

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