

STRATEGIC PLAN

FY 23 - FY 26



VISION

To be a premier membership organization supporting state leaders of special education in ensuring children with disabilities will live, learn, work, and participate in their communities.



MISSION

To improve individual and organizational success for state leaders of special education by providing relevant services that impact positive systemic change and results



GUIDING PRINCIPLES

- Our members are our priority.
- Our services and supports are pragmatic and effective.
- Our collaboration produces the best results.
- We are forward thinking and agile.
- We are passionate about positive outcomes for students with disabilities.

GOAL 1: CREATE AND INFLUENCE EFFECTIVE PUBLIC POLICY

Provide a positive influence on relevant issues with coalitions and policymakers while keeping members informed

- 1.1 Elevate consensus issues to the national and federal levels
- 1.2 Review and analyze pending legislation, regulations and policies for organizational impact
- 1.3 Provide timely dissemination of relevant policy issues to coordinate a unified response
- 1.4 Influence public policy by leveraging coalition partnerships and consult with key decision-makers
- 1.5 Support members to effectively align state policy and legislation with federal requirements

GOAL 2: CULTIVATE A SENSE OF COMMUNITY AND SUPPORT

Provide an innovative network for our members and partner organizations that easily connects people to people, people to ideas and people to resources

- 2.1 Respond to the changing needs of members based on external and internal conditions
- 2.2 Provide easy access to people, ideas and resources
- 2.3 Provide support to minimize complexities associated with mandates and requirements
- 2.4 Identify hot topics and their impact and offer systemic implementation ideas
- 2.5 Maximize the use of technology to build community and provide support

GOAL 3: BUILD LEADERSHIP CAPACITY

Provide specialized professional development services to support all state leaders of special education

- 3.1 Provide professional development opportunities specific to the needs of members
- 3.2 Provide state directors with on-going services to build leadership and management skills
- 3.3 Provide support and systems for emerging leaders to increase leadership for succession planning

GOAL 4: LEAD AND MANAGE A SUSTAINABLE, WELL-RUN ORGANIZATION

Demonstrate organizational excellence through the use of high-leverage practices and resources while maintaining a commitment to fiscal stewardship

- 4.1 Ensure financial sustainability
- 4.2 Ensure effective and efficient policies and processes
- 4.3 Ensure an effective governance structure
- 4.4 Ensure effective and efficient alignment of staff and resources

MANAGEMENT ROADMAP

*Bolded initiatives are currently underway

**Italicized initiatives are top priority



CREATE AND INFLUENCE EFFECTIVE PUBLIC POLICY

INITIATIVES

- 1A Engage all members in developing the NASDSE government relations agenda**
- 1B Provide members with information and consultation to effectively align state policy and legislation with federal requirements**
Provide monthly updates on public policy issues and information from strategic partners
- 1C *legislation with federal requirements***
- 1D Develop NASDSE's plan for IDEA reauthorization and develop support resources**

GOAL 1



CULTIVATE A SENSE OF COMMUNITY AND SUPPORT

INITIATIVES

- 2A *Provide training on website "Members Only" section to increase use of collaboration tools***
- 2B Implement Learning Managing System to increase awareness and access to virtual professional development**
- 2C *Advertise a calendar of professional development webinars, topical briefs, and resources on special education hot topics as prioritized by members***
- 2D *Evaluate member engagement preferences and design experiences to meet the need***
- 2E *Evaluate and accommodate the unique needs of states and territories with small student populations (Small States Consortium)***

GOAL 2



BUILD LEADERSHIP CAPACITY

INITIATIVES

- 3A Deploy a success profile with new directors and develop a targeted support plan for individualized professional development**
- 3B Develop and implement a new director on-boarding program**
- 3C *Develop and implement new 619 and Data Managers on-boarding programs***
- 3D *Develop, advertise, and implement a calendar of professional development opportunities on both leadership and management skills aligned to the Success Profile***
- 3E *Assist states with the implementation of Special Education Leadership and State Personnel Development Grants***
- 3F Work with collaborative partners to explore professional development opportunities**
- 3G *3G Design and develop a program to build a leadership pipeline for future state special education leaders***

GOAL 3



LEAD AND MANAGE A SUSTAINABLE, WELL-RUN ORGANIZATION

INITIATIVES

- 4A Apply funding models for financial sustainability**
- 4B Deliver a balanced budget**
- 4C Review investments to ensure adequate reserves**
- 4D Review, modify, or draft NASDSE operational handbooks**
- 4E Review and recommend changes to NASDSE bylaws**
- 4F *Provide training in effective nonprofit governance to NASDSE's Board of Directors and staff***
- 4G *Review member survey results and respond accordingly***

GOAL 4