

National Dance Education Organization (NDEO) Strategic Plan 2023 – 2027

<p>Mission: To advance dance education for all by providing professional development and cultivating a community of support, resources, advocacy, and research.</p>		<p>Vision: The National Dance Education Organization envisions equitable and accessible dance education for all.</p>	
<p>Values:</p> <ul style="list-style-type: none"> • Inclusion: We celebrate dance education for all across every dance form, genre, sector, pedagogy, and career stage. • Advocacy: We recognize the importance of having a seat at the table locally, nationally, internationally to promote dance education for all. • Innovation: We encourage creativity/creative thinking. • Excellence: We are committed to doing our best for the health of the organization, service to the members, and responsiveness to the field. • Community: We foster an environment of understanding, cohesiveness, and respect within and across our dance education community, board members and staff. • Teaching and Learning: We are lifelong learners and share information, knowledge, and resources uplifting the value of dance in education, research, and society as part of the human experience. 			
<p>Strategic Priorities (2023-2027)</p>			
<p>SP1- Organizational and Financial Sustainability <i>Promote organizational and financial growth and sustainability</i></p>	<p>SP2 - Access and Inclusion <i>Expand access to and increase diversity in membership participation</i></p>	<p>SP3 - Professional Development <i>Develop programs that are reflective of and responsive to member needs.</i></p>	<p>SP4 - Advocacy <i>Strengthen advocacy for dance education at the local, state, and national levels.</i></p>
<ul style="list-style-type: none"> • Goal 1: Strengthen NDEO’s organizational infrastructure • Goal 2: Strengthen NDEO’s financial stability 	<ul style="list-style-type: none"> • Goal 1: Prioritize Justice, Diversity, Equity, and Inclusion learning across NDEO • Goal 2: Minimize barriers to accessing NDEO programs and services • Goal 3: Expand opportunities to cultivate relationships and develop networks within and across the NDEO community 	<ul style="list-style-type: none"> • Goal 1: Strengthen and develop communication strategies to support member needs • Goal 2: Diversify professional development opportunities across sectors, pedagogy, forms, genres, and career stage 	<ul style="list-style-type: none"> • Goal 1: Empower our members to act as advocates for and ambassadors of dance education • Goal 2: Build and maintain robust partnerships with other national education and arts organizations in service of promoting equitable access to dance education

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Strategic Priorities (SP)			
SP1 - Organizational and Financial Sustainability <i>Promote organizational and financial growth and sustainability</i>	SP2 - Access and Inclusion <i>Expand access to and increase diversity in membership participation</i>	SP3 - Professional Development <i>Develop programs that are reflective of and responsive to member needs.</i>	SP4 - Advocacy <i>Strengthen advocacy for dance education at the local, state, and national levels.</i>
<p>Goal 1: Strengthen NDEO's organizational infrastructure</p> <ul style="list-style-type: none"> • Obj 1: Diversify staff, Board, work groups, and committees • Obj 2: Provide Board development and training • Obj 3: Provide staff development and training • Obj 4: Create a supportive organizational culture through dedicated board and staff interactions and updated policies and procedures • Obj 5: Develop a comprehensive staffing plan focused on increasing the number of staff <p>Goal 2: Strengthen NDEO's financial stability</p> <ul style="list-style-type: none"> • Obj 1: Establish a standing Board Finance Committee, and processes and procedures for financial reporting and auditing • Obj 2: Create and implement a long-term development strategy and plan focused on diversified funding streams and supported by a dedicated resource 	<p>Goal 1: Prioritize Justice, Diversity, Equity, and Inclusion learning across NDEO</p> <ul style="list-style-type: none"> ○ Obj 1: Provide JDEI training to members, staff, and board annually ○ Obj 2: Implement a transparent framework for approving and reporting on Action and Accountability Committee JDEI recommendations, implementation status, and results <p>Goal 2: Minimize barriers to accessing NDEO programs and services</p> <ul style="list-style-type: none"> ○ Obj 1: Increase opportunities for removing financial barriers for members, including seeking funding to support greater access and inclusion ○ Obj 2: Create and fund an accessibility plan to improve NDEO offerings (workshops, conferences) and resources (website, journals) ○ Obj 3: Revise and expand the application and selection process for contributors across all NDEO programming <p>Goal 3: Expand opportunities to cultivate relationships and develop networks within and across the NDEO community</p> <ul style="list-style-type: none"> ○ Obj 1: Increase number of and provide support to affinity groups and clearly distinguish from Special Interest Groups (SIGs) ○ Obj 2: Expand Mentorship Program into more sectors of NDEO membership ○ Obj 3: Expand opportunities for members to engage regionally including an evaluation of the state affiliate model 	<p>Goal 1: Strengthen and develop communication strategies to support member needs</p> <ul style="list-style-type: none"> ○ Obj 1: Expand ways for members to share needs and desires for professional development ○ Obj 2: Implement regular metric-driven program evaluation with clear criteria for expanding, maintaining or sunseting programs <p>Goal 2: Diversify professional development opportunities across sectors, pedagogy, forms, genres, and career stage</p> <ul style="list-style-type: none"> ○ Obj 1: Expand diversified dance offerings through virtual and in-person professional development opportunities ○ Obj 2: Create a comprehensive plan with increased access for virtual professional development opportunities 	<p>Goal 1: Empower our members to act as advocates for and ambassadors of dance education</p> <ul style="list-style-type: none"> • Obj 1: Drive the dance arts legislative agenda at the national, state, and local level • Obj 1: Develop and implement advocacy education <p>Goal 2: Build and maintain robust partnerships with other national education and arts organizations in service of promoting equitable access to dance education</p> <ul style="list-style-type: none"> • Obj 1: Partner with organizations at the national, state, and local levels to develop advocacy strategies for dance/arts education • Obj 2: Establish ongoing partnerships with other arts organizations to determine best practices in equitable access