



# Connecticut Association of Boards of Education, Inc.

## Three- to Five-Year Strategic Plan

### OUR MISSION

*To assist local and regional boards of education in providing high quality education for all Connecticut children through effective leadership.*



### OUR VISION

*CABE is passionate about strengthening public education through high-performing, transformative local school board/superintendent leadership teams that inspire success for each child.*



### OUR OBJECTIVE

*To be the leading voice for Connecticut public education through the best advocacy, strongest professional development and most thorough policy services in the State.*



### STRATEGIC PLAN OVERVIEW

*The Organizational Assessment developed by the Hartford Foundation for Public Giving and finalized in November 2019 made a CABE Strategic Planning Process its highest priority. Work done by the facilitator and the CABE Board and Staff, including evaluations of our work, surveys of School Board Members, discussion with Superintendents across the State and tracking of services have resulted in a solid base of information which contributed to the development of this plan.*



### MISSION DRIVEN PRIORITIES AND CONTINUOUS IMPROVEMENT

*Pursuant to CABE bylaws, policies and positions, the Association will work together as set out below. CABE will strive to continually improve the work of the Association. This will help Boards continuously improve their governance, decision-making and achievement of their goals.*



# STRATEGIC OBJECTIVES:

## **I.** **GOVERNANCE:** *Strengthen the Governance of the Association*

### **CABE will:**

- Support the Boards of Directors so that it provides strong, proactive, effective, professional leadership of the Association
- Ensure that members of the Board of Directors understand their roles and responsibilities
- Help Directors communicate with their constituencies and provide helpful information to Staff and other members of the Board
- Work to strengthen Directors to better serve as advocates for the Association and represent CABE as appropriate
- Ensure diversity on our Board

## **II.** **LEADERSHIP:** *Strengthen Board Member Involvement and Engagement*

### **CABE will:**

- Provide the best advocacy, professional development and policy services in Connecticut
- Serve as the leading institution in helping Boards of Education with internal issues, diversity and inclusion, social-emotional learning and providing best practices in relevant areas
- Support strong Board/Superintendent Governance Teams
- Strive for continuous improvement in all CABE services, activities and programs

## **III.** **HUMAN RESOURCES:** *Reinforce CABE Human Resources*

### **CABE will:**

- Maintain a high-quality, experienced, diverse and knowledgeable Staff
- Provide for attendance at outside professional development activities
- Develop a Succession Plan for members of Senior Staff
- Ensure that any vacant staff position be filled by a highly qualified candidate
- As positions are vacated, any subsequent search must include consideration of diversity goals

## **IV.** **FINANCIAL RESOURCES:** *Strengthen the Finances of the Association*

### **CABE will:**

- Continue to examine financial resources with focused effort
- Fund ongoing and, if appropriate, expanded operations
- Maintain reserves sufficient to protect the Association from any downturn in the economy and/or in the financial situation of our members.

## **V.** **PUBLIC RELATIONS:** *Strengthen CABE Communications & Public Relations*

### **CABE will:**

- Promote the work and priorities of Boards of Education.
- Strengthen a positive perspective of the public, the media and legislators on the essential nature and work of School Boards
- Broaden the knowledge of the responsibilities of Boards of Education across the State
- Build awareness, understanding and support for CABE's mission, work and impact among member districts, prospective member districts, other K-12 education leaders, elected officials, and others