



# The Gallaudet Promise: Excellence in Learning and Discovery

**Phase One (strategic) Plan –  
Status Update**

**October 2021 - September 2022**



# The Phase One (Strategic) Plan

Addresses  
five areas  
for  
focused  
action

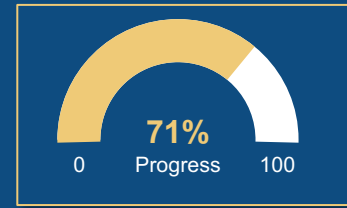
- ① Transformational Accelerators
- ② Anti-racism
- ③ Bilingual Mission
- ④ Academic Reimagining
- ⑤ Creativity Way Including the Memorial Project

Aligns with the challenges, imperatives and priorities in the Gallaudet Promise

Emphasizes high-impact, cross-division collaborations and connects directly to other essential work

The work in Phase One is fundamental to Gallaudet's impact and transformation

# Significant Progress in Year Two



- **Over 71% of actions are well underway or completed with one year of remaining.**
- **Shows the passion in our community for our mission and vision.**



# How to review status update through September 2022



Each area of focused action in the Phase One Plan is defined by initiatives called **Measures of Progress.**



**Measures of Progress** are grouped on the following slides by current status.



The status of each Measure of Progress is reflected as percentage completed on the related dashboards.

**\*\*The Phase One Plan continues through FY 2023 to align with the university's MSCHE accreditation self-study timeline**

# Phase One Areas for Focused Action



**Transformational  
Accelerators**



**Anti-Racism**



**Bilingual Mission**



**Academic Reimagining**



**Creativity Way including  
the Louise B. Miller  
Memorial Project**

# Area One

## Transformational Accelerators



### Goal

Gallaudet will redesign its on-campus and on-line infrastructure to rebuild the Clerc Center and campus experiences to be more agile and innovative in response to planned and unplanned influences.

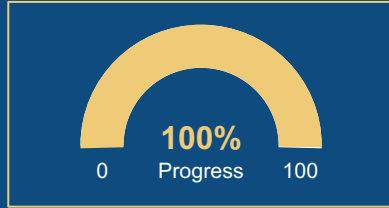


# Status Fall 2022 Measures of Progress

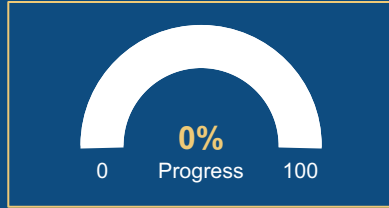


## Transformational Accelerators

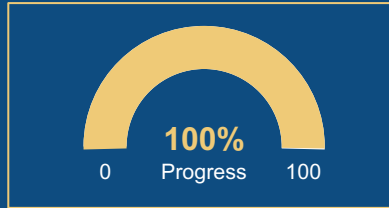
- 1 Implement the initial phases of Connected Gallaudet by Summer 2022.



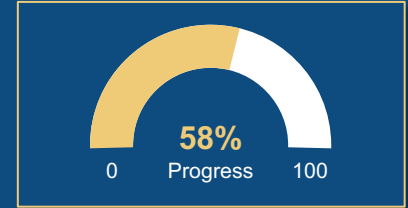
- 2 Pilot the design lab within select university academic programs by Spring 2023



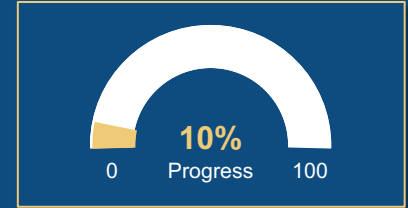
- 3 Implement Phase One of the Human Resources Transformation redesign plan



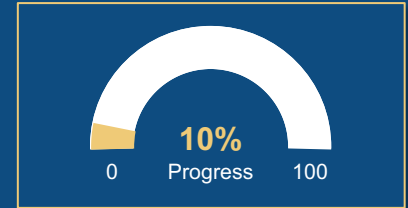
- 4 Complete Operational Transformation Phase One



- 5 Complete Operations Operating Model Redesign



- 6 Create mechanisms to address identified needs for in-the-moment campus-wide video production



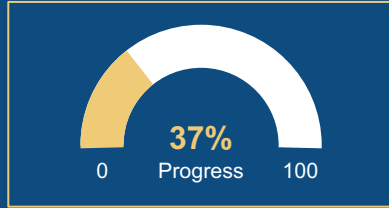


# Status Fall 2022 Measures of Progress

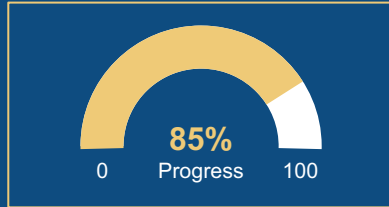


## Transformational Accelerators

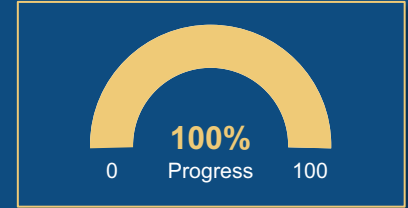
- 7 Define programming and establish an online platform to disseminate research, lectures, films and other content produced by the Center for Black Deaf Studies



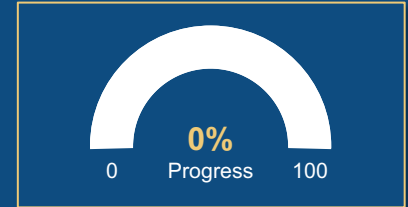
- 8 Fully build and design the Clerc Center's national learning platform



- 9 Design launch and marketing plan for the Clerc Center's national learning platform



- 10 Implement phase 1 of initial engagement with teacher and leadership cohorts and a targeted launch to “super users” and individuals that could contribute content to grow the platform’s resources

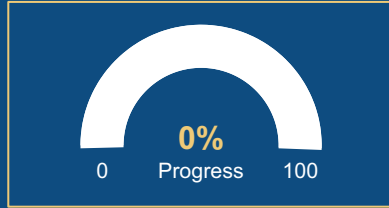


# Status Fall 2022 Measures of Progress

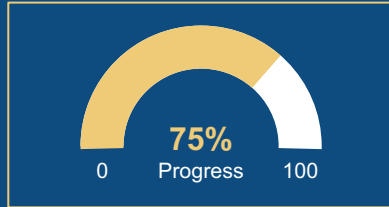


## Transformational Accelerators

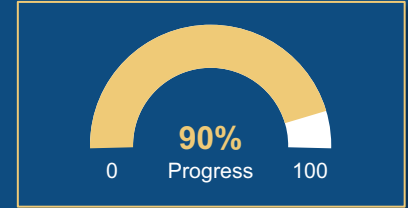
- 11 Design and implement phase two of the expansion and marketing plan for the Clerc Center's national learning platform



- 12 Complete the revision of the website for the University and the Clerc Center



- 13 Complete the Gallaudet and Clerc Center intranet



# Area Two

## Anti-Racism



### Goal

Gallaudet will enact key foundational elements to address the long-standing systemic barriers to belonging and equity throughout the University and Clerc Center.

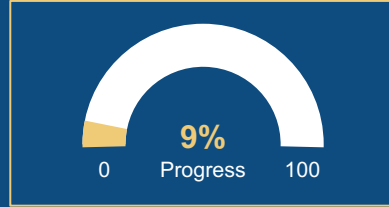


# Status Fall 2022 Measures of Progress

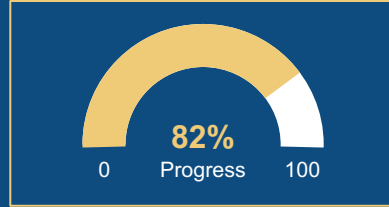


## Anti-Racism

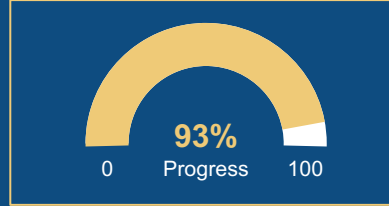
- 1 Operationalize recommendations from Public Safety Assessment



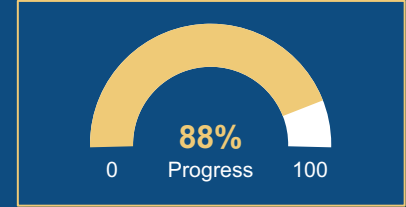
- 2 Establish the University-wide Social Justice & Racial Equity Collaborative (SJREC)



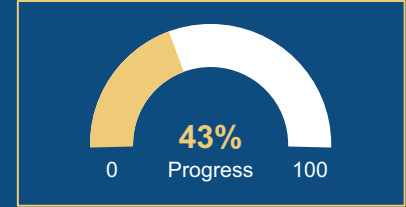
- 3 Have the University-wide Social Justice & Racial Equity Collaborative (SJREC) charter in place



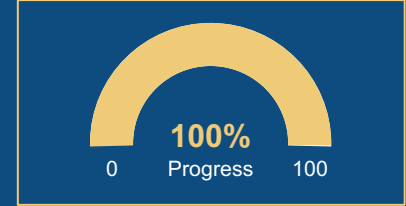
- 4 Construct and make public a University-wide Anti-Racism policy with calls to action and sanctions



- 5 Establish a system to provide regular progress updates on the University's Anti-Racism plan



- 6 Complete Year 1 of the Clerc Center Equity plan

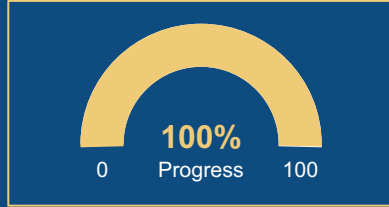


# Status Fall 2022 Measures of Progress

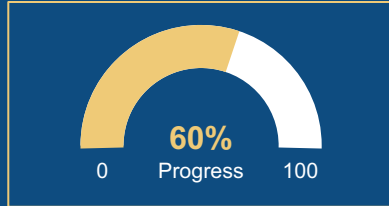


## Anti-Racism

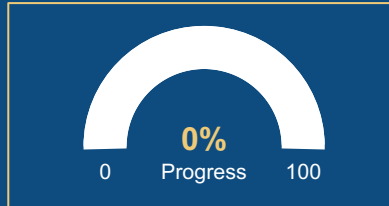
7 Develop and implement  
Clerc Center Equity  
Plan Year 2



8 Draft Clerc Center  
Equity Plan Year 3  
initiatives.



9 Complete Clerc Center  
Equity Plan Year 3  
initiatives





# Area Three

## Bilingual Mission



### Goal

Gallaudet will establish the foundation for its bilingual framework for teaching and learning across the lifespan, working, and interacting on-campus and virtually.

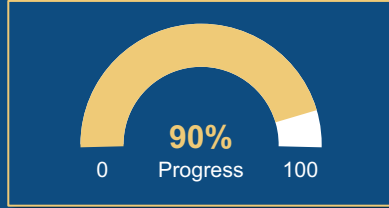


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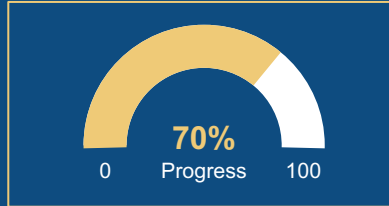


## Bilingual Mission

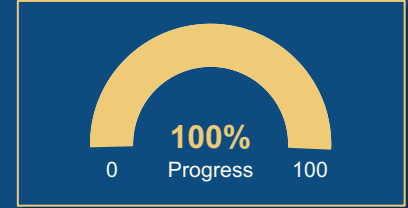
- 1 Implement Phase One of Language Planning for faculty, staff and students including creating a first year semester plan for students, language plans for emerging signers, and developing ASL plans for staff



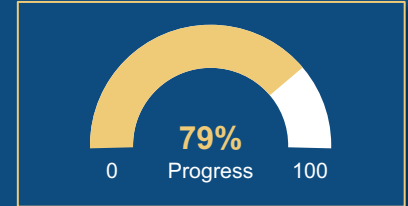
- 2 Complete ASL Development Program infrastructure and infuse into the Faculty Handbook, A&O Manual and HR hiring procedures



- 3 Operationalize the Bilingual Evaluation, Test and Assessment Center (BETA Center).



- 4 Expand programming of the BETA Center

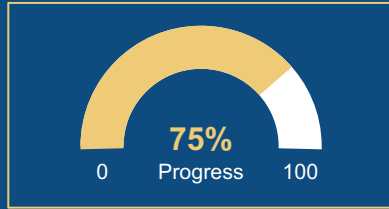


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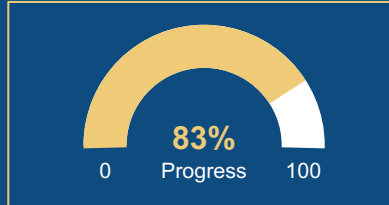


## Bilingual Mission

- 5 Develop a plan to further Language Vitality and Vibrancy (campus & remote).



- 6 Implement Language Vitality and Vibrancy Plan





# Area Four

## Academic Reimagining



### Goal

Gallaudet will establish the vision, infrastructure, and strategy to transform long-term enrollment across the lifespan.

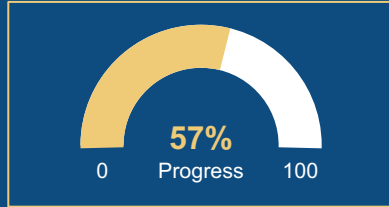


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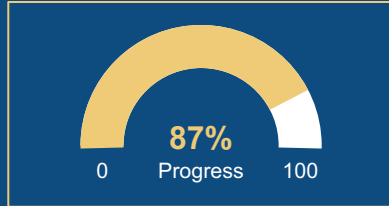


## Academic Reimagining

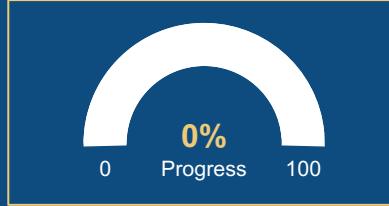
1 Complete restructuring of University Academic Affairs



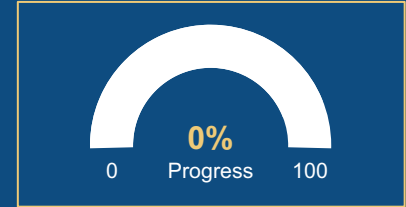
2 Complete the University Research restructuring



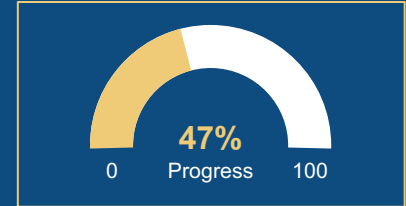
3 Select a new Learning Management System that aligns with bilingual learning



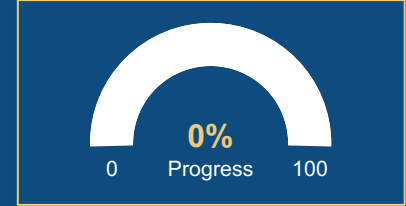
4 Begin migration to a selected Learning Management System that aligns with bilingual learning



5 Create the University enrollment strategy plan



6 Implement the University enrollment strategy plan

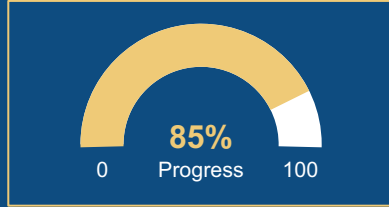


# Status Fall 2022 Measures of Progress

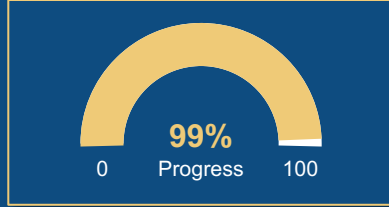


## Academic Reimagining

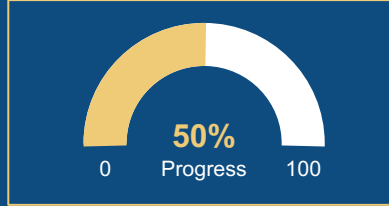
- 7 Complete renovation charter, identify stakeholder group, and contract an architect for the library renovation



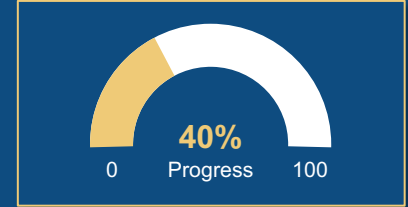
- 8 Complete pre-construction design and permitting for the library



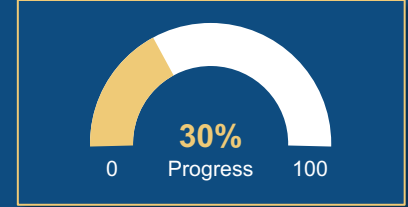
- 9 Define the holistic student experience



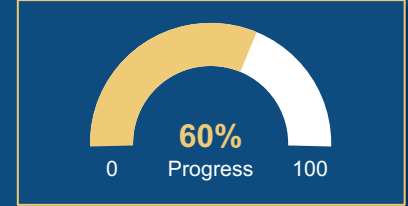
- 10 Design a framework to strengthen the holistic student experience on-campus and virtually



- 11 Implement the holistic student experience framework



- 12 MSCHE Self-study report submitted

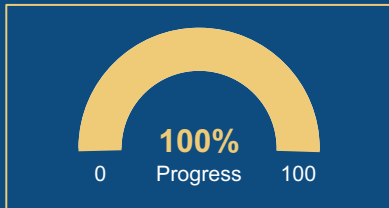


# Status Fall 2022 Measures of Progress

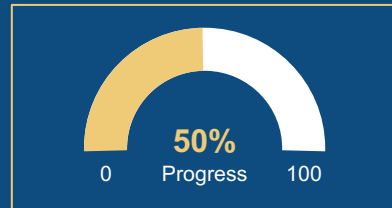


## Academic Reimagining

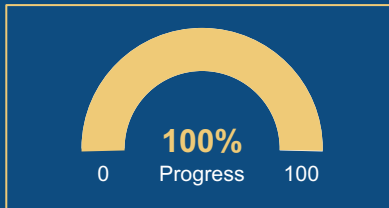
- 13 Redesign and align the Gallaudet University Regional Centers (GURC) with Regional Early Acquisition of Language (REAL) beginning with establishing AIDB as the GURC South site along with multi-year budget and expansion plans set



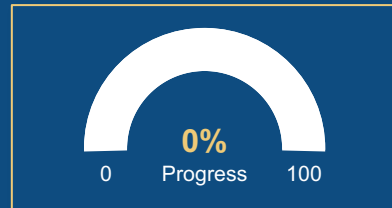
- 15 Hire a new Gallaudet University Regional Centers (GURC) Director in the Midwest



- 14 Complete actions in accordance with set timelines as defined in the KDES/MSSD CEASD/MSA accreditation plan



- 16 Develop multi-year budget and expansion plans for the Midwest region



# Area Five

Creativity Way including the  
Louise B. Miller Pathways  
and Gardens Project



## Goal

Gallaudet will complete the Memorial as the lead project of Creativity Way's "front porch" as well as the academic and construction planning for the next phase of Creativity Way development.

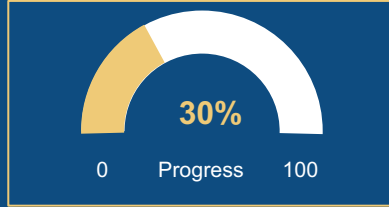


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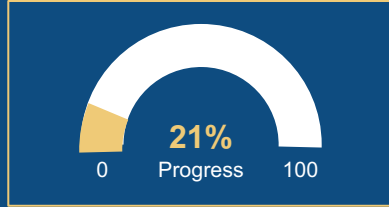
Creativity Way including the Louise B. Miller Pathways and Gardens



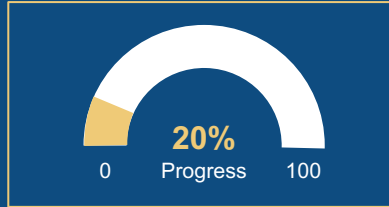
1 Develop related plans, documents, and materials that define and communicate a Capital Campaign



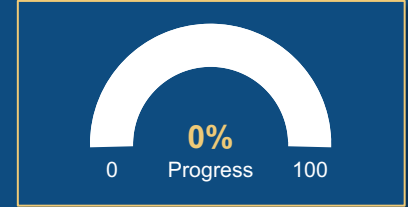
2 Complete \$23 million fundraising campaign for the LBM Pathways & Gardens



3 Complete initial academic programming for the Creativity Way Alley



4 Complete pre-construction design and permitting for the Creativity Way Alley and A&T lots



5 Commence the initial phase of the LMB Pathways & Gardens construction

