

# **COMMITTED TO IMPACT!**

*The 2025 Strategic Plan for the  
School of Education at Cabrini University*



# WELCOME *from the* DEANS



Beginning in the academic year 2019-2020, the School of Education at Cabrini University commenced a strategic planning process as a means to continue our pursuit of demonstrating impact. This endeavor, led by various committees, composed of School of Education faculty and staff, seeks to operationalize the mission, vision, core values, and cornerstones of our University and School of Education. I am grateful to work with colleagues and talented students who are committed to and perfectly depict "Education of the Heart!"

**BEVERLY R. BRYDE, EdD**

Dean, School of Education  
Cabrini University



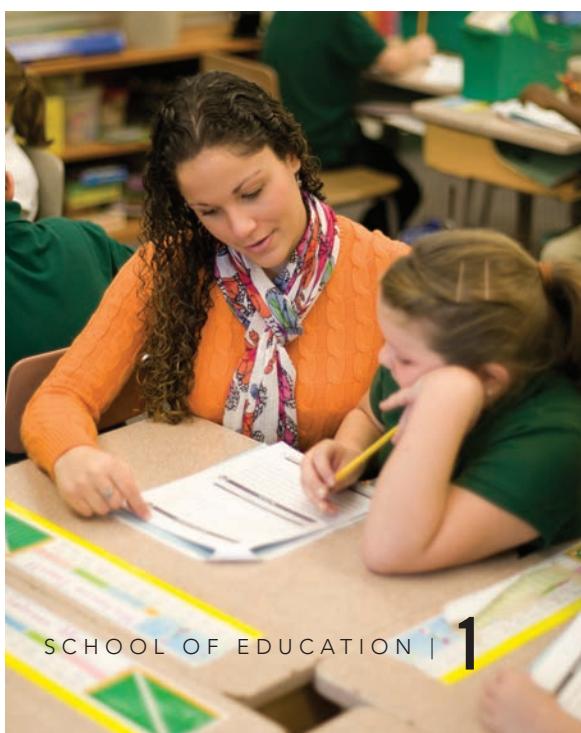
The School of Education at Cabrini University is committed to: (1) providing an exceptional and rigorous educational experience for our undergraduate and graduate students, (2) offering an environment where faculty and staff can thrive, (3.) staying actively engaged with our alumni and community partners, and (4.) facilitating innovative and exemplar educational practices. Therefore, this strategic plan provides a compass for the "Impact" that we endeavor to make in and across school boundaries, at the local, state, and national level!

**RONALD W. WHITAKER II, EdD**

Assistant Dean, School of Education  
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## THE 2025 STRATEGIC PLAN FOR THE SCHOOL OF EDUCATION AT CABRINI UNIVERSITY



## MISSION

The Cabrini University School of Education is dedicated to providing a unique Cabrianian *Education of the Heart* grounded in a commitment to social justice and academic rigor. We prepare educators, specialists, and administrators as skilled professionals who are scholar-practitioners, leaders, and change agents in their classrooms, schools, and communities, and we provide future and current educators with transformational relationships and experiences. Teaching and learning are grounded in theory, research-based practices, and field-based partnerships in the School of Education.

## VISION

We envision a School of Education that creates inclusive communities where equity and justice flourish. Central to our vision is engaging in culturally sustaining and restorative practices to make a difference in people's lives. We are committed to serving the common good in a plural society.



## CONCEPTUAL FRAMEWORK



### EDUCATION OF THE HEART

We believe in an *Education of the Heart* that opens teachers, educational leaders, and scholar-practitioners to the holistic nature of teaching and learning.

### SERVE THE COMMON GOOD

We believe that education is a fundamental right and must be inclusive and serve the common good in a pluralistic society all over the world.

### RECOGNIZE INJUSTICES AND ADVOCATE FOR CHANGE

We believe that educators must develop self-awareness, demonstrate empathy, foster respect for others, and take action against social injustices.

### EDUCATION AS DEMOCRACY IN ACTION

We believe that education is more than schooling for human capital. Education is democracy in action. Through living the content of democracy, educators, students, families, and communities are best prepared to be active and engaged citizens of the world.

### CALL TO ETHICAL LEADERSHIP

We believe it is through critical ethics that educators at all levels understand the moral meaning of education and question established knowledge and practices, to advocate for equitable, inclusive communities in schools and society.

## VALUES

- **STUDENT SUCCESS** The students that we serve at Cabrini and our partner schools are the motivation for the work that we render.
- **INNOVATION** We understand that innovation is a core component of the 21st century global marketplace.
- **DIVERSITY, EQUITY, AND INCLUSION** Diversity, equity, and inclusion are not buzzwords for us, but rather, we acknowledge and value the individuals and communities that we serve.
- **SOCIAL JUSTICE** We continue in the social justice tradition of Mother Cabrini, in a manner that will better individuals and communities.
- **PARTNERSHIPS** We value mission-fit reciprocal partnerships that will enhance our strategic goals.
- **SCHOLARSHIP** We are committed to diverse forms of scholarship that will make a difference in and across school boundaries.
- **CONTINUOUS IMPROVEMENT** We commit to the highest standards of professionalism and quality in all we do. We engage in continuous improvement informed by data and gather evidence to demonstrate the impact of our work.

## CORNERSTONES

The School of Education has established four cornerstone aspirations that represent not only our strategic goals, but also, and most importantly, foundational tenets that will help us to fulfill our mission, purpose, and vision. Each of our cornerstones play a major role in our current and future success and sustainability!





## CORNERSTONE 1

# MISSION DEVELOPMENT

To deepen mission development in the School of Education, we seek to be intentional in standing in solidarity with one another and with the communities in which we serve. We aim to serve one another in the spirit of an *Education of the Heart*.

### GOAL 1

**Continue to develop Catholic Social Teaching (CST) and Catholic Relief Services (CRS) in our courses, centers, and programs.**

#### OBJECTIVES

1. Create surveys to assess where and in what ways faculty are incorporating mission, CST, and CRS into courses, centers, and programming.
2. Conduct a survey of a representative group of undergraduate and graduate students about their awareness of Cabrini's mission.
3. Share "best practices" from the survey with all stakeholders.

### GOAL 2

**Clearly define and track dispositions for our pre-service teachers, teacher leaders, and graduate students.**

#### OBJECTIVES

1. Examine disposition guidelines in use with undergraduate teacher candidates.
2. Develop guidelines for our graduate teacher and educational leader candidates.

### GOAL 3

**Continue to reflect on race and microaggressions including multiple identities.**

#### OBJECTIVES

1. Be intentional about having seminars, think-tank sessions, and professional development on issues related to race, racism, identity, diversity, equity, and inclusion.
2. Create an inclusivity scorecard to track our progress.
3. Design courses that align with the Universal Design for Learning (UDL) framework, Culturally Responsive-Sustaining Education, and Social and Emotional Learning (SEL) Support.
4. Host annual retreats and School of Education events to hear and learn from all members of the Cabrini community.

**Mission is the Heartbeat of Our Work.**



## CORNERSTONE 2

# COMMUNICATION AND DEVELOPMENT

To fully maximize our communication and development efforts, we have to become strategic and intentional about articulating and depicting our niche. Additionally, it is imperative that we highlight the vast expertise of our faculty and staff, and the exciting projects that we are leading with our partners.

### GOAL 1

Enhance our internal and external communication of School of Education information while understanding and communicating our “Why” in order to better enhance our purpose and conceptual framework.

#### OBJECTIVES

1. Work with the Marketing and Communications Department to enhance modes of communication.
2. Facilitate scholarly vitality opportunities for faculty, staff, and students at the state and national level.
3. Develop pipeline programs for underrepresented populations.

### GOAL 2

Continue to develop mission-fit partnerships and strategic initiatives to support our partners and collaborative efforts.

#### OBJECTIVES

1. Engage in continuous assessment of current and potential partnerships as a means to promote reciprocity and shared goals.
2. In collaboration with internal departments (e.g., Institutional Advancement) and external partners (e.g., Pennsylvania Department of Education), seek collaborative opportunities that will enhance our strategic goals and aspirations.

**“We Deeply Value Our Niche and Brand.”**



## CORNERSTONE 3

# SCHOOL-WIDE INITIATIVES

Continued development, implementation, and refinement of assessment systems will occur across the School of Education.

### GOAL 1

**Work toward establishing a streamlined assessment process for each program for internal and external use.**

#### OBJECTIVES

1. Review and refine program assessments that produce essential internal and external data to support a full assessment loop.
2. Implement system to collect state and federal government data for internal and external use.
3. Work toward developing an electronic filing/advising system (modules).

### GOAL 2

**Continue to develop, implement, and refine online and hybrid courses and programs across the School of Education.**

#### OBJECTIVES

1. Review all online and hybrid courses.
2. Build new and revise existing online and hybrid courses with content and technology upgrades.
3. Provide support for faculty teaching online and hybrid courses to improve pedagogy including teaching presence and communication.
4. Implement Quality Matters (or other program) review of online courses.
5. Implement evaluation of faculty teaching online and hybrid courses.
6. Ensure UDL accessibility of all online and hybrid courses.

**“Tracking and Assessing Our Work Will Keep Us Accountable to Our Goals and Objectives.”**



## CORNERSTONE 4

# PARTNERSHIPS AND KEY STAKEHOLDERS

In our efforts to advance the mission of the School of Education, it is imperative that we continue to keep our alumni engaged in our holistic efforts. Further, we will also continue to work with Institutional Advancement and community partners in identifying opportunities that will support our work, our students, and mission-fit collaborative opportunities.

## GOAL 1

**Expand the visibility and broader impact of partnership initiatives.**

### OBJECTIVES

1. Enhance our relationships with current school, school district, and community partners.
2. Maintain our presence at local and statewide school and community events.
3. Continue to collaborate with key personnel within the School of Education and Cabrini University to advance relationships.
4. Continue to utilize alumni, faculty, and staff as ambassadors for Cabrini's School of Education programs and professional development offerings.

**"We Value Our Partners and the Voice of Our Stakeholders."**



**CABRINI**  
SCHOOL OF EDUCATION