

**Brescia University**



**Master of Science in  
Speech-Language Pathology  
Strategic Plan  
2021-2024**

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## **Vision Statement of the Speech-Language Pathology Graduate Program**

The Vision of the Speech-Language Pathology Graduate Program is to become a leader in preparing competent and compassionate professional speech-language pathology practitioners through a rigorous online program that offers outstanding academic and clinical training which exceeds expectations of all stakeholders.

## **Mission of the Speech-Language Pathology Graduate Program**

The Mission of the Speech-Language Pathology Graduate Program is to provide professional-level education in the Ursuline tradition that allows students to enter the rewarding career of Speech-Language Pathology as competent clinicians and lifelong learners whose work brings compassionate service to others and a sense of purpose and satisfaction to themselves.

## **Questions Posed to Stakeholders**

What should be our strategy to accomplish the mission and vision within the new program?

What do we need to do as a program, as faculty, and among students?

What current trends exist in the field and how will our graduate students meet market expectations?

What are the nonnegotiable skills and attributes that our students must possess in order for them to be as regarded as desirable employees?

## **Stakeholders Who Provided Input**

Current faculty, current undergraduate students, current clinical supervisors, current Brescia administrators, current employers, and alumni.

## **The Input-Driven Strategic Plan**

### Long-term Goal:

The Program will establish and build academic and moral excellence within the program by identifying and utilizing available internal and external resources (clinical sites, professional expertise, tools, and professional development/networking opportunities) and by identifying and advocating for new, viable ideas and resources.

### Strategy for Attainment of the Long-term Goal:

Input on the plan itself and progress monitoring on the implementation and success of the plan itself. This will be collected at monthly faculty meetings. Program faculty will be charged with implementing the plan with a high degree of fidelity. Program faculty will be charged with

analyzing relevant data in order to identify new areas needed in the plan and/or to propose changes that are needed within the plan during the plan's 3-year adoption period.

Three Focus Areas:

Faculty/pedagogy/curriculum/academics

Program culture/moral excellence/community

Seizing opportunities/growth/resources/needs/networking

Three Strategic Initiatives:

- I. Establishing and building academic excellence within the faculty and curriculum.
- II. Establishing and building moral excellence within the program's community and culture, and emanating those traits to the community at-large.
- III. Identifying and embracing opportunities, experiences, and ideas that will help the program improve and grow.

Strategic Initiative I. Academic Excellence: Specific Measurable Objectives:

1. Program faculty will complete at least three pedagogy enrichment activities per academic year including: a formal, focused faculty group pedagogy discussion session at least once per academic year, a pedagogy training offered through the University, and a pedagogy training through an external source (CAPCSD, Scholarship of Teaching and Learning in CSD- books and research).

Strategy for Attainment: Disseminate information on resources/opportunities and have faculty document their trainings. Encourage faculty to summarize, share, and reflect on learning experiences for self and group learning processes.

2. Program faculty will complete at least one training per year in an ASHA big nine content area to strengthen their knowledge and skills within a course they teach or plan to teach.

Strategy for Attainment: Sharing opportunities as they are made available; managing resources effectively to ensure budget for trainings; monitor to ensure completion.

3. Program faculty will meet monthly as a committee and have standing items on the agenda for collecting data on progress related to the strategic plan, input on the strategic plan itself, and input on the curriculum.

Strategy for Attainment: Schedule a standing meeting with a shareable agenda to allow access for all associated members to add agenda items as they surface. Utilize the Microsoft TEAMS SLP channel to support document sharing and peer editing with strict timelines and deadlines to complete varying assessments and objectives.

4. Administrators, faculty, and students will engage in communication that is open, transparent, and preventative within courses and within the Program itself in order to maximize success within the program as a whole.

Strategy for Attainment: Faculty and students will be made aware of the various communication channels available and expectations in regard to front-loading information in order to prevent communication breakdowns; documentation and accountability for meeting communication expectations.

Strategic Initiative II. Moral Excellence: Specific Measurable Objectives:

1. The Program will offer each student cohort at least one opportunity to participate in virtual student retreats or other events for community building in order to strengthen/deepen skills related to topics such as compassion, empathy, life-work balance, and Caritas.

Strategy for Attainment: Sharing opportunities as they are made available; managing resources effectively to ensure budget for trainings; monitor to ensure completion; collaborating with other departments at Brescia.

2. Program faculty will schedule and complete an annual faculty retreat (data day) to build a sense of community and to allow for reflection among program faculty.

Strategy for Attainment: The Program Administrator will consult with faculty to schedule an annual meeting and consult with faculty regarding the agenda of the meeting; monitor and document to ensure completion.

3. The Program will complete annual community outreach efforts by faculty and students to give back to the community at large.

Strategy for Attainment: Sharing opportunities as they are made available; monitor to ensure completion; collaborating with other departments at Brescia.

4. The Program will provide outreach and resources for clinical supervisors to build a sense of Brescia culture within the practicum setting

Strategy for Attainment: Sharing supervisor training videos and materials; engaging in regular communication with supervisors through email and videoconferencing; inviting supervisors to take part in relevant opportunities/events at Brescia.

Strategic Initiative III. Growth: Specific Measurable Objectives:

1. Program faculty will identify and utilize resources within Brescia to maximize academic and moral excellence within the Program.

Strategy for Attainment: Sharing opportunities as they are made available; collaborating with other departments at Brescia; communication with the University Center for Teaching and Learning (UCTL); monitor to ensure completion.

2. Program faculty will identify and utilize resources external to Brescia to maximize academic and moral excellence within the Program.

Strategy for Attainment: Sharing opportunities as they are made available; discussing and documenting resources at faculty meetings; managing resources effectively to ensure budget for trainings; monitor to ensure completion.

3. Program faculty will identify needs beyond available resources that are desired/needed for faculty and student growth and advocate for those resources in order to achieve academic and moral excellence.

Strategy for Attainment: Sharing ideas for new resources/opportunities and documenting those at faculty meetings; completing budget requests; monitor to ensure completion.

#### Schedule for Analysis of the Strategic Plan:

The plan is reviewed by program faculty during faculty meetings and through a formal, annual written report which is shared with faculty in faculty meetings and is published on the website for all stakeholders. Each year, the previous year's initiatives (tied to the Strategic Plan) will be evaluated and narrated via a year-end report.

#### Regular Evaluation of the Plan Itself:

Data and input on specific measurable objectives are addressed during faculty meetings. Long-term goals, strategic initiatives and specific measurable objectives are formally and annually reviewed and analyzed via a written report, which is created by the Program Director. The annual written report captures input and data from all stakeholders through qualitative data collection via group discussions or qualitative survey data. Both qualitative and quantitative data will be used to ensure a holistic approach to achieving annual objectives leading to long-term success surrounding the Strategic Plan initiatives.

Faculty members assess the results on the annual written report and adjust accordingly for changes in the following academic year. Faculty can determine if objectives should be abandoned, if those objectives are no longer applicable or feasible. Faculty can determine that new specific measurable objectives and/or initiatives are needed. Strategic plan initiatives are not typically abandoned without a good rationale during the 3-year strategic plan period. New long-term goals and strategic plan initiatives are typically developed for a new strategic plan every three years.