DRAFT SEP STRATEGIC PLAN
6.14.17

MISSION
SEP’s mission is to...
Partner with Washington State secondary science teachers to provide mentored research experiences, professional development, access to resources, and a collaborative learning community.

VISION
SEP’s vision is...
A strong, valued, and knowledgeable science education community that inspires students and promotes greater understanding of, and support for, scientific research.

As part of that vision:

Teachers are valued as professionals and partners
- Teachers are valued as professionals in partnership with researchers and join a supportive science education community.
- Teachers bring their understanding of research to their classroom practices, and share their knowledge, passion and enthusiasm with their students.

Students have access to science careers and bring their unique resources and talents to contributing to broader scientific knowledge
- Every student has access to high-quality, engaging, and relevant science instruction and opportunities to pursue science careers.
- Scientific institutions become more inclusive for students from backgrounds historically underrepresented in STEM fields.

Students understand the integral role of science in society and are prepared to engage with science in their communities
- Students learn to think critically in a world increasingly dominated by science and technology.
- Students understand and appreciate the importance of biomedical research and become supporters of science as adults.
VALUES

• **Inspiration**
  We inspire the next generation of scientists and science-literate citizens through our work with teachers. We are also inspired by the dedication of the scientists and teachers we work alongside.

• **Networks and Community**
  We value the community of science educators and researchers who are passionate about science education, and recognize that it grows stronger through collaboration.

• **Service**
  We are teacher-focused and provide a high level of quality service to support science teachers in the important work they do every day in their classrooms.

• **Partnership**
  We value educators as professionals and believe the best science education comes from true partnership between teachers and scientists.

• **Innovation**
  Our educational resources reflect the importance of innovation and scientific experimentation in the development of cures and treatments. Because science is always changing, SEP must also continue to innovate and stay relevant and current.

• **Respect**
  We respect the educators and scientists who work with us and know that our success is based on strong, ongoing relationships. We aspire to be trusted and reliable partners of science educators and researchers by holding ourselves to high standards of character as individuals and as a program.

• **Equity**
  We strive to be inclusive, valuing the diverse perspectives and expertise of our stakeholders. We work to actively support underrepresented students and to promote equity in science.
SEP’s UNIQUE ROLE
SEP serves to bridge FHCRC and the science education community. We are a leading source for high-quality teacher molecular biology and biotechnology educator professional development and classroom resources.

PROGRAM GOALS

Professional Development
• Provide professional development for teachers that deepens their understanding of life science research, enriches their pedagogical practices, and supports their growth as teacher leaders.

Science Learning Resources and Supports
• Support engaging, challenging, and relevant classroom learning experiences for all students by providing access to high-quality instructional materials, resources, and cutting-edge science.

Partnerships and Community
• Connect educators and scientists to foster a life science community anchored in partnership and mutual learning.
DRAFT SEP STRATEGIC PLANNING GOALS and OBJECTIVES

PROGRAMMATIC GOALS

Strategic Programmatic Goal 1: Revise and develop core program offerings

Strategy 1: Revise existing curriculum and develop new curriculum
A) Conduct a thorough audit and evaluation of current curriculum and materials and prioritize resources to refresh.
B) Update existing resources to ensure that they remain current and relevant.
C) Develop new educational resources that align with the work of FHCRC and new scientific developments.
D) Bring lesson materials in line with national, state, and regional education efforts (such as the Frameworks for K-12 Science Education, Next Generation Science Standards, AP/IB, and WA STEM Career Connected Learning).
E) Develop opportunities for student action projects, including an authentic scientific research project that students can contribute to.

Strategy 2: Offer additional professional development opportunities for teachers
A) Create a diverse set of experiences for teachers, including short introductions as well as longer, in-depth research experiences for SEP teachers (1-2 summers).
B) Provide new mechanisms for teachers to continue to engage with SEP during the school year, such as workshops or sharing sessions.
C) Develop progression of opportunities for continued involvement of teachers throughout their careers.
D) Evaluate our professional development through an equity lens to help teachers create classroom environments that actively promote and support the science learning of underrepresented students.

Strategic Programmatic Goal 2: Increase and cultivate SEP’s collaborations and partnerships

Strategy 1: Coordinate with other FHCRC education programs
A) Partner with other FHCRC Education Programs to develop collaborative programming, such as shared graduate student TAships.
B) Create shared systems for recruitment of scientists for efficiency.
C) Coordinate to submit grant proposals that will help align programs.
D) Develop systems to manage educational requests, particularly for student visits.

Strategy 2: Strengthen connections between SEP and FHCRC scientists
A) Draw on FHCRC scientists directly to provide scientific expertise to SEP, and create specific roles within SEP for scientists (including post-doctoral and graduate students).
B) Increase awareness of SEP within the FHCRC community (for example, through inviting scientists to SEP events and partnering with new employee orientation efforts).
C) Collaborate with FHCRC scientists in developing new curriculum and PD initiatives.
D) Partner with scientists seeking to improve their teaching and communication of science.

Strategy 3: Strengthen connections between SEP and community partners
A) Collaborate with universities to ensure we stay current on educational theory and research, and connect with pre-service teachers.
B) Collaborate with other existing science outreach programs to work towards our shared goals and ensure that we continue to play a unique role.
C) Build connections with schools, districts, and larger educational institutional organizations statewide.
D) Actively reach out to, and partnering with, schools and organizations that serve students with the most barriers to science.

**INFRASTRUCTURE/OPERATIONS GOALS**

**Infrastructure/Operations Goal 1: Develop systems for evaluating progress and impact**

**Strategy 1: Develop data collection/analysis, and reporting systems**
A) Establish a programmatic scorecard with key indicators for programmatic/strategic goals.
B) Create processes and systems for acquiring and reporting relevant data to key stakeholders and to help evaluate program effectiveness.

**Strategy 2: Create advisory structures to support program development and evaluation**
A) Establish an Internal SEP Advisory Group to help SEP align with other FHCRC strategic efforts.
B) Establish a Community SEP Advisory Group to ensure SEP aligns with needs of educators and local, state, and national education initiatives.

**Infrastructure/Operations Goal 2: Create technology infrastructure to support program**

**Strategy 1: Develop technological resources that foster community**
A) Develop a robust communications strategy for SEP, including electronic newsletter/blog and social media presence.
B) Create online platform for teachers to interact and collaborate with one another.
C) Explore the use of online resources for teacher professional development (courses, webinars).

**Strategy 2: Make SEP curriculum resources more readily available and accessible online**
A) Review and revise existing SEP electronic resources.
B) Provide for online archiving and searching of teacher culminating projects.
C) Create systems for easy access of curriculum and and/or improved integration with main site.

**Funding/Sustainability Goal 1: Diversify funding portfolio to ensure continued fiscal health**

**Strategy 1: Fundraise to support an annual budget that is in alignment with strategic priorities**
A) Seek multi-year federal funding to help SEP attain strategic program goals.
B) Partner with Development and other FHCRC programs to create new relationships and opportunities for foundation and corporate funding.
C) Cultivate individual donors and provide more opportunities for them to contribute.