



**Northern Illinois
University**

College of Education

1-3-5 Action Plan Pathways

Advancing our Framework through 1-3-5 Action Pathways



NORTHERN ILLINOIS UNIVERSITY
College of Education

Strategic Action Planning Framework

Vision

We envision a future where all students develop worldviews that empower them to serve, lead, advocate and prosper in our global society. We cultivate an equity-focused, inclusive and transformational environment that inspires students, faculty and staff to strive for excellence. We commit to proactively meeting the educational, professional and personal needs of students. We advance social justice, teaching, learning, research and practice in our program areas.

Mission

We are committed to building a culture of belonging. We engage in high-quality teaching, research and service to prepare students for personal and professional success while equipping them to be leaders and advocates for social change.

Values



Priorities



1-3-5 Action Pathway Foundation



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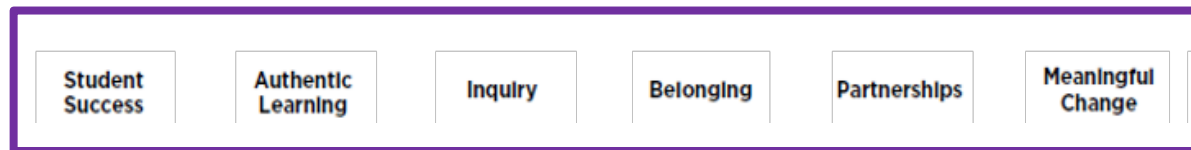
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Critical Compassion and Thriving Communities

Student Experience Pathway

Student Experience

1

- **Revise Growth and Professional Performance Review.**
- **Create early identification process for dispositions assessments.**
- **Refresh Educate and Engage program.**

3

- **Revisit dissertation milestones and timelines.**
- **Expanded experiential learning (local, U.S., global) opportunities to engage more students.**

5

- **Improved graduation and retention rates.**

Innovative Action Pathway

Innovative Action

1

- Design DeKalb Elementary Lab School.
- Attend NASUP Conference and co-design Morgridge Endowed Chair role.
- Complete LILT department merger.

3

- Launch Montessori Classroom.
- Launch Elgin and Rockford Lab Schools.
- Launch Stackable Credentials.
- Achieve regional partnership recognition.

5

- Launch Montessori Classrooms in Lab Schools.
- Achieve national partnership recognition.

Social Justice Pathway

Social Justice

1

- Analyze COE Climate Research Study.
- Host Belonging Committee Fireside Chats and Focus Groups.
- Evaluate Faculty dissertation loads.
- Outline staff career pathways.

3

- Strengthen shared governance within college.
- Document career pathways for all staff positions.
- Implement policies to reduce bias and foster inclusive and equitable workplace practices.

5

- Equity and justice are at the center of our programming.

Research Advancement Pathway

Research Advancement

1

- Reengage with the University of Tetova.
- Establish research partnership with Kasetsart University.
- Award Morgridge Impact and Deans Grants to further research efforts.

3

- Launch Regional University Research Partnerships (THRIVE).
- Launch new location for NIU's Center for Peace and Transcultural Communications with state approval and grant funding.

5

- Achieve research production equivalent to R1 institution status.

Intentional Growth Pathway

Intentional Growth

1

- Develop strategic recruitment plans for undergraduate and graduate programs.
- Realign space to meet the needs of faculty, staff and students.
- Outline capital improvements campaign.

3

- Recruitment plans for high-demand programs.
- Support for faculty-led recruitment initiatives.
- Advance capital improvements campaign.
- Regional and national presence at conferences and events.

5

- Enrollment growth in targeted programs.
- Funding in place for new buildings to attract and retain students.