

# College of Education

SHSU Strategy in Action

FY 2027 Planning and Budget Presentation

Dean Stacey Edmonson



# College of Education

## Departments

- Counselor Education
- Educational Leadership
- Library Science and Technology
- School of Teaching and Learning

## Centers

- Garrett Center for Transition Services
- Center for Assessment, Research, and Education Safety (CARES)
- Center for Research & Clinical Training in Trauma
- Center Advancing Neuro Design for Learning Environments (CANDLE)\*
- Strategic Education and Research Vision for Excellence Center (SERVE)\*
- Steele Center for Professional Practice (Educator Preparation Services)

# College of Education

## FY25 Funded Initiative Outcomes

| Initiative  | Original Allocation Overview  | Implementation Status | Measurable Outcomes / Early Indicators   | Next Steps                  | Strategic Alignment                           |
|---|---|-----------------------|--|-----------------------------|---|
| Council for Accreditation of Counseling and Related Educational Programs (CACREP) Accreditation | <ul style="list-style-type: none"> <li>Added 1 faculty line</li> <li>Maintained 12:1 faculty to student ratio</li> <li>Expanded program capacity</li> </ul> | Complete              | Maintained CACREP accreditation ensuring licensure pipeline.                             | Maintain 12:1 ratio         | Prioritize Student Success and Student Access |
| Office Modernization (HEF)  | <ul style="list-style-type: none"> <li>Upgraded 25 workspaces and study areas.</li> </ul>   | Complete              | Enhanced student and faculty experience, supporting retention and instructional quality. | Modernize additional areas. | Embody a culture of excellence                |

# FY25 Keep–Stop–Start (KSS) Initiative Progress

## College of Education

| Initiative Area                  | Key Accomplishments   | Status                | Evidence of Impact   | Strategic Plan Alignment                      |
|----------------------------------|---|-----------------------|--|---|
| Keep – External Funding          | External funding and grant opportunities to support students and programs   | Continual Improvement | 6 current awards over \$1M; \$17.5M in pending grant applications; active applications for ISD Grow Your Own programs; 90 students awarded a total of \$662,551 of scholarships in FY24 from active grants.  | Prioritize Student Success and Student Access |
| Keep – Streamlined Pathways      | Developing rich and streamlined pathways to certification/degrees with district and community partners to facilitate community engagement | Continual Improvement | 735 degrees awarded in 2022-2023; 306 Bachelors; 393 Masters; 37 Doctoral; strategic staffing models across 22 districts; 133 students in paid residencies   | Prioritize Student Success and Student Access |
| Stop – Incremental Budget        | Fully incremental budgeting   | Implemented           | Flat to reduced funding (factoring inflation) and shifting priorities due to enrollment needs, grant administration, have necessitated a new budgeting model.  | Embody a culture of excellence                |
| Stop – Admission Barriers        | Unnecessary barriers to graduate admissions, including application requirements and time to decision                                      | Continual Improvement | Decreased enrollment in graduate programs critical to student success.   | Prioritize Student Success and Student Access |
| Stop – Grant-Seeking Barriers    | Any unnecessary barriers in working with grant-related units across campus  | Implemented           | With ≈\$20M in active grants and \$17.5M in pending grants, grant activity within the COE has increased substantially over the past few years. This increase in grant activity has made the ease of submitting these grants without barriers critical to continued funding and applications. | Embody a culture of excellence                |
| Start – Market-Sensitive Tuition | Seek market-sensitive tuition models for certain graduate programs  | Implemented           | The COE has several online graduate programs that were priced higher than competitors, including the School Leadership program.  | Prioritize Student Success and Student Access |

# College of Education

## FY26 Funded Initiative Outcomes

| Initiative                                      | Original Allocation Overview                    | Implementation Status | Measurable Outcomes / Early Indicators  | Next Steps   | Strategic Alignment                           |
|---|---|-----------------------|---|--|---|
| Technology Upgrade (HEF)                        | Instructional and clinical technology upgrades  | Complete              | <ul style="list-style-type: none"> <li>Enhanced usability across teaching and clinical environments</li> <li>Improved student and faculty experience.</li> <li>Expanded support for field placements and certification</li> </ul> | Implement a 5-year replacement cycle to sustain capability | Culture of Excellence                         |
| Field Experience Staff (Requested, Self-Funded) | Added 2 coordinators (EPP + Testing/Engagement) | Complete              | <ul style="list-style-type: none"> <li>Improved student progression through advanced programs</li> </ul>  | Secure recurring funding to sustain and scale support.     | Prioritize Student Success and Student Access |

# FY26 Keep–Stop–Start (KSS) Initiative Progress

## College of Education

| Initiative Area                   | Key Accomplishments   | Status                | Evidence of Impact  | Strategic Plan Alignment                      |
|-----------------------------------|---|-----------------------|---|---|
| Keep – External Funding           | External funding and grant opportunities to support students and programs   | Continual Improvement | 6 awards totaling over \$2.8M; \$10.8M in grant applications; active applications for ISD Grow Your Own programs; 253 students awarded a total of \$655,633 of scholarships for FA26-SP27   | Prioritize Student Success and Student Access |
| Keep – Streamlined Pathways       | Developing rich and streamlined pathways to certification/degrees with district & community partners to facilitate community engagement | Continual Improvement | The COE has connected with the Tennessee Department of Education to explore competency-based certification and degree opportunities for future teachers. COE has also worked with CHSS to develop a Social Studies Education major and certification area in direct response to market and school district needs. We have also hired (on grant funds) a staff member to fully support our Huntsville Community Partnership program for teachers.  | Prioritize Student Success and Student Access |
| Keep – Market-Sensitive Tuition   | Expand market-sensitive tuition models for certain graduate programs  | Continual Improvement | We successfully expanded student access by securing financial aid eligibility for several certificate programs. By optimizing the pricing models for our School Leadership and Alternative Certification tracks and leveraging Hanover Research for market analysis, we are actively positioning our program portfolio for sustainable growth and increased enrollment. ACP had 23% growth YOY.   | Prioritize Student Success and Student Access |
| Stop – Admission Barriers         | Unnecessary barriers to graduate admissions, including application requirements and time to decision                                    | Completed             | Changes have reduced time to decision for applicants, allowed graduate staff to attain analyst status in salesforce so they have necessary training and tools to provide the same level of support as graduate admissions, and have strengthened essential partnerships across campus with graduate admissions, the Graduate and Professional School, and Enrollment Management/SEI. These relationships and initiatives continue to move graduate admissions in the College of Education toward sustained and real growth. | Prioritize Student Success and Student Access |
| Stop – Student Needs & Access     | Stop scheduling decisions not based on student needs and access.  | Complete              | COE graduate program admissions is moved to team admission with coordinator feedback to decrease the time to admission to hopefully encourage and improve admission to enrollment with newly admitted students.   | Prioritize Student Success and Student Access |
| Start – Grow-Your-Own Initiatives | Start actively developing formally articulated Grow-Your-Own initiatives with area and state-wide school districts..                    | Continual Improvement | In Fall 2025, COE hosted area school district leaders on campus to discuss HB2 PREP funding opportunities, which includes multiple state-funded pathways for teacher residency, Grow-Your-Own opportunities, alternative education, and mentoring. We have actively partnered with multiple districts for implementation to begin Spring 2026. COE is actively engaged in multiple competitively funded pathway projects for apprenticeship and high school-to-teacher programs.  | Prioritize Student Success and Student Access |

# FY27 Operational Enhancements

## College of Education

| Priority | Proposal  | What the Investment Enables   | Why Needed Now  | Expected Outcomes / Institutional Impact   | Strategic Alignment                           |
|----------|---|---|---|--|---|
| 1        | Support HB2 Enhanced Residency Requirements: Additional Staff | Ensures the College of Education (COE) meets the rigorous tracking, documentation, and reporting mandates required by Texas HB2 and TEA for annual accreditation.   | All educator certification-seeking students will begin migrating to the Enhanced Residency starting in Fall 2026 with full implementation in Fall 2027.     | <ul style="list-style-type: none"> <li>Successful activation of 21 school district partnerships by Fall 2026. 100% compliance with TEA accreditation standards.</li> <li>Continued State Accreditation.</li> </ul>   | Embody a culture of excellence                |
| 2        | Stabilization and Strategic Capture: Conversion of Staff      | This investment prevents a "service cliff" as grant funding expires for the 100+ candidates currently enrolled in the ACP. Stabilizing this role ensures the operational capacity to manage complex state certification requirements and scales the program to meet the increasing demand for alternative teacher pipelines across Texas.     | The College of Education (COE) has already signed formal partnership agreements with 21 school districts for HB 2-supported programs starting in Fall 2026. | This investment positions the COE to maximize performance-based HB2 PREP funds in FY28 and FY29. Transitioning to recurring funds retains the critical institutional knowledge needed to navigate TEA certification shifts, preventing the loss of expertise when grant cycles conclude. | Prioritize Student Success and Student Access |
| 3        | Stabilization and Strategic Capture: Conversion of Staff      | Securing this position maintains the backbone of the East Texas Ed Aide (Para-Path) program, which supports 100+ students annually. This funding allows the COE to continue expanding into new rural and underserved districts each semester, directly positioning the college to maximize performance-based HB2 PREP funds starting in FY29. | The College of Education (COE) has already signed formal partnership agreements with 21 school districts for HB 2-supported programs starting in Fall 2026. | This investment positions the COE to maximize performance-based HB2 PREP funds in FY28 and FY29. Transitioning to recurring funds retains the critical institutional knowledge needed to navigate TEA certification shifts, preventing the loss of expertise when grant cycles conclude. | Prioritize Student Success and Student Access |



# Part 3. Institutional Listening

## College of Education

### ***IDEAS SUBMITTED***

- 100+ ideas submitted across the institution
- Feedback reflects cross-university challenges, not isolated issues
- Limited direct references to COE signal an opportunity to increase visibility and engagement

### ***KEY THEMES***

- Strengthening Undergraduate → Graduate Pathways
- Improving Graduate Recruitment, Retention, and Access
- Leveraging COE Faculty Expertise Across the University

### **WHAT WE'RE DOING**

- Initial ideas implemented to inform practice
- Focus on removing friction in pathways and processes

### **WHAT'S NEXT**

- Expand actions tied to graduate enrollment and access
- Strengthen collaboration with the Teaching & Learning Center
- Improve visibility and engagement of COE across campus