

Create a product that will GROW MEMBERSHIP:

- Develop new **mission statement** that will lead the organization into the future
- Grow **Millennial Leadership** opportunities
 - Grow connections with universities
 - Provide mentorships
 - Expand new director's training
- Assess the need to change **roundtable maps**
- Create **professional certifications**
- **Enhance the Product** by advertising **Member Benefits**:
 - Networking Opportunities (i.e. Roundtable Meetings, Face-to-Face IDOE communications)
 - Voting Rights for Officers
 - Membership on committees
 - Executive Committee leadership
 - Opportunities to have a professional voice through ICASE
 - Opportunities for clerical inservices
 - Opportunities for input for Topicals / Professional Development
 - Discounts for Fall and Spring ICASE Conferences
- **Enhance the Product** by increasing **Member Benefits**:
 - Electronic CASE/CEC Updates
 - Newsletters highlighting legal, practical, state, and local information
 - Recognition of Director Excellence (i.e. ICASE Supt/Principal of the Year, Director/Asst Director of the Year)
 - Welcome packets for new directors (i.e. t-shirt, info, etc...)
 - Opportunities to network with universities
 - Access to a Legal Defense Fund
 - Mentorship opportunities

Increase organizational effectiveness:

- Create job descriptions to help clarify expectations so committees will be more effective when working with educational/professional organizations.
 - cabinet
 - roundtable reps
 - committee chairs
 - liaisons
 - appointees

Increase connections and collaborations with educational / professional organizations:

- Create a Public Relations Committee to:
 - raise funds
 - create and market events/activities
 - lead press relations
 - increase social media presence
 - collaborate with other organizations
 - increase the usefulness of the organization's website
 - Share the news of the great things going on around the state

SUPPORT

Meet the Research and Training Needs of our Members:

- Continue to build collaborative programs and communication with OSE and members .
- Provide a forum for members to **conduct research and obtain information** ((i.e. caseloads, practices).
 - facilitate surveys
 - house statewide research that will be accessed by members only
- **Provide "certifications"** for strands / clusters of special education topics: co-teaching, program review, disproportionality, special education law, assessment, IEP development, best practices, program review, universal design for learning, behavior management, special ed finance
- Revitalize exploration of a Explore University Forum
- Recreate services similar to what Indiana Special Education Administrative Services (ISEAS) did before it disbanded.

Proposed Mission Statement: The Mission of the Indiana Council of Administrators of Special Education is to provide leadership, support and professional development to empower our members in shaping policies and practices to improve the quality of education for all.



Continue the excellent level of leadership in shaping/advocating for state and federal policy, practices and legislation

ADVOCACY

Align expenditures with goals, priorities and the strategic plan:

- Increase percentage of **professional development, professional support, and legislative support** expenditures.
- Increase income through our conferences.
 - Increase fall fees
 - Increase number attendees at conferences
 - Obtain hot topic / high profile preconference
 - Use the Certification Program to attract others
 - Appoint a committee to propose statewide topicals
 - Nominate two people from each roundtable to be on the Professional Development Committee
 - Advertise conferences through Public Relations Committee activities
 - Create levels for Vendor Benefits with a range of costs
 - link on our website
 - email addresses of members
 - roundtable access
 - signage at conference
 - speaking at conferences
 - advertisement through flyers in hotel rooms
 - conference lanyards / ID tags w/ logo
 - table at conference,
 - paid attendee w/meals / beverages
 - two conference discount
- Decrease Food / Travel / Parking Expenditures
 - reduce cost of food for Exec meetings
 - develop a per diem for out of state travel
 - create a stipulation on how many miles
 - allow pre-approved requests for any expenditure by cabinet member or committee chair
 - utilize tax exemption for all purchases
 - research mileage vs flight in which the cheaper mode is reimbursed.
 - share rooms on trips
 - rent a car when cheaper
 - cut back on hotels/ room-sharing for ICASE Exec meetings
 - i.e. district size (December 1 Count) could determine if we pay for exec conference hotels.

LEADERSHIP

2014 -2016 Strategic Plan

Goal	Action Steps	Timeline
Promote the Organization	<ul style="list-style-type: none"> ■ Increase Unified membership by 5% ■ Discuss viability of an Executive Director ■ Increase Financial Stability ■ Maintain partnerships with liaison groups ■ Shape policies and legislation that affect special education. 	2014-2016
Advancing the Organization	<ul style="list-style-type: none"> ■ Revitalized website ■ Liaisons make three contacts per year ■ Identify products to sell ■ Develop promotional materials 	2014-2016
Supporting the Membership	<ul style="list-style-type: none"> ■ Survey membership needs ■ Provide list of benefits of membership – update membership levels ■ Develop awards program to recognize leaders in the field ■ Revise Scholarship requirements 	2014-2016



2017 - 2019 Strategic Plan

Goal	Action Steps	Estimated Timeline	Person(s) Responsible
Create a product that will grow membership	See Goal Statements	Jan 2018	Executive Committee Nominating, PR, PD
Meet the needs of our members for information, research & training -	See Goal Statements	May 2018	Prof Development
Create GA strategic plan to continue the excellent level of leadership in shaping/advocating for state and federal policy, practices and legislation.	See Goal Statements	October 2017	Governmental Affairs Committee
Increase organizational effectiveness by connecting and collaborating with other educational/professional organizations:	See Goal Statements	Feb 2018	Cabinet, Liaisons, Appointees, G. Affairs Committee,
Align expenditures with goals, priorities and the strategic plan	See Goal Statements	October 2017	Executive Committee



INDIANA COUNCIL OF ADMINISTRATORS OF SPECIAL EDUCATION

STRATEGIC PLAN 2017-2019