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

**Mission:**
To advance dance education for all by providing professional development and cultivating a community of support, resources, advocacy, and research.

**Vision:**
The National Dance Education Organization envisions equitable and accessible dance education for all.

**Values:**
- **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.

**Strategic Priorities (2023-2027)**

<table>
<thead>
<tr>
<th>SP1 - Organizational and Financial Sustainability</th>
<th>SP2 - Access and Inclusion</th>
<th>SP3 - Professional Development</th>
<th>SP4 - Advocacy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Promote organizational and financial growth and sustainability</td>
<td>Expand access to and increase diversity in membership participation</td>
<td>Develop programs that are reflective of and responsive to member needs.</td>
<td>Strengthen advocacy for dance education at the local, state, and national levels.</td>
</tr>
</tbody>
</table>

- **Goal 1:** Strengthen NDEO’s organizational infrastructure
- **Goal 2:** Strengthen NDEO’s financial stability
- **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
- **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
- **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
# National Dance Education Organization (NDEO) Strategic Plan 2023 – 2027

## Strategic Priorities (SP)

<table>
<thead>
<tr>
<th>SP1 - Organizational and Financial Sustainability</th>
<th>SP2 - Access and Inclusion</th>
<th>SP3 - Professional Development</th>
<th>SP4 - Advocacy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Promote organizational and financial growth and sustainability</td>
<td>Expand access to and increase diversity in membership participation</td>
<td>Develop programs that are reflective of and responsive to member needs.</td>
<td>Strengthen advocacy for dance education at the local, state, and national levels.</td>
</tr>
</tbody>
</table>

### Goal 1: Strengthen NDEO’s organizational infrastructure
- **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

### Goal 2: Strengthen NDEO’s financial stability
- **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

### Goal 3: Expand opportunities to cultivate relationships and develop networks within and across the NDEO community
- **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

### Goal 1: Prioritize Justice, Diversity, Equity, and Inclusion learning across NDEO
- **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

### Goal 2: Minimize barriers to accessing NDEO programs and services
- **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

### Goal 1: Strengthen and develop communication strategies to support member needs
- **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 sunsetting programs

### Goal 2: Diversify professional development opportunities across sectors, pedagogy, forms, genres, and career stage
- **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

### Goal 1: Empower our members to act as advocates for and ambassadors of dance education
- **Obj 1:** Drive the dance arts legislative agenda at the national, state, and local level
- **Obj 1:** Develop and implement advocacy education

### Goal 2: Build and maintain robust partnerships with other national education and arts organizations in service of promoting equitable access to dance education
- **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

---

*Approved by BOD 10-15-22 ~ Final Version w/ Revised Logo 12-2-22*