



To: Elizabeth J. Sandell, Associate Professor-Dept. of Elementary & Early Childhood
From: Karen Colum, Chair-Dept. of Elementary & Early Childhood
Re: 2014-2018 Professional Development Plan-Dept. Comments: Dr. Elizabeth J. Sandell
Date: September 29, 2014

As chair of the Department of Elementary and Early Childhood, I have reviewed the PDP submitted by Dr. Elizabeth Sandell. Criteria goals includes the following:

Criterion 1: *Demonstrated ability to teach effectively and/or perform effectively in other current assignments.* Dr. Sandell's goals for Criterion 1 focus on providing high-quality instruction by using student feedback to inform instruction, improving on her utilization of technology integration, integrating culturally responsive teaching strategies, and incorporating the COE conceptual framework into her instruction.

Criterion 2: *Scholarly or creative achievement or research.* Dr. Sandell's goals for Criterion 2 focus on serving as Research Graduate Faculty, presenting work at national or international conferences presentation, and writing for peer-reviewed publications. Additionally, Dr. Sandell has set a goal to mentor undergraduate research teams. I would encourage Dr. Sandell to continue to seek peer-reviewed publication opportunities for her work with developing cultural competency and responsiveness with undergraduates.

Criterion 3: *Evidence of continuing preparation and study.* Dr. Sandell's goals for Criterion 3 demonstrate a commitment to professional development through her systemic reading of the literature and conference participation related, but not limited, to human relations, cultural competency/responsiveness, and multicultural education. In addition to reading and attending conferences, she will maintain active memberships in several professional organizations.

Criterion 4: *Contribution to student growth and development.* Dr. Sandell's goals for Criterion 4 demonstrate her commitment to student growth and development through her mentorship for students doing undergraduate research, advising the Eurasian Student Association and advising of elementary education students.

Criterion 5: *Service to the university and community.* Dr. Sandell's goals for Criterion 5 exhibit a willingness to be an active faculty member by being open to opportunities at the department, college, and university, as well as the professional and global community. I would encourage her to seek out opportunities to serve in ways that capitalize on her areas of expertise (e.g. cultural competency, cultural responsive teaching, multicultural education).

Overall statement: Dr. Sandell has identified worthwhile goals that appropriately meet the responsibilities outlined in each one of the 5 criteria. She demonstrates a commitment to instruction, research and advising/mentoring students, as well as a willingness to serve the department, college, university, and global community.