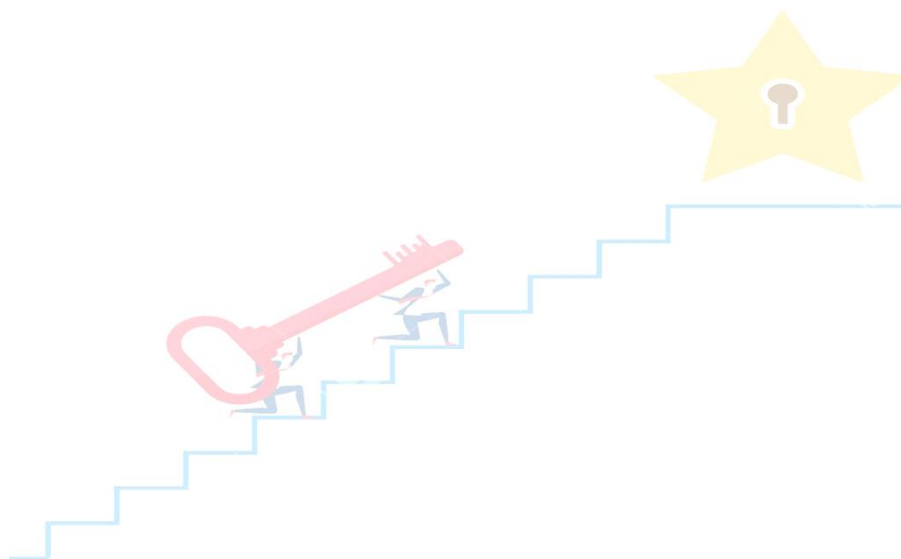




**UNIVERSITY OF MITROVICA “ISA BOLETINI”  
FACULTY OF EDUCATION**

**STRATEGIC PLAN  
FACULTY OF EDUCATION  
2019-2021**



Mitrovica, May 2020

## ABBREVIATIONS

KAA	Kosovo Accreditation Agency
AQ	Central Administration
MED	Municipal Directorate of Education
EG	Expert group
HEI	Higher Education Institution
IMGC	International Multidisciplinary Conference on Geo-Science
MTEF	Medium Term Expenditure Framework
SC	Steering Council
PC	Professional Commission
CCQAE	Central Commission for Quality Assurance and Evaluation
MPBAP	Ministry of Internal Affairs and Public Administration
MEST	Ministry of Education, Science, Technology and Innovation
AU	Academic Units
SP	Student Parliament
VRICSR	Vice Rector for International Cooperation and Scientific Research
VRTSAQA	Vice Rector for Teaching, Student Affairs and Quality Development
PSUMIB	Strategic Plan of the University of Mitrovica "Isa Boletini"
RN	Learning Outcomes
SA	Academic staff
SI	Information system
TI	Information technology
UMIB	University of Mitrovica "Isa Boletini"
OIC	Office for International Cooperation
OAA	Office for Academic Affairs
OICP	Office for Information and Communication with the Public
PO	Personnel Office
QAO	Quality Assurance Office
OSS	Office for Student Services

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## **DEAN'S INTRODUCTORY REMARKS**

Dear all,

The Faculty of Education in less than a decade, has laid the foundations of sustainable development, which guarantee perspective and is becoming more and more attractive to young people in this area and beyond. Of course, the high competition of young people to become part of the Faculty of Education, has made us have distinguished and successful students in the labor market and also, successful in continuing post-graduate studies in other universities.

Contemporary infrastructure and working conditions are a valuable asset at the Faculty of Education and the University in general, therefore, it provides development and perspective not only for students but also for academic staff and the community in general.

The cooperation of the academic, administrative staff and students among themselves and with other faculties adds value and enriches the Faculty of Education.

Like any other institution that has gone through various challenges in its growing process, the Faculty of Education has faced challenges, however, these challenges have only strengthened it institutionally, ensuring stability and security towards new perspectives of the time.

Now, the Faculty of Education has drafted the Strategic Plan 2019 - 2021, which clearly design short-term and medium-term institutional objectives which stem from the management, academic staff, administrative staff, students and alumni and other stakeholders. which are in line with UMIB's mission and vision.

The Strategic Plan is a sustainable platform for quality development in teaching, learning, research, innovation, and community contribution, but also paves the way for progress. As such, it analyzes the situation, sets strategic objectives and priorities, and coordinates activities in time, space, and according to the actors and partners involved.

Finally, I take this opportunity to thank all the academic, administrative staff, stakeholders and especially the students for their support in finalizing this document. A special thanks of course I have to all the members of the committee who have done a job with high intensity and dedication.

With respect,

***Prof. Ass. Dr. Besim GOLLOPENI***  
*Dean of Faculty of Education*

## **DRAFTING OF THE STRATEGIC PLAN**

The strategic plan 2019-2021 is drafted based on the Standards and Guidelines for Quality Assurance in the European Higher Education Area, Law 04 / L-037 on Higher Education in the Republic of Kosovo, Provisional Statute of the University "Isa Bolotin" in Mitrovica, the Accreditation Guidelines of the Kosovo Accreditation Agency (KAA) and the Recommendations of the International Expert Group as well as in consultation with internal and external actors, by the working group appointed according to the decision no. Prot. 69, dated 05.05.2020, with the following composition:

1. Prof. Ass. Dr. Besim Gollopeni, Dean of the Faculty of Education, Chair
2. Prof. Ass. Dr. Eliza Avdiu, Head of Programs, member
3. Prof. Dr. Qerim Selimi, member
4. Ass. Ylli Hashani, PhD c. member
5. Valon Hajdini, Secretary of the academic unit, member
6. Diellza Istrefi, Student Representative, member
7. Mimoza Zeqiri, Student Representative, member
8. Fjolla Peci, Student Representative, Alumni, member
9. Almedina Azemi, Student Representative, Alumni, member
10. \_\_\_\_\_, Business representatives

## THE HISTORY OF THE FACULTY OF EDUCATION

The foundations of higher education studies in Mitrovica were laid with the opening of the High Technical School in 1961. In 1970, within the Technical Faculty, the departments of Mining, Technology and Metallurgy were opened, initially in Mitrovica, in the academic year 1970/71, and then continued in Prishtina until the establishment of the Faculty of Mining and Metallurgy in Mitrovica in 1974. (UMIB Strategic Plan: 4).

Based on the 60-year tradition of Higher Education in Mitrovica, unique departments, and the needs of labor market, The Government of the Republic of Kosovo on 06.03.2013 established the Public University of Mitrovica, and on 31 May 2013 the Assembly of Kosovo ratified the decision. Based on the Provisional Statute, approved by the Ministry of Education, Science and Technology, six faculties operate within the University of Mitrovica "Isa Boletini"(UMIB Strategic Plan: 5).

The foundations of the Faculty of Education were laid with the opening of the University of Mitrovica "Isa Boletini" in Mitrovica, on 06.03.2013. In the academic year 2014-2015, the Faculty of Education started the development and implementation of the programs of Preschool Program and the Primary Program, according to the curricula accredited by the Kosovo Accreditation Agency.

The Faculty of Education has gone through two (re) accreditation processes (accreditation and re-accreditation) and has been evaluated by the professional team of the Kosovo Accreditation Agency. Both of these programs are four years and were accredited by the decision of KAA dated 17.03.2015 and were re-accredited by the decision of KAA Date: 06.07.2017 Ref.: 535/17.

The number of students enrolled in the Faculty of Education for the academic year 2014-2015 was a total of 181, 57 in the Preschool Program and 124 in the Primary Program, in the academic year 2015-2016 were registered a total of 187 students, 55 in the Preschool Program and 132 in the Primary Program, in the academic year 2016-2017, a total of 187 students were enrolled, 121 in the Primary Program and 66 in the Preschool Program. Until 2018-2019, about 200 students are enrolled in two study programs for each academic year at the Faculty of Education.

Since the academic year 2014-2015, the Faculty of Education has organized studies according to the curricula approved by the Senate of the University of Mitrovica "Isa Boletini", based on the Bologna Declaration and (re) accredited by the Kosovo Accreditation Agency. Currently, the Faculty of Education offers 2 study programs at the bachelor level:



### **Study Programs:**

- **Preschool Education, BA (Level VI)**
- **Primary Education, BA (Level VI)**



*Photo website UMIB: Graduates of the Faculty of Education.*

For each academic year, the Faculty of Education develops practice teaching and practical training in primary and preschool educational institutions and in cooperation with local and foreign institutions organizes seminars, conferences, workshops, etc.

### **ACADEMIC AND ADMINISTRATIVE STAFF**

The Faculty of Education currently employs 12 academic staff (Professors and Assistants). From the total number of academic staff, 1 professor has the title Prof. Dr., 4 professors have the calling Prof. Ass. Dr., 1 Professor has the title Prof. Ass., A staff with Dr.Sc. and 5 assistants. Four colleagues from the ranks of assistants are pursuing doctoral studies. The advantage for the Faculty of Education and UMIB is because the staff is developing. Whereas, a considerable number (about 10) of the academic staff are external collaborators of the Faculty of Education.

The administration of the Faculty of Education employs 3 officials, a student services officer, an academic unit secretary and an administrative officer.

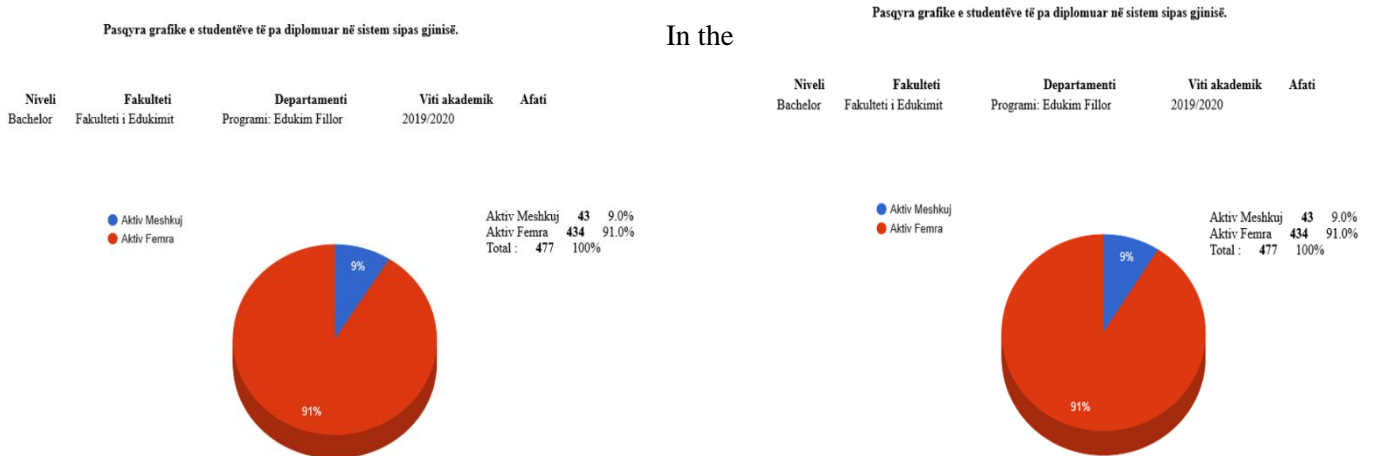
Based on the Regulation on Internal Organization and Systematization of Jobs, UMIB has organized the Central Administration (CA) at the level of the Rectorate and administrative offices at the level of each academic unit.

Academic and administrative staff in NJA in the academic year 2019-2020

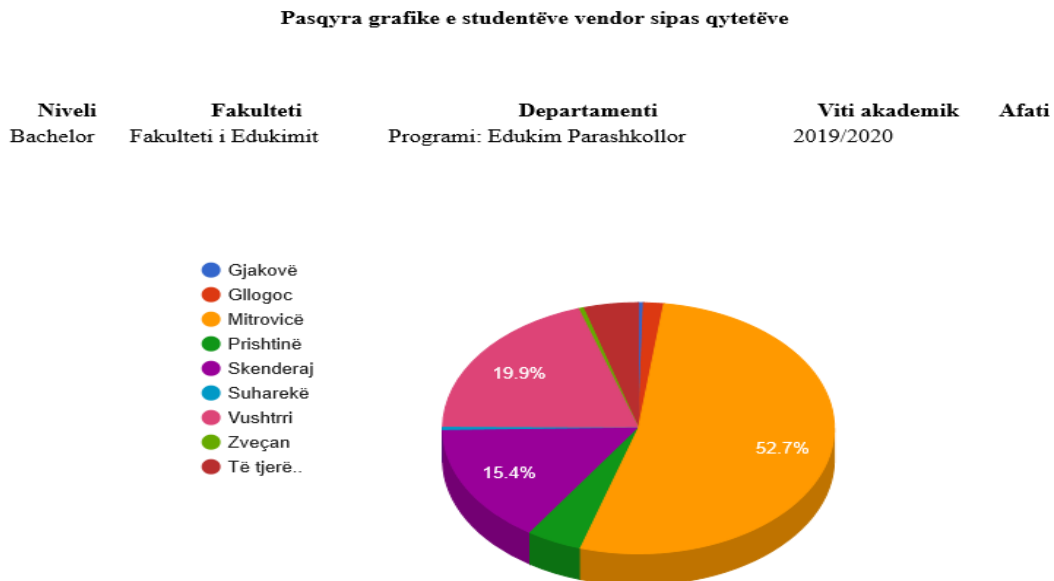
<b>Faculty</b>	<b>Full time academic staff</b>	<b>Part time academic staff</b>	<b>Administrativ staff</b>
Faculty of Education	12	8	/
Administration	/	/	3
Total	12	8	3

## NUMBER OF STUDENTS

At the Faculty of Education, the total number of students in both study programs Preschool and Primary Program, is 718 students (SMU, 19.03.2020). Out of the total number of students, 477 (43 male) students are in the Primary Program and 241 (9 male) students are in the Preschool Program.



Students at the Faculty of Education, comes from different municipalities of Kosovo, but the region of Mitrovica dominates. The chart:





Number of students distributed by years of study (Preschool Program and Primary Program).

**Numri i studentëve aktiv sipas viteve të studimeve dhe totali : 2019/2020**

Viti i studimeve	1			2			3			4			
Fakulteti	Total	F	M	Total	F	M	Total	F	M	Total	F	M	Total
Fakulteti i Edukimit	30	30	0	192	181	11	87	84	3	170	162	8	479

**INFRASTRUCTURE - UNIVERSITY CAMPUS**

The University of Mitrovica "Isa Boletini" carries out its activity on the new functioning campus from 2018. The campus consists of the facilities of the academic units (one being completed) and the building of the central administration / Rectorate. All this infrastructure of facilities is modern and special where each academic unit has the internal infrastructure according to their specifics for teaching in amphitheatres, halls, cabinets, various laboratories and the library. Also, on campus, other facilities are under construction, such as: Canteen and student dormitory, which according to the plan is expected to be completed in 2021.

The University of Mitrovica operates on an area of 17.5 hectares. The campus is situated in a very convenient location for the development of the Higher Education activity, but at the same time it presents added value for the local community and the municipality of Mitrovica.

The campus and the investments made provided the required standards in learning and the external environment. The facilities constructed include a space of 36.004.31m<sup>2</sup> (two academic unit buildings with the area of 33.509 m<sup>2</sup> and the central administration building/rectorate with the area of 2.495 m<sup>2</sup>). For the year 2019/2021 investments have been secured for the construction of two buildings that will serve students: the dining facility and the student accommodation facility with the area 7.389 m<sup>2</sup>. For the year 2019/2021 investments have been secured for the construction of two buildings that will serve the students: the dining facility and the student accommodation facility with the area around 11.000 square meters. (The construction of these facilities has started and is expected to be finalized in 2021).



The dormitory facility will accommodate 279 students, and is being built on an area of 7,896 m<sup>2</sup> gross. The building will have 4 floors, ground floor and basement. It is designed to accommodate students, academic staff and guests, through 3 groups with vertical divisions,

and has the block for men and women. In this way, students, in addition to gaining theoretical knowledge during their studies, in the framework of laboratory exercises and practical work in laboratories will also benefit from practical work for professional development in their career.

The environment and investments in external infrastructure set standards for student recreation and relaxation. The created environment is good and gives a picture of a modern campus, which is not only attractive for current students, but has contributed to a growing demand for studies at this university.

Regarding the infrastructure of the Faculty of Education a large number of physical capacities are included. The classrooms are at the right level which also consists of their size including amphitheatres for teaching and other activities of special importance. Also, the other halls are divided into large, medium and small halls, where teachers use them depending on the large number of students in groups. Given that the Faculty of Education has the largest number of students within the University of Mitrovica, the halls available for F. Education are from 301 to 308 seats so we have three halls with over 100 seats, other halls with numbers up to 50-60 seats and those small up to 20-30 seats. Considering that as a faculty of education that has in its programs that of Primary Education and Preschool Education, within these programs are included various subjects which for some need theoretical lessons and some of them even practical ones, and then uses space within the campus such as computer cabinets and laboratories for demonstration work and other activities included within the course. We also have an agreement with Caritas Switzerland to build an on-campus laboratory to hold practical training for students. It should be noted that after the completion of the new facility on campus, a large part such as cabinets for staff and various halls will be vacated and the space for activity within the faculty of education will be expanded.

The faculty in terms of technological equipment for teaching has a certain number of non-static projectors. According to the plan, the faculty aims to realize the digitalization of teaching and investments in technological equipment to facilitate the teaching process, each room should be equipped with a static projector and its accompanying infrastructure. Among other things, it is also intended to make different halls according to programs and subjects, where, among other things, classes for holding various activities related to certain subjects.

## **STRATEGIC PLANNING PROCESS**

The strategic planning process of the Faculty of Education has started as an activity within the ongoing processes of implementing policies in the Faculty of Education and UMIB, to increase quality. The working group formed for drafting the Strategic Plan 2019-2021 is represented by the management of the academic unit, academic staff, administrative staff, students, alumni and partners.

The working group throughout the drafting of the Strategic Plan has relied on the basic documents of our University as well as the UMIB Strategic Plan, and has ensured that the interests of students, academic staff, administrative staff and the interests of other parties are fully represented. of interest including representatives of MEST.

So, this Strategic Plan is a unique document, it is the result of teamwork, it is the voice of all staff, students and other stakeholders therefore, it is easy to understand and use by all parties but also for the reader of external.

The strategic plan is drafted in accordance with the vision and mission of UMIB, taking into account:

- National Development Strategy 2016-2021 of the Government of Kosovo;
- Law on Higher Education of the Republic of Kosovo, 2010;

- Strategic Education Plan in Kosovo 2017-2021;
- Provisional Statute of UMIB.
- National Qualifications Framework 2011

### **Mission**

The Faculty of Education continuously aims to provide high quality in teaching and learning, in full compliance with contemporary local and international standards, linking theory with practice according to contemporary best practices, to prepare students according to market demands. FE supports and encourages the development of academic staff and students, enabling them to participate in scientific symposia, seminars, scientific conferences and professional development students as future teachers and educators focused on community contribution.

### **Vision**

It is based on three main points:

- Provides contemporary teaching, learning and research in the field of education;
- To prepare students according to contemporary standards and according to market demands;
- To build bridges of cooperation with other institutions in the country and beyond.

### **Values**

The Faculty of Education relied on:

- Academic freedom - we ensure freedom of expression, development and information.
- Reliability - we build correct and reciprocal relationships in the interest of development.
- Responsibility - we take and demand responsibility for actions and successes.
- Integrity - we act with personal and institutional integrity, with honesty, justice and determination.
- Transparency - in the service of increasing mutual trust and development.
- Service - provide services to improve teaching and learning.
- Equality - we value and respect the diversity, views and contributions of others.
- Democracy - is the pinking of any decision-making in the Faculty of Education.
- Monitoring - we monitor each other's performance to drive further advancement rather than to judge.

## **INTERESTED PARTIES**

The strategic development (2019-2021) of the Faculty of Education is planned to be implemented in close cooperation and interaction with internal and external stakeholders.

Academic staff - this interest group includes full professors, engaged professors, assistants and research associates. According to the academic vocation, the academic staff has the following composition: Prof. Dr., Prof. Assoc. Dr., Prof. Ass. Dr., Ass. and Lecturer. They are the main bearers of the teaching process, academic counseling, development and scientific research and contribution to the processes important for the country and the community.

Administrative and technical staff - constitute the internal stakeholders who perform the operational and administrative functions of the Faculty. This interest group includes: the secretary of the academic unit, administration officials, librarians and technical staff.

The management of the Faculty of Education - consists of the Dean, the Vice Dean, the Faculty Council and the Study Committee. The governing bodies take care of the management and progress of the teaching process, research - scientific and artistic work, professional development of teachers, scientific conferences, symposia, activities for contribution to the community and beyond, etc.

Students - students are the main stakeholder. Student evaluations and suggestions represent the driving forces towards the overall success of the faculty. This interest group consists of full-time local and international students.

Alumni - are graduate students whom the faculty sees as an inevitable asset and of special importance. The University has established the Alumni Association which serves as a bridge between current students, academic and administrative staff, Alumni and the outside community. The University continues to provide services to this interest group and keeps them informed and interested in the continuous development of the University and opportunities for cooperation.

Community - is a strategic stakeholder which consists of School Institutions, Municipal Directorates of Education, Research Institutes, MEST, Preschool Institutions, NGOs and civil society.

Local and central government authority - this group includes representatives of the Ministry of Education, Science, Technology and Innovation, MEDs, school institutions, etc. This group is very important towards the implementation of the strategic plan.

External academic and scientific community - consists of external strategic partners of the Faculty. This group includes cooperative institutions in Kosovo and beyond, scientific research institutes, educational institutions, which assist the Faculty in building academic, research and scientific capacities.

## **STRATEGIC OBJECTIVES**

The strategic objectives of the strategic plan of the Faculty of Education are in full harmony with those of UMIB for the period 2019-2021.

The strategic objectives are:

- Teaching and professional development
- Scientific research;
- Cooperation with institutions and international;
- Construction of quality assurance system
- Learning resources and student support
- Digitalization, data management and public information
- Financial planning and management

## SWOT ANALYSIS

STRENGTHS	WEAKNESSES
<ul style="list-style-type: none"> <li>➤ Management readiness to support initiatives to increase the quality of teaching and learning;</li> <li>➤ The newest and most modern campus in the country, equipped with modern laboratories, located in the city and picturesque views of the lake;</li> <li>➤ Low and affordable cost of study for students;</li> <li>➤ Financial support for the academic research from the University;</li> <li>➤ Readiness of the academic staff for continuous professional development;</li> <li>➤ Involvement of students in all decision-making structures in the faculty;</li> <li>➤ Applying students' knowledge directly to practice in potential jobs;</li> <li>➤ Extensive consultation with the business community, Alumni students and their employers;</li> <li>➤ Staff readiness for cooperation with students.</li> <li>➤ Engagement of academic staff and students in international projects (ERASMUS + etc);</li> <li>➤ Organizing international scientific conferences in cooperation with ACDS, SSI and partner institutions</li> </ul>	<ul style="list-style-type: none"> <li>➤ Level of international cooperation and mobility;</li> <li>➤ Insufficient integration of scientific research in teaching;</li> <li>➤ Currently limited services in sports activities for students.</li> <li>➤ Lack of contemporary literature in the Albanian language;</li> <li>➤ Difficulty of students' access to prestigious scientific journals - platforms;</li> </ul>
OPPORTUNITIES	CHALLENGES
<ul style="list-style-type: none"> <li>➤ Absorption of MEST funds for scientific research and mobility;</li> <li>➤ Staff training with teaching methodologies in higher education;</li> <li>➤ Ongoing commitment of the donor community (exchange opportunities);</li> <li>➤ Expanding cooperation with other institutions for the coordination of educational activities, innovative, creative and exchange of experiences;</li> <li>➤ Receiving grants from national and international institutions for development projects;</li> <li>➤ Establishment of an institute / center for research;</li> <li>➤ Establishment of a center for professional development;</li> <li>➤ Engagement (mobility and research) of staff in international programs;</li> </ul>	<ul style="list-style-type: none"> <li>➤ Demographic change and youth emigration;</li> <li>➤ Transfer of academic staff in other universities;</li> </ul>

## ACTION PLAN

Strategic objective 1. Professional teaching and development					
Specific Objective 1.1. Improving teaching methods					
Activities	Responsible and supportive units	Financial Cost (EUR)	The key performance indicator	Time limit	Expected performance result
1.1.1 Organization of training on new teaching methodologies	VRTSAQD Budget and finance office	360 €	Organized trainings	2020	12 certificates
1.1.2 Advanced training on teaching methodologies	VRTSAQD Budget and finance office	360 €	Organized trainings	2020	12 certificates
1.1.3 Training for syllabus review	VRTSAQD Budget and finance office	100 €	Organized trainings	2020	80% of staff trained
1.1.4 Adaptation of syllabuses to developments in the specific domain	Academic staff, Deanships VRTSAQD	Administrative costs	Number of reviewed syllabuses	2020	50% of syllabuses updated
Specific Objectives 1.2 Continuous staff training					
Activities	Responsible and supportive units	Financial Cost (EUR)	The key performance indicator	Time limit	Expected performance result
1.2.1 Attending a conference in a special field	VRTSAQD, VRICR Budget and finance office	1000 €	Number of participations	2020-2021	At least 50% of staff attended a conference during the year
1.2.2 Publication of at least one article per year	VRTSAQD, VRICR	1000 €	Number of publications	2020-2021	At least 70% of staff have published an article during the

	Budget and finance office				year
<b>1.2.3 Application of staff for participation in mobilities</b>	Governing council VRTSAQD VRICR	Fonde të projekteve (Erasmus +,etj)	<b>Numri i aplikimeve të stafit</b>	2020-2021	Rreth 5 anetar te stafit kane aplikuar
<b>1.2.4 Support for switching from MA to PhD</b>	VRTSAQD, Budget and Finance Office	3,000.00 €	<b>Numri i stafit të mbështetur</b>	2020-2021	2 anëtarë të stafit janë mbështetur
<b>Specific Objective 1.3. Harmonization of the assessment method with the expected learning outcomes</b>					
<b>Activities</b>	<b>Responsible and supportive units</b>	<b>Financial Cost (EUR)</b>	<b>The key performance indicator</b>	<b>Time limit</b>	<b>Expected performance result</b>
<b>1.3.1 Drafting the report on the adaptation of the course learning outcomes to the program learning outcomes</b>	Study Commission	Administrative costs	<b>Percentage of adaptation of course learning outcomes to program outcomes</b>	2020	Published report
<b>1.3.2 Organizing a workshop for academic staff to adapt the course learning outcomes to the program learning outcomes</b>	Study Commission	Administrative costs	<b>Workshop development</b>	2020	Organized workshop
<b>1.3.3 Programs in the re-accreditation process reviewed according to the guidelines of the Study Commission</b>	Faculty study commissions University study commission	Administrative costs	<b>Number of reviewed programs</b>	2020	Reviewed programs
<b>Specific Objective 1.4. Harmonization of student learning outcomes with the national qualifications framework</b>					
<b>Activities</b>	<b>Responsible and supportive units</b>	<b>Financial Cost (EUR)</b>	<b>The key performance indicator</b>	<b>Time limit</b>	<b>Expected performance result</b>

<b>1.4.1 Organizing an information workshop</b>	VRTSAQD	€ 150.00	<b>Workshop development</b>	2020	80% of staff participated in the workshop
<b>1.4.2 Review of syllabus learning outcomes</b>	Academic staff, Deanships VRTSAQD	Administrative costs	<b>Number of reviewed syllabuses</b>	2020-2021	50% of syllabuses are reviewed
<b>Specific Objectives 1.5 Orientation and information for all phases of the student life cycle</b>					
<b>1.5.1 Information campaign for graduates</b>	SSO, Student Parliament	€ 50.00	<b>Number of campaign activities</b>	2020	5 activities performed
<b>Strategic objective 2. Scientific Research</b>					
<b>Specific Objectives 2.1. Establishment of the fund from financial income for research support</b>					
<b>Activities</b>	<b>Responsible and supportive units</b>	<b>Financial Cost (EUR)</b>	<b>The key performance indicator</b>	<b>Time limit</b>	<b>Expected performance result</b>
<b>2.1.1 Encourage and support academic staff to attend conferences, scientific symposia.</b>	Academic staff, Deanships Rectorate	Administrative costs	Participation, certification, publication	2020 - 2021	Participation, certification, publication
<b>2.1.2 Application for support from various MEST schemes and partnership in joint international projects</b>	Academic staff, Deanships	Administrative costs	Applications	2020 - 2021	At list 5 applications
<b>Specific Objectives 2.2. Organizing FE conference</b>					
<b>2.1.3. Organizing the annual edition of the multidisciplinary and international conference focused on Educational sciences</b>	Organizational council	1,000.00 €	Increasing the number of participants and scientific works	2020	20% more participants from home and abroad than previous editions
<b>Strategic objective 3. Institutional and international cooperation</b>					



<b>Specific Objective: 3.1. Raising the level of partnership and international agreements</b>					
<b>Activities</b>	<b>Responsible and supportive units</b>	<b>Financial Cost (EUR)</b>	<b>The key performance indicator</b>	<b>Time limit</b>	<b>Expected performance result</b>
<b>3.1.1. Increasing activities for concluding agreements with international higher education institutions</b>	VRICR, OIC	1,000.00 €	<b>Number of agreements with international HE institutions</b>	2020-2021	Academic staff supported to participate in conferences
<b>3.1.2. Membership in various international associations</b>	VRICR, OIC	500.00 €	<b>Number of memberships in international associations</b>	2020-2021	1 membership new/year 2 agreements with international HE institutions
<b>3.1.3. Staff support for participation in scientific conferences</b>	Faculty VRICR, OIC	3,500.00 €	<b>Number of full-time academic staff supported to participate in conferences/year.</b>	2020-2021	Increase in the number of academic staff serving in editorial boards of international scientific journals / conferences.
<b>Specific Objective: 3.2. Increasing applications for joint projects for international funds</b>					
<b>Activities</b>	<b>Responsible and supportive units</b>	<b>Financial Cost (EUR)</b>	<b>The key performance indicator</b>	<b>Time limit</b>	<b>Expected performance result</b>
<b>3.2.1. Participation and organization of training of academic / administrative staff in building professional capacity for application in projects and receipt of international funds</b>	Faculty VRICR, OIC	Administrative costs	<b>Number of capacity building workshops held for project applications</b>	2020-2021	One workshop per year for representatives of academic and administrative staff from all AU

<b>3.2.2. Application in mobility projects</b>	VRICR, OIC, AU, Academic and administrative staff and students	Administrative costs	<b>Number of applications in mobility projects</b>	2020/2021	5 projects from each AU
<b>Specific Objective: 3.3. Increasing the mobility of staff and students (Internship, continuing studies, etc.)</b>					
<b>Activities</b>	<b>Responsible and supportive units</b>	<b>Financial Cost (EUR)</b>	<b>The key performance indicator</b>	<b>Time limit</b>	<b>Expected performance result</b>
<b>3.3.1. Subject designation and organization of teaching for subjects worth 60 credits that will be taught in English (30 credits in Social Sciences).</b>	VRICR, OIC, AU	Administrative costs	<b>Number of subjects from social and technical sciences</b>	2020	At least 3 subjects from the academic unit
<b>3.3.2. Participation and organization of workshops for academic/administrative staff and students on professional capacity building for application for international mobility</b>	VRICR, OIC, AU, Academic and administrative staff and students	Administrative costs	<b>Number of capacity building workshops held mobility applications</b>	2020/2021	One workshop per year for 3 representatives of academic staff and 6 students
<b>3.3.3. Organizing orientation week about scholarship applications such as exchange students and full studies</b>	VRICR, OIC, AU, Student Parliament	Administrative costs	<b>Successful organization of the orientation week</b>	2020-2021	60% of students participated in the orientation week
<b>Specific Objective: 3.4. Institutional cooperation Alumni / industry / local and central institutions</b>					

Activities	Responsible and supportive units	Financial Cost (EUR)	The key performance indicator	Time limit	Expected performance result
<b>3.4.1. Organizing joint events in academic units and UMIB in order to intensify cooperation between Alumni, Industrial Board and industry representatives</b>	SSO, Alumni, OIC, AU, Industrial Board, IT office	€ 200.00	<b>Events and activities with Alumni, Industrial Board and industry representatives at University / Faculty events.</b>	2020 - 2021	At least one activity per year with other local institutions
<b>Strategic objective 4. Setting up a quality assurance system</b>					
<b>Specific Objective 4.1 Development of quality assurance system</b>					
Activities	Responsible and supportive units	Financial Cost (EUR)	The key performance indicator	Time limit	Expected performance result
<b>4.1.1 Nomination of quality assurance coordinator</b>	Academic Unit	1.000.00 €	<b>Functional office</b>	2020-2021	Functional office
<b>Specific Objective 4.2 Advancing the internal and external quality measurement process</b>					
Activities	Responsible and supportive units	Financial Cost (EUR)	The key performance indicator	Time limit	Expected performance result
<b>4.2.1 Reviewing and completing / improving SER of programs</b>	QAO	Administrative costs for quality	Number of reviewed SER	October 2019 and ongoing process	Reviewed SERs
<b>4.2.2. Development and reporting of questionnaires to UMIB administration and academic staff;</b>	QAO	Administrative costs for quality	Number of questionnaires developed	2019 - 2021	Report with findings
<b>4.2.3 Development of questionnaires and reporting of quality</b>	QAO	Administrative costs for quality	Number of questionnaires developed	First questionnaire: January 2020; Second	Report with findings

measurement with students: One at the end of each semester.				questionnaire: June 2020. And in each following year.	
<b>4.2.4. Development (implementation, distribution for completion) of questionnaires for measuring quality with UMIB management</b>	QAO	Administrative costs for quality	Number of questionnaires developed	December 2019- July 2020. And in each following year.	Report with findings
<b>4.2.5. Development (implementation, distribution for completion) of questionnaires for measuring quality with business</b>	QAO	Administrative costs for quality	Number of questionnaires developed	July 2020. And in each following year.	Report with findings
<b>4.2.6. Development (implementation, distribution for completion) of questionnaires for measuring quality with graduates.</b>	QAO	Administrative costs for quality	Number of questionnaires developed	December 2019- July 2020. And in the each following year.	Report with findings
<b>4.2.7. Reviewing curricula and applicable programs</b>	QAO, AU	Administrative costs for quality	Number of lesson plans	October 2019 and ongoing process	Reviewed plans
<b>4.2.8. Reaccreditation process</b>	Academic Unit,	13.000,00	Number of programs reaccredited	2020 - 2021	Reaccreditation of programs
<b>Specific Objective 4.3 Raising the quality culture</b>					

<b>4.3.1 Information and consultation on the importance of quality assurance through workshops, roundtables, information sessions and conferences</b>	PMCS, QAO and AU	Administrative costs	Organized activities	2020-2021	Number of workshops, roundtables, conferences, information sessions.
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### Strategic objective 5. Learning resource and Student support

#### Specific objectives: 5.1 Infrastructure and teaching areas

Activities	Responsible and supportive units	Financial Cost (EUR)	The key performance indicator	Time limit	Expected performance result
<b>5.1.1. Drafting the questionnaire for the assessment of learning resources and physical infrastructure</b>	UMIB AU	€ 100.00	<b>Developed questionnaire</b>	2019-2021	Drafted questionnaire
<b>5.1.2. Membership of graduates in the Alumni Association</b>	Alumni Association UMIB	Administrative costs	<b>Number of graduates joining the Alumni association</b>	2019-2021	Numbers of members per year
<b>5.1.3. Publication of success stories for UMIB graduates</b>	Alumni Association	Administrative costs	<b>Number of success stories</b>	2019-2021	10 published stories

#### Specific Objective: 5.2. Human resource plan for academic staff

<b>5.2.1. Drafting an annual plan for promotions, professional capacity building and filling vacancies for academic staff</b>	AU, (Management, OAA- PO)	Administrative costs	<b>Identifying the needs of academic staff</b>	2020-2021	Staff plan drafted
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#### Specific objective: 5.3. Student support

Activities	Responsible and supportive units	Financial Cost (EUR)	The key performance indicator	Time limit	Expected performance result
5.3.1. Student support	UMIB	€ 40,000.00	Number of students receiving financial support	2019-2021	Scholarships offered, rewards received
<b>Specific objective: 5.4. Increase in cooperation with graduate students and promotion of Alumni association</b>					
5.4.1. Publication of success stories for UMIB graduates	Deanships Alumni Association	Administrative costs	Number of success stories	2019-2021	20 published stories

### Strategic objective 6. Digitalization, data management and public information

#### Specific objective:6.1. Digitalization of the record process and control of the attendance of the academic/administrative staff and students

Activities	Responsible and supportive units	Financial Cost (EUR)	The key performance indicator	Time limit	Expected performance result
6.1.1. Advancement and digitalization of the record and control of the attendance of the academic / administrative staff.	Management, IT, VRTSAQD, Secretary, Dean and Vice Deans	Administrative costs	Integration of the attendance record service for the academic/administrative staff in all facilities of the University Campus.	2020/2021	More efficient record of staff presence and facilitation of control and reporting.
6.1.2. Advancement and digitalization of the record and control of student attendance.	VRTSAQD, IT, SSO, Dean, Vice Deans and academic staff	Administrative costs	Integration of the attendance record service for students in the classrooms and laboratories of the University Campus.	2020/2021	More efficient record of student attendance

#### Specific objective: 6.2. Informing and communicating with the public

Activities	Responsible and	Financial Cost (EUR)	The key performance indicator	Time limit	Expected performance result
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	<b>supportive units</b>				
<b>6.2.1. Updating information on FE events</b>	PICO, IT	Administrative costs	<b>Number of press releases prepared for FE and UMIB activities, news published in the media, number of informative meetings on important issues, number of interviews, statements given in the media, yearbook, newsletter every 3 months.</b>	2019-2021	Increase in transparency, Dissemination of information about FE to public.
<b>Specific objective: 6.3. Public promotion</b>					
<b>Activities</b>	<b>Responsible and supportive units</b>	<b>Financial Cost (EUR)</b>	<b>The key performance indicator</b>	<b>Time limit</b>	<b>Expected performance result</b>
<b>6.3.2. Preparation of promotional materials</b>	PICO, AU	Administrative costs	<b>Promotional brochure, promotional video, campus virtual tour</b>	2020-2021	At list 3 materials that will enhance the image of FE and UMIB
<b>Strategic objective 7. Financial planning and management</b>					
<b>Specific objective: 7.1. -Planning of financial resources</b>					
<b>Activities</b>	<b>Responsible and supportive units</b>	<b>Financial Cost (EUR)</b>	<b>The key performance indicator</b>	<b>Time limit</b>	<b>Expected performance result</b>
<b>7.1.1 Drafting the action plan and financial cost based on the objectives and activity specified according to the thematic areas reflected in the budget and the revised SPUMIB.</b>	AU, administrative offices and budget and finance offices	Administrative costs	<b>Structure, cost and defined dynamics for the performance of activities</b>	2020-2021	Action plan drafted

## **MONITORING, EVALUATION AND REPORTING**

Monitoring and evaluation are fundamental factors in the implementation of a strategy and aim to measure the progress achieved. The Faculty of Education has also established a Working group for Coordination and Monitoring of the Implementation of the Strategic Plan. The main tasks of this body are:

- Development of 6-month action plans in accordance with PSFE;
- Analysis of progress in the implementation of the PSFE, based on the information gathered;
- Drafting the annual budget for the implementation of the PSFE within the defined budget limits;
- Review and approve additional measures to ensure the implementation of the PSFE;
- Drafting requests for support from donor programs in order to ensure the implementation of the PSFE.

The FC will be responsible for monitoring and evaluating the implementation of this strategy. The coordinator of this working group will compile the performance reports of the implementation of the PSFE and will report to the FC and these data will be reviewed by the FC. These indicators will enable the monitoring of progress by noting the level of achievement of objectives and the implementation of strategic activities of this strategy. Sustained monitoring and evaluation of this strategy makes the Action Plan viable and provides its implementers with an overview which enables them to act in a timely manner and in accordance with the needs and challenges they face. Of course, the implementation of this and the action plan has its financial implications and challenges, depending on the area they cover. At the end of the implementation of the strategy, a general assessment will be made to check to what extent this strategy has influenced the strengthening of the University, so that the results, difficulties, impact, sustainability, lessons learned and recommendations serve for future strategies. Based on the results of this comprehensive assessment, the University and donors will be able to plan future strategies. The actions and activities that will be undertaken for the implementation of this document will enable the continuation of the development of a new university and its role, with a specific goal to be recognized nationally and internationally for advanced teaching and quality education. This PSFE will help to further enhance the quality of teaching, learning and curriculum development in line with the needs of the labor market.



## RESOURCES

1. Plani Strategjik i Universitetit të Mitrovicës “Isa Boletini” 2019 – 2020.
2. Korniza Evropiane e Kualifikimeve  
[https://ec.europa.eu/ploteus/sites/eac-eqf/files/eqf\\_interactive\\_brochure\\_sq\\_0.pdf](https://ec.europa.eu/ploteus/sites/eac-eqf/files/eqf_interactive_brochure_sq_0.pdf)
3. KORNIZA E KUALIFIKIMEVE PËR MËSIMIN GJATË GJITHË JETËS  
[https://akkks.rks-gov.net/uploads/korniza\\_evropiane\\_e\\_kualifikimeve.pdf](https://akkks.rks-gov.net/uploads/korniza_evropiane_e_kualifikimeve.pdf)
4. Harmonizimi i strukturave arsimore në Evropë (Tuning)  
[https://akkks.rks-gov.net/uploads/korniza\\_evropiane\\_e\\_kualifikimeve.pdf](https://akkks.rks-gov.net/uploads/korniza_evropiane_e_kualifikimeve.pdf)
5. Statuti i UMIB