

## **AAIDD TEXAS CHAPTER** **STRATEGIC PLAN**

### **MISSION**

The American Association on Intellectual and Developmental Disabilities Texas Chapter (AAIDD Texas Chapter) is a nonprofit corporation. Our mission is “to enhance the quality of services and provide meaningful opportunities and choices for people with intellectual and developmental disabilities and their families by exchanging information and ideas, and by advancing the knowledge and skills of individuals in the field”.

The Association represents many disciplines (professionals, individuals with intellectual and developmental disabilities and their families, and other interested persons). AAIDD Texas Chapter provides a forum for:

- Developing the human resources and leadership needed in the field.
- Promoting quality services that include persons with intellectual and developmental disabilities in the rhythms of the community.
- Encouraging basic and applied research and its dissemination and application.
- Influencing progressive public policies.
- Promoting public awareness and attitudes.

### **STRATEGIC STATEMENTS**

Attainment of the Strategic Plan as set forth on the ensuing pages will:

- Ensure financial stability for the association.
- Promote training, expertise, leadership, and knowledge in the field.
- Strengthen the organizational structure of the association.
- Serve as a catalyst for promoting best practice, influencing progressive public policies, and promoting public awareness and attitudes.

## STRATEGIC GOALS & ACTION STEPS

### I. Funding

**Goal A:** Develop a financial / fundraising plan of action.

**Action Steps:**

1. Explore other nonprofit organizations for other revenue generating activities that will support the AAIDD Texas Chapter Strategic Plan.
2. Include advertising for *The Forum*.
3. Include advertising for training and educational activity brochures or print materials.
4. Review membership surveys for other suggestions for revenue generating activities.
5. Pursue sponsors, advertisers, and donors to the Annual Convention.
6. Review AAIDD Texas Chapter accounts in accordance with our budget expectations.

**Responsible:** AAIDD Texas Chapter Board Treasurer

**Date Due:** Annual Review

**Evaluation Measurement:** Increase revenues over budget

## II. Programs & Services

**Strategic Statement:** Promote training, expertise, leadership, and knowledge in the field.

**Goal A:** Maintain AAIDD Texas Chapter website access to members.

**Action Steps:**

1. Ensure newsletter, minutes, strategic plan, position statements, and convention information is posted on website.
2. Update board contacts.
3. Maintain Internet related requirements.
4. Develop list serve of Board members.

**Date Due:** Annual Review

**Evaluation Measurement:** Board members report satisfaction with website, communications, and ability to complete board action steps.

**Goal B:** Support collaborative efforts between organizations that have similar goals and interest.

**Action Steps:**

1. Maintain relationship with Texas Council for Developmental Disabilities, the Texas Council on Community MHMR Centers, the Disability Policy Consortium, the Center for Public Priorities, The Arc of Texas, Texas Self-Advocates, Private Providers Association of Texas, and others as identified to promote understanding of intellectual and developmental disabilities.
2. Maintain communication with DADS leadership.
3. Secure stipends to facilitate consumer and family member attendance and participation at education/training programs through our continuing relationship with the Texas Council on Developmental Disabilities.
4. Continue to develop AAIDD Texas Chapter's relationship with the adult and juvenile justice system and corporate organizations.

**Responsible:** Board President, Past President, and other board members as assigned.

**Date Due:** Annual Review

**Evaluation Measurement:** AAIDD Texas Chapter representative present at each opportunity.

**Goal C:** Offer quality training and promote professional presentations, research and publications.

**Action Steps:**

1. Publish *The Forum* quarterly – Winter, Spring, Summer, and Fall.
2. Present awards at annual meeting.
3. Support and advertise training and research efforts of Region V, AAIDD, and other entities as appropriate.
4. Conduct annual convention.
5. Conduct regional seminars on issues identified by the Board.
6. Provide CEUs and Nursing CEUs at educational programs as appropriate.
7. Survey members regarding training needs through an interest survey.

**Responsible:** Association Manager, Past President – Action Step 1 and 2, Association Manager – Action Step 3, President-Elect, President, Board Members – Action Steps 3, 4, 5, and 6. Membership Committee – Action Step 7.

**Due Date:** Annual Review

**Evaluation Measurement:** Member survey satisfaction and conference evaluation results on training quality.

### **III. Organizational Structure**

**Strategic Statement:** Strengthen the organizational structure of the goals.

**Goal A:** Organize AAIDD Texas Chapter to support the mission statement and achieve identified goals.

**Action Steps:**

1. Review and update Strategic Plan annually.
2. Maintain, review, and update board of director's policy manual.
3. Ensure all newly elected board members participate in board training program.
4. Review, update, and/or affirm the committee structure of the board.

**Responsible:** Board Members

**Date Due:** Annual Review

**Evaluation Measurement:** Board minutes reflect Strategic Plan review.

**Goal B:** Increase capacity to respond to the needs and issues identified by the membership.

**Action Steps:**

1. Conduct member satisfaction survey a minimum of every odd numbered year.
2. Analyze and prioritize results of the member surveys.
3. Develop action steps to change, expand or create programs and services requested by members.

**Responsible:** Membership Chair and Committee.

**Date Due:** Annual Review

**Evaluation Measurement:** Membership survey satisfaction results.

**Goal C:** Develop human resources and leadership needed in the field.

**Action Steps:**

1. Recruit and develop future leaders from the emerging direct support professional field, family members, and self-advocates.
2. Maintain awareness of the changing roles of persons working in the field.
3. Increase membership while retaining current members.
4. Increase student participation.
5. Develop a plan to recover and gather archival information for use in strengthening AAIDD Texas Chapter identity, revenue and support.

**Responsible:** Board Members, Membership Committee, Ad Hoc Historical Committee.

**Date Due:** Annual Review

**Evaluation Measurement:** Membership and student membership retention rates and rate of membership increase. Maintain Texas Archives.

#### **IV. Public Policy**

**Strategic Statement:** Influence progressive public policies and promote public awareness and attitudes and reduce stigma.

**Goal A:** Guide and support state and national policies.

**Action Steps:**

1. Utilize board members to give testimony as needed during legislative sessions.
2. Participate in relevant State and local task forces and committees and coalitions.
3. Disseminate information to members.
4. Involve AAIDD Texas Chapter members in letter writing to both State and Federal legislators regarding the positions for which AAIDD and AAIDD Texas Chapter advocates.
5. Send The Forum to key legislators and policy makers.
6. Maintain active involvement in AAIDD public policy development, including nominating AAIDD Texas Chapter members to its Board and committee structure.
7. Review and consider public policy statements that have been adopted by AAIDD.
8. Support AAIDD, The Arc of Texas, and Association of University Centers on Disabilities (AUCD) on positions that have been established and approved by the members of AAIDD Texas Chapter.
9. Develop an AAIDD Texas Chapter legislative committee platform and plan of action that complements AAIDD.
10. Develop a plan of public education through releases, web notices, letters, and newsletter articles, etc. which contribute to a positive healthy, coverage of intellectual and developmental disabilities.
11. Forward board approved position statements to AAIDD's LASI committee.

**Responsible:** Board, LASI Chair and Committee.

**Date Due:** Annual Review

**Evaluation Measurement:** AAIDD Texas Chapter Legislative Platform disseminated and AAIDD Texas Chapter representative present at key opportunities throughout legislative session.