

**WISCONSIN COUNCIL OF ADMINISTRATORS OF SPECIAL SERVICES  
BOARD OF DIRECTORS' STRATEGIC PLAN GOALS**

**PRIORITY 1: STRENGTHENING OUR ORGANIZATION:**

**Measurable Goal:**

GOAL 1: To increase, recruit, retain, and engage diverse membership as measured by membership rates, conference attendance, and survey results.

GOAL 2: Create and approve a plan of succession for the WCASS Executive Director as measured by the completion of the board-approved, final draft.

**DO (What are the strategies needed to meet our goal?)**

**Strategies:**

**STRATEGIES FOR GOAL 1:**

- Review membership rates, conference attendance, an annual survey, establish baseline data, and identify who our members are and where we could grow
- Develop a process for outreach and coaching of incoming directors through region representation
- Identify partnerships and opportunities to increase access to professional learning opportunities through the RSN's

**STRATEGIES FOR GOAL 2:**

- Identify characteristics and qualifications of desired candidate
- Identify a timeline for notification of retirement, posting of position, and first and second rounds of interviews
- Create an interview team and process
- Identify opportunities for job shadowing current Executive Director

## **PRIORITY 2: RELATIONSHIPS AND OUTREACH:**

### **Department/Building Measurable Goal:**

**GOAL 1:** Identify important and essential relationships with organizations throughout Wisconsin as measured by creating a resource chart.

**GOAL 2:** Create learning opportunities across organizations to empower all educators to close gaps for students with barriers to their learning as measured by conference evaluations and sharing of best practices through the regional and state level.

### **DO (What are the strategies needed to meet our goal?):**

#### **Strategies:**

##### **STRATEGIES FOR GOAL 1:**

- Collaborate with the institutions of higher education throughout the state to have an impact on administrative preparation programs
- Partner with parent advocacy groups on issues of equity and access
- Collaborate with other educational agencies, including DPI, to identify supports and best practices for students with barrier to their learning

##### **STRATEGIES FOR GOAL 2:**

- Identify ways to distribute information on best practices for foundational tier one topics including: universal design for learning, social emotional learning, and equity
- Partner with the Regional Services Network and DPI in keeping these topics in the forefront for administrative teams.

### **PRIORITY 3: COMMUNICATION AND ADVOCACY:**

#### **Measurable Goal:**

GOAL 1: Increase membership participation in advocacy efforts as measured by membership survey results.

#### **DO (What are the strategies to meet our goal?):**

##### **Strategies:**

##### STRATEGIES FOR GOAL 1:

- Communicate advocacy efforts to our membership through multiple formats including updates at RSN meetings, email blasts, web page updates, and social media
- Highlight members who participated in recent advocacy efforts and provide opportunities to share their experience with others
- Develop a communication protocol for possible legislative actions (regional reports) and how to keep members up to date.