

**CMD Long Term Strategic Plan
Approved in 2009**

Mechanism for regular evaluation of this plan and of progress in meeting the plan's objectives – The plan will be reviewed annually during the month prior to the due date of the American Speech-Language-Hearing Association Council on Academic Accreditation Annual Report.

- I. **Goal:** The Program will be a model program in preparing students for professional careers in speech-language pathology.
 - a. **Objective:** The Program will adhere to the Standards for Accreditation of Graduate Education Programs in Speech-Language Pathology.
 - i. **Strategy for Attainment** - Program Director will ensure compliance with current Accreditation Standards and will stay current with updates to Standards, implementing all updates in a timely manner. Program Director or another representative will attend the Annual CAA Conference to obtain most current information.
 - ii. **Schedule for Analysis** – annually
 - iii. **Resources Needed** – clinic funds for attending Annual CAA Conference
 - b. **Objective:** Trends and innovations in the profession will be reviewed and curriculum updates will be implemented when appropriate.
 - i. **Strategy for Attainment** – The Department Curriculum Committee (DCC) will be charged with this task.
 - ii. **Schedule for Analysis** – annually
 - iii. **Resources Needed** – AAUP funds to attend conferences on an as-needed basis
 - c. **Objective:** The Program will hold an annual meeting with an Advisory Board made up of professionals from the community in order to stay current with the professional needs of the community.
 - i. **Strategy for Attainment** – Meetings will consist of formal presentations by university faculty and clinical personnel as well as informal small group informational exchanges.
 - ii. **Schedule for Analysis** – annually
 - iii. **Resources Needed** – Departmental OE funds for annual meeting
- II. **Goal:** The Program will demonstrate excellence in academic and clinical education and state-of-the-art instructional techniques. The Program will

support faculty and professional staff in teaching, research, clinical service and creative activities.

- a. **Objective** – Faculty and clinical supervisors will stay current with changes and innovations in the fields of speech-language pathology and audiology.
 - i. **Strategy for Attainment** – Faculty and clinical supervisors will attend and participate in professional conferences, online and self-education and conduct research.
 - ii. **Schedule for Analysis** – ongoing
 - iii. **Resources Needed** – current and relevant periodicals and books to be available through university library, conference funding, time and monetary resources to pursue the above activities, i.e. university grants, research reassigned time obtained through the usual school-wide competitive process.

- b. **Objective** – Feedback will be provided to academic and clinical personnel through written student course and clinical evaluations, peer review and review by Department Chair and Director of Clinical Services in order to facilitate continuous quality improvement (CQI).
 - i. **Strategy for Attainment**
 1. Students to complete course and clinic evaluations each semester
 2. Peer review (Department Evaluation Committee) of faculty teaching to occur in accordance with university policy.
 3. Department Chair review of faculty teaching to occur in accordance with university policy
 4. Director of Clinical Services to provide permanent clinical staff members with written and oral performance review annually using performance appraisal form provided by the State Department of Administrative Services.
 - ii. **Schedule for Analysis** – per schedule outlined above or per university policy
 - iii. **Resources Needed** – university support in implementation of course reviews, university forums on effective pedagogy

- c. **Objective** – State-of-the-art pedagogical and clinical techniques will be utilized.
 - i. **Strategy for Attainment** – Current pedagogical methods, including case-based teaching, integration of current technology and application of evidence-based practice will be practiced.
 - ii. **Schedule for Analysis** – annually
 - iii. **Resources Needed** – state-of-the-art instrumentation, computers and software applications purchased in part from clinic revenues,

hi-tech classrooms, training in use of technology, conference and other continuing education funding as provided by AAUP, laboratory space

- III. **Goal:** The Program will provide an outcome-based education.
- a. **Objective** – Tenets of outcome-based education will be followed. Program goals and objectives will be stated in outcome-based terminology.
- i. **Strategy for Attainment** – The Program will utilize the Knowledge and Skills Acquisition (KASA) document as its model for outcome-based education and the means for students to track and document progress in achieving outcomes.
 - ii. **Schedule for Analysis** – Students will be presented with the KASA upon entering the program and will utilize it throughout their course of study in the program.
Resources Needed – student advisor to review document with student at onset of program; course instructors to utilize KASA in the design of syllabi and throughout course presentation; remediation built into each course by instructor
- b. **Objective** - Formative and Summative evaluations will be included in course and clinical assessments to measure success in achieving outcomes.
- i. **Strategy for Attainment** – utilization of quizzes, tests, written and oral reports and papers, clinical performance, projects, portfolios, etc. in the achievement of formative and summative evaluation per ASHA guidelines.
 - ii. **Schedule for Analysis** – ongoing
 - iii. **Resources Needed** – no special resources needed
- IV. **Goal:** The Program will strive to achieve a diverse student body.
- a. **Objective** - The Program will encourage underrepresented populations, including qualified males, minorities and bilingual individuals to apply to the program.
- i. **Strategy for Attainment**
 - 1. The Program will attend select high school job fairs in order to inform and encourage students to consider the profession.
 - 2. The Program will make application materials available to students in underrepresented groups, i.e. mailings to targeted undergraduate programs

3. The Program will inform and encourage application from qualified applicants within the university through university undergraduate fairs.
 - ii. **Schedule for Analysis** – annually
 - iii. **Resources Needed** – publication materials, postage, time to execute above activities
 - b. **Objective** – The Program will seek grants targeted toward the above underrepresented groups in order to attract these individuals.
 - i. **Strategy for Attainment** – appropriate training grants will be sought and applied for
 - ii. **Schedule for Analysis** – ongoing
 - iii. **Resources Needed** – no special resources needed
- V. **Goal:** The Program will provide clinical service to individuals, families, communities and populations representative of our urban setting and a multicultural society.

Objective – The Center for Communication Disorders, the clinical service provider component of the Department of Communication Disorders, will maintain active outreach to the culturally and economically diverse populations of the greater New Haven area to foster diversity within the Center

- i. **Strategy for Attainment**
 1. The Center Director will create and disseminate an informational brochure that reflects the diversity of the community to highlight services
 2. The Center Director, clinical faculty and clinical staff will establish and maintain relationships with other clinical service providers within the diverse communities of greater New Haven
 3. The Center Director will consider client diversity as one of a set of compelling admission criteria for admission for clinical services
 - ii. **Schedule for Analysis** – each semester
 - iii. **Resources Needed** –
 1. Collaboration with University media office
 2. Clinical revenue to fund publication cost
 3. Administrative time for Center Director to review Clinic census and engage in outreach activities.
- VI. **Goal:** The program will prepare students for life-long inquiry and leadership.

- a. **Objective** – Through guided inquiry, students will learn to use a variety of transferable information sources and ideas to increase understanding of topics and issues.
 - i. **Strategy for Attainment**
 1. Guided inquiry will be integrated into the content of the curriculum and will be utilized by instructors and clinical supervisors to lead students toward independent learning.
 2. Guided inquiry will be available to students in utilizing library resources.
 3. Development of students into a community of learners will be encouraged through the utilization of collaborative projects, assignments and interventions in academic and clinical courses.
 - ii. **Schedule for Analysis** – annually
 - iii. **Resources Needed** – library support; no additional faculty and clinic staff time or resources needed

- b. **Objective** – Students will be provided with opportunities to observe, learn, develop, utilize and enhance leadership skills
 - i. **Strategy for Attainment**
 1. Students will be provided with leadership opportunities through the university NSSLHA chapter
 2. Students will be provided with free membership to the Connecticut Speech-Language-Hearing Association during their tenure as students. This will provide the opportunity to observe SLPs in statewide leadership positions.
 3. Students will be provided with clinical and academic opportunities to organize and lead groups.
 4. Students will be provided with opportunities through academic course work to utilize and enhance public speaking and presentation skills.
 5. Students will be provided with opportunities to conduct research
 - ii. **Schedule for Analysis** – ongoing
 - iii. **Resources Needed** – no special resources needed