



# Strategic Plan 2018-2020



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## Call to Action

The *Texas Alliance of Black School Educators* along with the *Richardson Area Alliance of Black School Educators* will bolster a force for transformation through equity, efficacy, and policy to ensure unobstructed opportunities for students of African descent and the educators who serve them.

Goals	Specific Results	Success Criteria
<b>Goal 1: Develop a sustainable affiliate plan to maintain systems and promote affiliate growth</b>	1.1 Facilitate the development of an affiliate plan for RAABSE	Develop a rubric that includes the components of the Strategic action plan with at least 75% of the RAABSE affiliate action plan complete.
	1.2 Develop an accountability process for each member	
	1.3 Identify and engage new teachers and unaffiliated educators	
	1.4 Increase membership in the number of central office staff and school board trustees	
<b>Goal 2: Increase outreach and statewide influence through strategic communication</b>	2.1 Create a strategic communication plan	A communication plan will include at least 4 different platforms: (Social Media, print, web, etc.)
	2.2 Increase social media presence via multiple platforms	
	2.3 Increase collaborative sponsorships	



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<b>Goal 3: Improve advocacy practices</b>	3.1 Identify advocacy priorities	RAABSE will submit a resolution to Texas Congress demanding equity and excellence for children of African descent in the State of Texas.
	3.2 Cultivate partnerships with stakeholders who support RAABSE/TABSE’s mission	
	3.3 Empower stakeholders to engage in advocacy practices	
<b>Goal 4: Develop partnerships with school districts and other organizations</b>	4.1 Create purposeful networking opportunities with districts and other affiliates	Identify a RAABSE liaison to support the TABSE Call to Action.
	4.2 Support an organizational development commission with TABSE’s Development Officer	
	4.3 Develop Memorandums of Understandings with sponsors	
<b>Goal 5: Provide professional development opportunities to improve capacity within and outside of the organization and state</b>	5.1 Develop a system to collect on-going feedback from members regarding professional development needs and interests	Professional Development and services aligned to commissions and based on input from membership is offered to members  Positive Survey results for each Commission
	5.2 Create and vet a menu of research based services to submit for conference proposals that demonstrate expertise in our organization's goals and beliefs	
	5.3 Collaborate with commissions to create and monitor specific PD offerings for specific career strands	

Key      Year 1      Year 2