

CORE Strategic Planning Worksheet SAMPLE: “Preparing for 2040”

(Winsome Theological Seminary)

Mission/Focus: Reframing Teaching & Learning

This plan must be approved by the president and provost before implementation.

	GOALS <i>Where do we want to go?</i>	ASSESSMENT <i>Where are we? SWOT</i>	ACTION ITEMS <i>What will help us achieve our goals?</i>	OUTCOMES <i>How will we know when we have achieved the goals?</i>	TIMELINE <i>(monthly) (for action items) Start: 6/1/09</i>	INDICATOR <i>(R) Red (Y) Yellow (G) Green (for action items)</i>
1	Augment the profile of multi-cultural education within the curriculum	<p>Strength: The faculty acknowledge that the curriculum needs development in the direction of increased diversity and multiculturalism.</p> <p>Weakness: Currently, the student body is not as diverse as we might want and are not demanding further diversity, though demographic shifts in the denomination and local region are on the horizon.</p> <p>Opportunity: We have recently hired a strong scholar who is also a diversity champion.</p> <p>Threat: Some resistance exists on the board, though some support is also present.</p>	<p>An ad hoc committee of faculty, representing at least one faculty member from every department and one person from every rank, will conduct a review of current syllabi and determine the percentage of courses that have significant multicultural content. Their findings, along with the other papers and reports described in the next two action items below, will be presented as a single report to the faculty, administration, and board. The criteria for determining “significant multicultural content” will be determined by the committee and presented in the report. Completed – 20% overall and 10% for biblical and theological disciplines.</p>	<p>Double the percentage of courses with significant diversity content and disaggregate by overall and biblical/theological disciplines.</p> <p>Update based on completion of first action item: target will be 40% overall and 20% for biblical and theological.</p> <p>All other action items still pending.</p>	3 Months	Green Completed
			<p>Another ad-hoc committee of the same composition will develop a position paper on diversity and multiculturalism based on the school’s theological traditions and current perspectives and practices. Ideas will also be gleaned from other faculty, students, and the administration. The goal will be to approve the paper by informal consensus (as determined by the committee), but a simple majority can approve the paper if necessary. A minority report may be submitted if at least 1/3 of the committee members agree to this report.</p>		6 Months	Yellow Will be completed by 6/1/10
			<p>Student Affairs will develop a report based on a survey or focus groups among students to determine their attitudes towards diversity and multicultural education, along with their opinions on how well these perspectives are currently infused into the curriculum.</p>		3 Months	Yellow Will be completed by 5/1/10
			<p>The president and provost will, based on the reports above, charge the standing committee on curriculum to issue guidelines on infusing multicultural education into the curriculum. These guidelines, once completed, will be circulated to faculty and faculty will be asked to revise their syllabi based on these guidelines</p>		9 Months	Red
			<p>The ad hoc committee in the first action item will reassess the diversity content of syllabi using the same criteria as established for the first report and issue a follow-up report to the faculty, administration, and board.</p>		18 Months (Revised)	Red
			<p>Student Affairs will reassess student attitudes towards diversity and multiculturalism based on the same criteria used for the first assessment and issue a follow-up report to the faculty, administration, and board.</p>		30 Months (Revised)	Red