Louisville, KY.
- Emanuel, S.L. (April 2023). *Our Iceberg Is Melting*. Workshop Presenter and Guest Speaker. Kentucky Federation of Business & Professional Women’s Club, Inc. and The Ephraim McDowell Fort Logan Hospital Auxiliary. Danville, KY.
- Emanuel, S.L., (November 2022). *Our Iceberg Is Melting*. Workshop Presenter and Guest Speaker. Kentucky Federation of Business & Professional Women’s Club, Inc. Bardstown, KY.

- Emanuel, S.L., (April 2022). *Academic Leadership at Our Universities*. Panel Discussion. Bluegrass Tomorrow Academic Leadership Academy. Richmond, KY.

Whitney Lawrence –

- Lawrence, W & Lyttle-Burns, A (2023) *Differentiating Instruction*, Kentucky State University
- Lawrence, W & Lyttle-Burns, A (2022) *Aspiring Teachers*, Kentucky State University
- Lawrence, W & Lyttle-Burns, A (2022) *Classroom Management & STOCI*, Cincinnati Ohio
- Lawrence, W (2022) *Virtual Teaching Practices*, Kentucky State University.

Ann Lyttle-Burns –

- Dohn Academy: Invited presentation to Charter Schools in the Cincinnati area on “Culturally Responsive Classroom Management”. Cincinnati Union Terminal: August 23, 2022
- Thompson Scholar Program: Invited presentation to future college students on HBCU’s and Kentucky State University: Manchester ECU center Spring 2023
- Kentucky State University Adolescent Literacy Program Summer Institute: Invited presentation “Book Whisperer by Donalyn Miller” Engaging Students in Reading: July 14, 2022
- KSU Aspiring Teachers Program: Developed and presented a series of seminars for ungraduated Students.
- Lectures included topics on Interview skills, Resume Building, Differentiation of Instruction Research Based-Teaching, Strategies, and Classroom Discipline. November 2022 and April 2023
- Lawrence, W & Lyttle-Burns, A (2023) *Differentiating Instruction*, Kentucky State University
- Lawrence, W & Lyttle-Burns, A (2022) *Aspiring Teachers*, Kentucky State University
- Lawrence, W & Lyttle-Burns, A (2022) *Classroom Management & STOCI*, Cincinnati Ohio

Patrese Nesbitt –

- Dissertation

Deverin Muff –

- Black Male Student Mentorship Program at BCTC, “Real Talk”

Sunday Obi –

- Obi, S. (Work in Progress). Working Collaboratively with Families of “Special” Students during the Pandemic. In *Special Education During the Pandemic: Considerations for Change in Practice*. Charlotte, NC: Information Age Publishing. **** I wrote 2 chapters in this book. *****
- Obi, S. (2022). *Using Technology to Enhance Learning for Students from Culturally and Linguistically Diverse Backgrounds: Advances in Special Education*, Bingley, UK: Emerald Group Publishing Ltd.

- Obi, S. (2022). Using Technology to Enhance Learning in Special Education: Moving Forward: Advances in Special Education, Bingley, UK: Emerald Group Publishing Ltd.
- Obi, S. (2022). Maneuvering through the Treacherous Terrains of America's Colleges/Schools of Education. Special Issue of Multicultural Learning & Teaching (International Journal).

Herman Walston- N/A

Service on campus-wide or divisional committees

Phillip Clay

- Executive Committee of the Faculty Senate
- Teacher Education Committee
- Budget & Academic Support Committee Member
- CARE Committee (Student Support Services)
- 5 Year Plan Committee
- Ad hoc Committee
- Kappa Alpha Psi Advisor
- Faculty Athletic Representative
- Athletic Hiring Committee
- RFP Committee
- Various Interview Committee's

Stashia Emmanuel-

- National Alliance of Black School Educator Student Organization, *Faculty Advisor* (2019-2022)
- Kentucky State University Honors Convocation, *Mentor to New Chair* (2023)
- Kentucky State University Court, *Chair* (2019-present)
- Kentucky State University Office of Title III, Professional Development Travel Fund, *Activity Director* (2019-present)
- Kentucky State University 2022 Housing Team, *Member*
- Kentucky State University 2022 Housing Team, RA Development Training, *Lead*
- Bluegrass Academic Leadership Academy, *Mentor* (2022, 2023), *Mentor Co-Chair* (2023)
- Kentucky State University 2023 Commencement Committee, *Member*
- Kentucky State University Title IX *Investigator*
- Kentucky State University Stable Club, *Member* (2018-present)
- One Stop Shop 2022, *Volunteer*

Whitney Lawrence-

- Academic Policy Committee
Member and Secretary, Kentucky State University
- Evaluation Committee
Member, Kentucky State University

- External Advisory Committee
Member, Cedarville University
- Faculty Senate
Member, Kentucky State University
- Program Innovation Committee
Member, Kentucky State University
- Jefferson County Public Schools
Volunteer
- Kentucky Content Review Committee
Member, Kentucky Department of Education
- Ronald McDonald House
Volunteer
- School of Education and Human Development Committee
Member, Kentucky State University
- Teacher Education Committee
Member, Kentucky State University
- Education Preparatory Interview Committee
Chair, Kentucky State University

Ann Lyttleburns-

- The Prichard Committee: Equity Coalition member Fall 2022/ Spring 2023
- Social Studies Standards Advisory Committee (RC)
- Kentucky Department of Education. Updating Social Studies Curriculum Standards per Senate Bill 1 July 14, 2022- November 2022
- Thompson Scholar Program- Research Consultant Fall 2021- Spring 2023
- Rising Teacher Workshop Judge: Spring 2023

Sunday Obi-

- Teacher Education Committee
- Chair Tenure & Promotion Committee
- Assessment Review Committee
- Graduate Appeal Committee

Patrese Nesbitt-

- National Association of Kinesiology in Higher Education Marketing Committee
- Faculty Senate

Deverin Muff-

- Teacher Education Committee

Herman Walston-

- Kentucky Area Representative for ASSE International Student Exchange Program.
- Faculty Representative - Kentucky State University Board of Regent

Faculty/Staff Accomplishments

Phillip Clay-

- Chair of the School of Education
- Alpha Upsilon Chapter Advisor
- Frankfort Alumni Chapter Polemarch (President)
- All of my students in my courses received a grade of a B and above with an 80% average of class attendance
- Developed the Model Classroom with the assistance of Dr. Lytleburns
- Completed the semester course for online learning
- Developed & Marketed the Option 9 Program (Three Districts are on board in year one)
- Completed the Home Depot “Campus Improvement Grant” proposal & Itemized budget- \$60k

Stashia Emmanuel –

Making A Difference Award, Stockton University (Pomona, New Jersey)

2022

Inaugural Awards Gala (Evening of Excellence: Celebrating Black Alumni Achievements)

- Award honors alumni who have made significant contributions to their community and/or career through their time, actions, talents and dedication. This award breaks into categories such as Law, Education, Social Action and many more to show that Black alumni are truly a part of the Stockton difference by affecting change.

Whitney Lawrence –

- Microcredential: Designing Learner-Centered and Equitable Courses
- Microcredential: Inspiring Inquiry and Lifelong Learning in Your Online Course
- Microcredential: Promoting Active Learning Online
- Microcredential: Creating an Inclusive and Supportive Online Learning Environment

Ann Lytle-Burns –

- Assisting our Chair Dr. Phillip Clay in developing Model Classroom Fall 2022
- Adolescent Literacy Grant Director and Principal Investigator Fall 2022/23
- Assisting Chair with Social Media post for School of Education Spring 2023

Patrese Nesbitt –

- Completing her doctoral degree
- Completing her dissertation

Deverin Muff – N/A

Sunday Obi – Publishing and Reviewing Peer Reviewed articles

Herman Walston-

- Federal Grant - U.S. Office of Juvenile Justice and Delinquency Prevention Grant In the amount of \$681.818 for Mentoring Youth Affected by Opioids and Other Drug Misuse
- Kentucky Out-of-School Alliance (KYOSA) Summer STEM mini-grant in the amount of \$2,000 to engage youth in Science, Technology, Engineering, and Math learning.

Meeting Dates/Special Events-

School of Education and Human Development Meetings (Whole Group)

August 26, September 8, October 13, November 10, January 12, February 9, April 28

School of Education and Human Development Meetings (SEHDCS Only)

September 7, September 16, October 5, October 21, November 2, November 18, January 18, February 15, April 12

Teacher Education Council Meetings

September 15, February 21, Online Voting for student admission to EPP

All Major Meetings

August 24, September 21, October 5, November 16, December 7, January 18, February 15, March 15, April 19, May 3

Program Innovation

October 6, September 9, November 17, January 18, May 3

Publishing Meetings

September 16, September 22, October 6, October 27, November 17, November 27, December 1, January 18, February 2, March 30,

Budget Summary- This section will vary by unit/subunit/college/school, based on the dimensions of your fiscal resources. While parts of the budget may be included in other sections, this section should provide specific details of your fiscal status.

Operational fund overview

22-23 budget total was \$1,422,323.00

Education Salaries - \$1,005,494.20

Fringe Benefits- \$382,087.80

Travel Expenses - \$0

General Operating Expenses - 3800

Communication- \$1,700

Services & Contracts (ASL & CAEP)- \$22,000

Other Expenses- \$7250

23-24- Projected Budget is \$1,091,653.79

Education Salaries w/ Vacancy Positions-\$768,180.28

Fringe Benefits- \$291,908.51

Travel Expenses- \$0

General Operating Expenses- \$4800

Services & Contracts- \$10,065

Communication- \$1,700

Other Expenses (Memberships, Periodicals, Engagements, Department

Physical Upgrades)- \$15,000

Challenges Faced During the Past Fiscal Year- Provide a bulleted list of challenges highlights, and why, which may include:

Enrollment

- Conflicting information from several sources on campus as to actual number of students in our program.
- Praxis Testing impact on EPP enrollment
- Secondary Education programs
- MASPE
- National perspective on school safety

Fiscal

- Lacked funds for technological upgrades to School of Education area, PE/Health areas and Model Classroom
- Lack of equipment needs for Health and Physical Education Program
- Redesigning and upgrading various Exum areas that occupy SEHDACS students
- Lack of funds to support Departmental celebrations and upgrades

Functional

N/A

Personnel

- Shortage of faculty in Health and Physical Education Department

Salaries

- Faculty pay is not competitive with state and regional institutions

Assessment Plan and Outcomes/Learning Outcomes- *Summarize your assessment plan and indicate the outcomes/learning outcomes that were developed. Relate to the KSU Strategic Plan and align with the budget. In your list of outcomes, please indicate how they were routinely assessed throughout the year (i.e., type of assessment or methodology) related to your activities, events, and costs associated and your use of results for each goal and objective. **Assessment results are not to be reported in this section;** they should be embedded in other sections.*

The assessment plan goes under review on an annual basis. The SEHDCS has been assessing the program using a six year assessment plan that ends in 2025. Below is the modified plan. In short, Goal 1: Collaborate with partners to implement a dynamic strategic plan, Goal 2: Collaborate with partners to improve student recruitment and enrollment, Goal 3: Collaborate with partners to increase retention & graduation Goal 4: Collaborate with partners to improve academic excellence and career readiness, Goal 5: Strengthen alumni relations, Goal 6: Serve as a learning development resource for our community

<i>Objective</i>	<i>Action</i>
1.1 Engage staff & faculty.	SoE, TEC, & Design Team meetings
1.2 Engage students.	Design Team & Teacher Candidate meetings
1.3 Engage P-12 partners.	TEC & Design Team meetings, KTIP trainings, and meetings with specific districts
<i>Objective</i>	<i>Action</i>
2.1 Participate in recruitment efforts/events.	Faculty participation in all recruitment events held on KSU campus
2.2 Inform middle and high school students about KSU	Pat Higgins thru the KRP project and attendance at various schools; student university supervisors that are out in the schools all semester,.
<i>Objective</i>	<i>Action</i>
3.1 Promote passing ETS Praxis tests (CORE & Praxis II tests required for KY teacher certification).	Established 2 seminar classes in the School for taking and passing the CORE and Praxis II exams.
3.2 Update Ed prep curricula to meet the needs of candidates.	In progress – several curricular revisions were approved by the TEC and Faculty Senate.
<i>Objective</i>	<i>Action</i>
4.1 Update ed prep curricula to meet the needs of candidates and P-12 partners.	In progress - several curricular revisions were approved by the TEC in fall 2017 and spring 2018.
4.2 Prepare grads to enter the profession of teaching with high expectations & qualifications.	Working with Workforce to ascertain needs of P-12
<i>Objective</i>	<i>Action</i>
5.1 Find KSU's graduates from the SoE.	Communicating with alumni and establishing a database of alumni.
<i>Objective</i>	<i>Action</i>
6.1 Learn what our community needs RE learning development	We've had <i>many</i> meetings with P-12 partners this year.

Trends and Future Directions/Recommendations- Provide a bulleted list identifying each direction and perceived or measured impact.

Enrollment

- Enrollment has increased over the past three years. Elementary and PE/Health are the most enrolled programs in the department, with Secondary and IECE being the least enrolled programs in the department

Operations

- The entire administrative office has been transitioned online (Microsoft Teams)
- Monthly faculty & Student meetings (Microsoft Teams) to increase enrollment for student meetings and allow faculty to meet while on or off campus
- KEA-SP Monthly meetings & Praxis Prep

Functions

- Face to Face and Online Learning Platforms
- 10-12 Office Hours a Week outside of course load
- Advising takes place during office hours or outside of office hours

Goals for the Coming Year- List your goals for the upcoming year

- Increase enrollment by 40 students
- Systematize advising (Already started)
- Collaborate with school partners (Already started)
- Strengthen Alumni Relations (Started and will continue)
- Create an online degree platform for all programs in the department to increase enrollment and revenue
- Collaboratively work on grants and publishing opportunities (At least complete 1 per semester for each)