

Teacher Education Division CEC Strategic Plan (2009-2014)

Strategic Theme: Research-Based Professional Practices

TED will expand its leadership in identifying, generating, supporting, and disseminating research-based practices pertaining to the preparation of special education personnel.

Strategic Objective: Advance teacher educators' implementation of research-based practices.

Desired Outcomes: Members are actively engaged in accessing, generating, implementing and publishing evidence-based practices relating to special education personnel preparation. TED's mechanisms for initiating and disseminating research are improved and enhanced to reflect members' interests and identified needs.

Objective Outcome Measure: Five percent (5%) increase in the number of published articles on special education personnel preparation in TED journal(s) over five years. Baseline: To be determined by December 31, 2009

Strategies	Implementation Time Frame	Documentation	Owner (i.e., Responsible Officer, Committee, etc.)
Increase the capacity of members to plan and conduct research by: <ul style="list-style-type: none"> – Sharing knowledge of potential research designs. – Improving connections between theory and practice in teacher education. 	Begin with November 2009 TED conference; continue through 2014	Number of published research on teacher education in TED and other CEC journals	Research Committee
Solicit and make research articles available to members for self-study credit.	Begin Spring 2010; continue through 2014	Number of published research articles available to TED members for self-study credit	Research Committee Publications Committee

Strategies	Implementation Time Frame	Documentation	Owner (i.e., Responsible Officer, Committee, etc.)
<p>Develop a network that enables teacher educators to apply theoretical and research designs.</p> <ul style="list-style-type: none"> – Design and implement multiple on-line research communities of practice using such tools as WIKI/webpage, Eluminate software, I-linc webinar software (by David Edylam), etc. 	<p>Begin Fall 2009; continue through 2014</p>	<p>Participation in on-line research communities of practice including number of meetings, topics, etc.</p> <p>Number of users of WIKI/webpage</p>	<p>Research Committee</p>
<p>Provide a variety of professional development opportunities on research and evaluation practices including:</p> <ul style="list-style-type: none"> – Conduct an Early Career Workshop/with a focus on research and evaluation practices. – Provide sessions for teacher educators to meet as a group in conjunction with TED- 	<p>Begin in 2011; continue through 2014</p>	<p>Number of participants in Early Career Workshop; degree of satisfaction with Career Workshop</p> <p>Number and types of sessions offered on research and evaluation practices, including</p>	<p>Research Committee</p>

Strategies	Implementation Time Frame	Documentation	Owner (i.e., Responsible Officer, Committee, etc.)
<p>sponsored conferences or events to discuss programs, research, evaluation, supervision models, etc.</p> <ul style="list-style-type: none"> – Create a research strand at TED conferences by selecting conference proposals related to research. – Conduct pre and/or post conference workshops on Research and Evaluation. – Provide follow-up pre or post-conference meeting for attendees of workshops on Research and Evaluation at CEC. – Provide sessions for teacher educators on how to teach students to use evidence based practices. 		<p>attendee satisfaction with sessions</p> <p>Number of topics/papers in conference research strand; number of attendees; degree of satisfaction with strand</p> <p>Number of attendees at pre-post conference sessions on Research and Evaluation</p>	

Teacher Education Division CEC Strategic Plan (2009-2014)

Strategic Theme: Advocacy

TED will utilize a variety of organizational and grass-roots tools to advocate for significant change in state, national, and international policies and practices to promote and advance the best interests of our members and those we serve. TED will also develop policy and position statements to guide legislators in promulgating and/or reauthorizing laws and regulations relating to the preparation of special education personnel.

Strategic Objective: Influence policy through strong advocacy for teacher education in special education.

Desired Outcomes: Members are actively involved in setting TED’s advocacy agenda. Members help promote and achieve Ted’s advocacy agenda.

Objective Outcome Measure: Three percent (3%) increase over five years in the number of members participating in all advocacy activities. Baseline: To be determined by December 31, 2009

Strategies	Implementation Time Frame	Documentation	Owner (i.e., Responsible Officer, Committee, etc.)
Maintain a strong physical presence with legislators by providing testimony on Capitol Hill in D.C.	2009 – On-going	Number of occasions at which testimony is provided (Maintain list of annual occasions and topics)	Political Action Committee Legislative Liaison
Establish mechanism by which members can communicate with TED about any planned visits to meet with legislators.	2009 – On-going	Number of Hill visits by TED members	Political Action Committee
Encourage and support CAN student visits to legislators.	2009 – On-going	Number of Hill visits by CAN students	Political Action Committee
Conduct “branding” of TED	2009 - On-going	Number and types of TED	Political Action Committee

Strategies	Implementation Time Frame	Documentation	Owner (i.e., Responsible Officer, Committee, etc.)
advocacy activities through use of stickers or buttons.		advocacy paraphernalia developed and disseminated to targeted audiences	Executive Board
Sustain interaction between Presidential Line and Political Action Committee.	2009 – On-going	Number of joint meetings between Presidential Line and Political Action Committee (Log of activities)	Presidential Line Political Action Committee
Initiate and maintain direct contact between Presidential Line and Legislators.	2009 – On-going	Number of contacts between Presidential Line and Legislators	Presidential Line Political Action Committee

Strategic Theme: Advocacy

TED will utilize a variety of organizational and grass-roots tools to advocate for significant change in state, national, and international policies and practices to promote and advance the best interests of our members and those we serve. TED will also develop policy and position statements to guide legislators in promulgating and/or reauthorizing laws and regulations relating to the preparation of special education personnel.

Strategic Objective: Elevate TED in the professional community.

Desired Outcomes: TED shares its plans and accomplishments with members of the professional community. TED develops working relationships with pertinent CEC divisions and other organizations to focus on common areas of interests and needs.

Objective Outcome Measure: Five percent (5%) increase over five years in the number of formal alliances established between TED and selected CEC divisions and organizations. Baseline: To be determined by December 31, 2009

Strategies	Implementation Time Frame	Documentation	Owner (i.e., Responsible Officer, Committee, etc.)
Maintain an advocacy agenda for TED.	2009 – On-going	TED’s annual advocacy agenda reflects documented member need	Political Action Committee Member-at-Large Executive Board Legislative Liaison Representatives to CEC RA
Send e-mails to members informing them of advocacy issues.		Number of e-mails related to advocacy issues (Track annually)	Political Action Committee Member-at-Large
Expand the number of PALs and GALs by increasing membership/ contacts. – Develop recruitment map. – Disseminate recruitment flyer at annual conferences.	2009 – On-going	Number of PALs and GALs’ participants	Political Action Committee Member-at-Large
Use website to disseminate all	2009 – On-going	Number of alerts sent annually	Political Action Committee

Strategies	Implementation Time Frame	Documentation	Owner (i.e., Responsible Officer, Committee, etc.)
alerts.			Member-at-Large Legislative Liaison Presidential Line
Develop and disseminate position papers on selected topics.	2009 – On-going	Number of papers developed and the number disseminated (Maintain list of papers developed)	Political Action Committee Member-at-Large Legislative Liaison Presidential Line
Post letters that TED endorses on recommendation of legislative liaison.	2009 – On-going	Number of postings of letters that TED endorses	Legislative Liaison Executive Director

Teacher Education Division CEC Strategic Plan (2009-2014)

Strategic Theme: Professional Development

TED will provide and support professional development that enhances the capability of our members to prepare special education personnel. TED will enhance and expand its efforts to develop and mentor special education preparation leaders.

Strategic Objective: Foster and develop teaching, research and evaluation skills of members.

Desired Outcomes: Members are equipped to utilize adult learning principles in teaching special education personnel and in conducting professional development with adult participants. Members have the skills to understand and use research and evaluation results. Members have the skills to create evidence-based research and evaluation designs.

Objective Outcome Measure: Three percent (3%) increases over five years in the number of members reporting that TED sponsored activities have promoted the development of their teaching, research, and/or evaluation skills. Baseline: To be determined by December 31, 2009

Strategies	Implementation Time Frame	Documentation	Owner (i.e., Responsible Officer, Committee, etc.)
Promote member involvement at TED conferences through high quality, interactive sessions.	November 2009 through 2014	Number and types of interactive sessions offered at TED conference sponsored events Attendee satisfaction with sessions offered at TED conferences	Program Committee Professional Development Committee
Improve the quality of the TED Conference using AERA's conference as a standard to be reached: – Revise Call for Papers. – Require papers with	2009-2010 - St. Louis, and continuing through 2014	Number of proposals received and accepted in response to the Call for	Conference Advisory Committee Professional Development Committee

Strategies	Implementation Time Frame	Documentation	Owner (i.e., Responsible Officer, Committee, etc.)
<p>discussants.</p> <ul style="list-style-type: none"> – Offer multiple levels of submissions/presentations. – Plan and offer at least one strand that resembles an AERA strand. – Ensure that each session has a leader and agenda. – Include conference round tables. – Develop and implement webinars. – Assign partners at conferences to promote networking. – Plan joint presentations with DDEL and other CEC Divisions. – Collaborate with small program caucus. – Invite OSEP to participate in conference session(s). 		<p>Papers</p> <p>Number of papers/sessions with discussants</p> <p>Number of attendees at jointly sponsored presentations</p> <p>Percentage of attendee satisfaction with all sessions</p>	<p>Conference Discussants (collect feedback from attendees)</p>
<p>Promote member involvement at TED-sponsored workshops through high quality, interactive sessions.</p>	<p>November 2009 through 2014</p>	<p>Number and types of interactive workshops sponsored by TED</p> <p>Percentage of participant satisfaction with workshops sponsored by TED</p>	<p>Professional Development Committee</p>

Strategies	Implementation Time Frame	Documentation	Owner (i.e., Responsible Officer, Committee, etc.)
Investigate alternative models for exchange of ideas including: <ul style="list-style-type: none"> – Sponsor webinars and other educational forums. – Promote multiple modes of presenting information and preparing teachers who are working with generation M. 	Begin September 2009; continue through 2014	Number and types of formats used to conduct professional development for members	Professional Development Committee

Teacher Education Division CEC Strategic Plan (2009-2014)

Strategic Theme: Highly-Qualified Special Education Professionals

TED will define and promote the use of a standard term for highly qualified special education personnel in college/university personnel preparation programs. Ted will initiate and support efforts to recruit and retain highly qualified special education faculty. TED will support efforts to recruit and retain highly qualified special education teachers and paraprofessionals. Ted will enhance and expand its efforts to develop and mentor special education preparation leaders.

Strategic Objective: Promote collaboration within content areas between general and special education.

Desired Outcome: Members create and seize opportunities to develop and maintain cooperative partnerships with colleagues in general education personnel preparation programs within content areas.

Objective Outcome Measure: Three percent (3%) increase over five years in the number of formal partnerships established between TED and selected general education personnel preparation organizations. Baseline: To be determined by December 31, 2009

Strategies	Implementation Time Frame	Documentation	Owner (i.e., Responsible Officer, Committee, etc.)
Facilitate the development and implementation of alliances between members of TED and other content organizations, including technology. <ul style="list-style-type: none"> – Host a one-day dialogue with general educators about mutual personnel preparation issues. – Develop white papers that address mutual personnel preparation issues. 	By December 2009; continue through 2014	Annual report on alliance activities including outcomes and impacts Degree of satisfaction with alliance activities	President President-Elect Member-at-Large: Professional Standards

Strategies	Implementation Time Frame	Documentation	Owner (i.e., Responsible Officer, Committee, etc.)
Connect with content & technology organizations in teacher education through: <ul style="list-style-type: none"> – Shared conferencing – Interdisciplinary keynote speakers – Invited strands 	By 2010; continue through 2014	Number and type of activities implemented with content and technology organizations	President Professional Development Committee
Develop white papers that address issues relating to highly qualified special education professionals.	By 2010; continue through 2014	Number and topics of white papers developed on highly qualified special education professionals	President President-Elect Political Action Committee
Collaborate with CEC and selected Divisions to support key special education recruitment and retention initiatives/activities relating to highly qualified special education faculty, special education teachers, and paraprofessionals.	By December 2009; continue through 2014	Number and type of special education personnel recruitment and retention activities initiated and/or supported; report of known impacts/outcomes	President President-Elect Member-at-Large: Professional Standards Paraeducator SIG

Teacher Education Division CEC Strategic Plan (2009-2014)

Strategic Theme: Member Engagement

TED will recruit, retain, and actively involve members. The value of TED membership will be evident as members report that they are satisfied with the experiences that they have and the services they receive.

Strategic Objective: Increase member engagement.

Desired Outcome: Members are involved and satisfied with their participation in and affiliation with TED.

Objective Outcome Measures: Five percent (5%) increase over five years in member satisfaction with their involvement in TED. Five percent (5%) increase over five years in the number of members participating on committees and other governance activities. Baselines: To be determined by December 31, 2009

Strategies	Implementation Time Frame	Documentation	Owner (i.e., Responsible Officer, Committee, etc.)
Increase the number of TED members.	2009- On-going	Number of TED members by demographic categories	Membership Committee Diversity Caucus SSEPC Paraeducator SIG Adapted PE SIG Doctoral Student Representative(s)
Identify and announce ways for members to become engaged. – Facebook – Website – Committees	Begin July 2009; continue through 2014	Number of hits to TED Website Facebook activity by members	Membership Committee Executive Director
Initiate a focus on retention by	Begin August 2009; continue	Number of announced meetings	Membership

Strategies	Implementation Time Frame	Documentation	Owner (i.e., Responsible Officer, Committee, etc.)
identifying more opportunities for members to be involved: <ul style="list-style-type: none"> – Web announcements on scheduled meetings – Annual dissemination of Committee Volunteer Form – Provide on-going publicity about committees' work 	through 2014	posted on website Number and type of opportunities for member involvement	Executive Director SSEPC Doctoral Student Representative(s)
Develop and promote new member involvement activities: <ul style="list-style-type: none"> – Send new member post card – 1st time attendees breakfast at TED (Notice sent out prior to conference to all TED members & conference registrants) 	July 2009 through 2014	Number of new member post cards sent and any known impact Number of 1 st time attendees at breakfast at TED conferences	Membership Committee
Implement a mentoring program. <ul style="list-style-type: none"> – Establish viable framework for mentoring program. – Develop and implement mentor selection guidelines. – Evaluate outcomes of 	November 2009 through 2014	Number of participants in TED mentoring program Degree of mentors' satisfaction and reported outcomes	Vice President Ad Hoc Committee

Strategies	Implementation Time Frame	Documentation	Owner (i.e., Responsible Officer, Committee, etc.)
mentoring program annually.			

Strategic Theme: Member Engagement

TED will recruit, retain, and actively involve members. The value of TED membership will be evident as members report that they are satisfied with the experiences that they have and the services they receive.

Strategic Objective: Increase diversity and representation in membership.

Desired Outcomes: Members from diverse backgrounds and personnel preparation settings are recruited, retained, and provided opportunities to participate in all aspects of the organization. A culturally and linguistically diverse TED membership is capable of preparing personnel to teach individuals from myriad backgrounds.

Objective Outcome Measures: Three percent (3%) increase in overall member demographics over five years. Three percent (3%) increase in members serving on TED committees and in other governance positions over five years. Baselines: To be determined by December 31, 2009

Strategies	Implementation Time Frame	Documentation	Owner (i.e., Responsible Officer, Committee, etc.)
Target recruitment of adjunct staff, graduate students, and alternative course instructors for membership in TED. <ul style="list-style-type: none"> – Recruit from large and small colleges and universities. – Recruit racial and ethnic minorities. – Recruit early career group (beyond Kaleidoscope). 	July 2009 through 2014	Number of members by categories of members and demographics Number and types of recruitment activities and outcomes	Membership Committee Diversity Caucus Doctoral Student Representative(s)

Strategic Theme: Member Engagement

TED will recruit, retain, and actively involve members. The value of TED membership will be evident as members report that they are satisfied with the experiences that they have and the services they receive.

Strategic Objective: Develop a nimble organizational structure.

Desired Outcome: TED’s infrastructure will be solid, but flexible, providing effective and efficient support for the implementation of strategic objectives, while taking advantage of emerging opportunities.

Objective Outcome Measure: By-laws are reviewed annually and updated and updated as indicated.

Strategies	Implementation Time Frame	Documentation	Owner (i.e., Responsible Officer, Committee, etc.)
Review and revise By-laws and operational structure at least annually and modify as indicated to support member involvement.	January 2010; continue annual reviews and updates through 2014	Number of complaints about TED operational structure Number of members serving on committees and participating in the governance of TED Annual report of By-laws changes	Past President

Strategic Theme: Member Engagement

TED will recruit, retain, and actively involve members. The value of TED membership will be evident as members report that they are satisfied with the experiences that they have and the services they receive.

Strategic Objective: Improve the dissemination of information regarding research and other issues.

Desired Outcomes: TED’s Officers identify and utilize strategies to harness and disseminate information in a timely and efficient manner. TED’s mechanisms for dissemination of research are tailored to reflect members’ interests and workplace demands.

Objective Outcome Measure: Five percent (5%) increase in the number of members reporting satisfaction with TED’s information dissemination process over five years. Baseline: To be determined by December 31, 2009

Strategies	Implementation Time Frame	Documentation	Owner (i.e., Responsible Officer, Committee, etc.)
Utilize technology-based tools to provide timely communications with members. – Maintain a website that includes information that addresses known needs of members and provides timely changes.	July 2009 through 2014	Number of website hits for informational items posted on the website	Membership Committee Executive Director Website Master
Post research findings/highlights in TESE and make available on the web.	July 2009 through 2014	Number of website hits for research posted on the TED website including research findings/highlights in TESE	TESE Editors SAGE

CEC Teacher Education Division Strategic Plan (2009-2014)

Strategic Theme: Financial Stability

TED will demonstrate accountability for and stewardship of its financial resources by maintaining and increasing financial stability.

Strategic Objective: Maintain and increase the financial stability of the organization.

Desired Outcomes: Member costs, which are kept as low as possible, and other funding mechanisms are used to underwrite programs, products and services that are valuable to TED members. The financial solvency of Ted will be of paramount consideration in committing the resources of the organization. TED's decision-making processes will be transparent and accountable to members.

Objective Outcome Measure: One percent (1%) annual increase in the division's revues from all sources. Baseline: To be determined by December 31, 2009

Strategies	Implementation Time Frame	Documentation	Owner (i.e., Responsible Officer, Committee, etc.)
Determine options for investing TED funds.	By November 2009	Number and variety of investments in TED's financial portfolio	Executive Director
Create a written investment policy.	By April 2010	Annual investments conform to TED's written investment policy	Treasurer Executive Director Presidential Line
Prepare for annual audit.	2009 - On-going	Annual audit exceptions are reported and resolved	Treasurer Executive Director
File tax returns.	Annually, May 15 th	Tax returns are filed no later than May 15th	Treasurer Executive Director
File 1099s.	Annually, January 31st	1099s are filed no later than January 31 st	Treasurer Executive Director
Develop a financial reserve at least equal to TED's annual core budget.	By 2012	Amount of annual financial reserves	Treasurer Budget & Finance Committee Executive Board