



## Dean Search Vision Statement

McKay School of Education

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The McKay School mission and vision statements are inspired, and our previous and current leaders have guided us in developing a school culture that focuses on the Master Teacher Jesus Christ, educates with an eternal perspective, and provides nurturing learning opportunities for the benefit of the world. New leadership of the school should carefully seek to build upon our existing culture and this inspired groundwork as we wisely enact the BYU strategic plan to become a more Zion-like institution. We must embrace what makes us unique, maintain what makes us exceptional, and continually seek to improve.

There are some areas in the BYU strategic plan where the McKay School is already excelling and others where the time is right for us to grow together. As we prayerfully consider our current progress and positioning for the future, I believe there are at least four areas where we should emphasize our efforts.

*Emphasis 1: Expanding learning opportunities to more of God's children.* As the premiere educational institution sponsored by The Church of Jesus Christ, BYU should be the primary influencer in the world for preventing the cycle of educational inequity described in 3 Nephi 6. At that time, inequitable access to learning led to "great inequality," classism, apostasy, and the eventual destruction of the church and society. For BYU to fulfill its mission and justify the sacrifices of tithe-payers, the McKay school must increase the number of students we serve, such as by expanding enrollment, exploring hybrid offerings, and providing innovative access to learning experiences beyond the traditional matriculation process.

*Emphasis 2: Increasing our service and educational leadership to the Church Education System, public schools, and the world at large.* BYU is the flagship university of the CES, and the McKay School is the college within BYU that specializes in improving teaching, curricular development, and educational evaluation. As such, we are uniquely equipped and positioned to lend guidance, support, and vital resources to other institutions with compatible educational aims. Such activities might include expanding service and experiential learning initiatives, creating and sharing open educational resources, and redesigning promotion expectations to better align with our service-centric mission.

*Emphasis 3: Rooting out racism, sexism, prejudice, and bigotry of every kind, and breaking vicious cycles of exclusion and marginalization.* Just as these forms of prejudice have no place in the heart of a disciple of Jesus Christ, systemic forms of exclusion and marginalization have no place at the McKay School. Leaders must make concerted efforts to build a culture of inclusion and belonging, such as by recruiting and supporting faculty and staff who represent historically minoritized populations, specifically marketing to and supporting the academic success of non-racial-majority students, and expanding scholarship opportunities to international students, women, first-generation students, and students of color.

*Emphasis 4: Strengthening the testimonies of students, staff, faculty, and alumni in the restored gospel of Jesus Christ.* We cannot claim the Lord's guidance or blessings if our graduates leave with weaker testimonies than when they arrived. Every interaction with personnel should be a testimony-enhancing experience wherein students feel the Lord's love for them and their minds and hearts can be expanded by exposure to the Holy Spirit. As such, the McKay School must increasingly become a bastion of testimony strengthening as we hire mission-aligned personnel, visibly make Jesus Christ the center of every educational effort, and encourage testimony sharing and disciple scholarship in various forms.

As we emphasize these four areas, I believe that we will find renewed strength and vision to use the vast skills and opportunities the Lord has blessed us with to better serve His children and to more fully take our place, not only among the great universities of the world but among the inhabitants of Zion.

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