

## Mission Statement

Our mission is to train competent professionals in speech, language pathology and audiology with an appropriate scientific background, clinical skill and an appreciation for the need to continue learning beyond formal academic training.

## Strategic Plan Goals

To fulfill its mission, the Speech Pathology and Audiology (SPA) Department at Sacramento State developed a strategic plan in Fall 2006 and has been committed to continually evaluating the progress towards these goals:

- Further develop remediation and advising strategies for students' success.
- Explore and develop ways to respond to the shortages of SLP's in California while maintaining a high quality academic and clinical training program.
- Continue to survey alumni, employers and community partners to evaluate the effectiveness of our academic and clinical training program.
- Increase Alumni outreach and alumni activities to strengthen the community of speech-pathologists and audiologists in our region.
- Increase staff salary support to increase retention of staff and continuity of services and support to faculty and students.
- Pursue increases in full-time track Ph.D. positions within the department

## Process for creating, implementing and evaluating the program's strategic plan.

1. Sacramento State SPA Department Retreat: August, 2006. Faculty members met prior to the beginning of the academic year to review program mission, accomplishments and goals for the coming academic year. Faculty utilized Fred Nickols' GoalsGrid ([http://www.nickols.us/goals\\_grid.htm](http://www.nickols.us/goals_grid.htm)) to brainstorm items the faculty would like to Achieve, Eliminate, Preserve and Avoid. At this meeting the mission statement was supported by the faculty as clear, concise and comprehensive with no changes.
2. Early Fall 2006, the chair developed a list of Achieve items and surveyed the faculty, staff, advisory board and students ranking of items in priority.
3. The chair selected the top items from assessment and developed a set of strategic goals based on these items.
4. This strategic plan went to the faculty, students advisory board, and campus administration and received unanimous support. This plan was well aligned with the campus strategic plan which focuses on assessment, campus and regional community involvement.
5. The SPA Department continually monitors and evaluates our strategic goals at faculty meetings and retreats. Biannual advisory board meetings discuss and review goals and progress towards our goals. We also evaluate responses to alumni, employer and student surveys as indicators of progress towards our goals.
6. As part of our self study initiated in Fall 2009, the SPA faculty reviewed the strategic plan as well as the initial list of Achieve, Preserve, Eliminate and Avoid items along with the ASHA/CAA standards and ASHA/CAA self study guidelines to evaluate new goals and direction for quality improvements.

## Strategic plan is disseminated to faculty, students, alumni and other interested parties

The SPA Department Strategic Plan is reviewed by faculty, students, alumni and community SLPs through email distribution and posting on the CD Program website. Formal input and review are planned annually to involve the CD Advisory Council with representatives of alumni, community SLPs, employers, family members, clients and students.