

## **Program Performance Review: Culmination Meeting Memo**

### **Transformative Teaching in Secondary Education MS**

The 2024-2025 Program Performance Review (PPR) process for the Transformative Teaching in Secondary Education MS program in the College of Education (EDU) concluded with a culmination meeting on October 24, 2025.

The following people attended the meeting: Amir Dabirian (Provost), Lisa Kirtman (Dean), Kim Case (Associate Dean), Mark Ellis (Chair), Fernando Rodriguez-Valls (Vice Chair), Sean Walker (Deputy Provost), Aimee Nelson (Executive Director for Graduate Studies, EDGS), and Su Swarat (Senior AVP for Institutional Effectiveness and Planning, SAVPIEP).

The Provost congratulated the program for completing the PPR process and thanked the department leadership for the hard work. The following specific accomplishments were highlighted during the PPR process:

- The program offers an excellent advising and mentorship practice for students, with students receiving capstone advising and mentorship starting their first semester in the program.
- The program goals and department goals (TEACH, REACH, IMPACT) are clearly addressed within the program, and the faculty consistently align their coursework to the JEIE framework, allowing students to be well supported in their exploration and commitment to DEI.
- The program underwent a variety of changes to respond to students' and workforce changing needs, such as scaffolding of academic writing and research, increased community building, and the addition of six units of Bilingual Authorization coursework as advisor-approved electives.
- The program maintains strong graduation rates, and students report positive experiences. The Provost commended the high graduation rates and recommended the program to communicate this achievement to the students.
- The program's assessment is strong, with clear alignment of each student learning outcome to the College's conceptual framework, and opportunities for faculty to reflect and practice continuous improvement.
- The program's enrollment has been stable over the years, largely due to the program rigor and wrap-around support for the students.

Major recommendations and issues raised through the PPR process were discussed as follows:

#### **1. Enrollment:**

- The external reviewers acknowledged the program's strong recruitment strategy with its credential-to-graduate pipeline and connection with the SSCP faculty, and encouraged the program to continue enhancing these practices.
- The Chair reported that the program has been able to secure scholarship via grants to support students into the MS program; The grants help engage credential students over the summer and support them to participate in the MS program's conference. Funding to sustain these pipelines is critical.
- The EDGS shared that the certificate in ethnic studies pedagogy will begin with new course offerings in spring 2026, expecting 3-4 students at a time. The goal of this

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certificate is to 1) meet the needs of teachers to teach/embed ethnic studies in their subject areas; 2) lead to enrollment in the MS program.

- The Chair stated that the single subject credential enrollment has been stable, and the department needs to continue promoting it to ensure such stability.
- The EDGS asked whether the department is interested in combined programs.
  - o The Dean and the Chair stated issues such as faculty fit and logistics need to be explored before deciding. One concern is that the MS students ideally should have real-world teaching experience before entering the program, instead of entering the MS program directly from the credential program.
  - o The Dean inquired the possibility of making the process from credential to MS program easier. The Deputy Provost acknowledged the need.

#### **2. Alumni engagement:**

- The external reviewers recommended the program to consider expanding alumni engagement and mentorship by inviting senior educators to support new teachers during their first few years, increasing alumni events, providing guest speaker stipends, and hosting networking opportunities at professional conferences.
  - o The Dean agreed that these strategies would be great, though the college would need support for infrastructure and funding to make them happen.
  - o The EDGS advocated for postbac and graduate students to be folded in the campus strategic enrollment management conversations.
- The Chair reported that faculty strive to keep connected with alumni, including the efforts of developing a webpage for alumni to connect with each other, using LinkedIn to create a network, and leveraging alumni as “ambassadors” to help with recruitment.
- The SAVPIEP shared that the university is embarking on an alumni survey, which may help the program gain post-graduation success data.
  - o The Vice Chair stated that collecting samples of teaching would be another great way to capture the impact of the program, which could be used both as a recruitment tool and an instruction tool.
  - o The Chair concurred but reported that manpower and resources (e.g. release time, graduate assistant) and needed to do so.

#### **3. National board-certified coach:**

- All PPR documents identified the need to search for a National Board-certified coach.
- The Chair shared that the program was designed to meet board certification standards, and had grants to support students to work towards the certification. The program is permitted by the board to use the certification as an exit option, which is popular among students.
- The Chair is the only faculty member who is certified by the board, hence the need for another board-certified coach, ideally a current k-12 teacher.
- The Dean recommended the program to prioritize this need in the next faculty search cycle.

#### **4. Staffing support:**

- The self study expressed the need to identify support for essential program needs such as advising, recruitment and marketing, and enhanced academic support for students.

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- The Vice Chair shared that the program needs marketing and recruitment expertise as faculty do not specialize in these areas; The Chair expressed interest in exploring digital marketing to reach wider audience.
- The Dean reported that the college hired staff advisors in every department, who has responsibilities of recruiting. As such, the recruitment/marketing work is being transition to the staff advisors.
- The Provost offered to allocate one-time money to test out a digital marketing initiative.

The Provost concluded the meeting by thanking the department faculty and the department and college leadership. He encouraged the department to continue the excellent work.