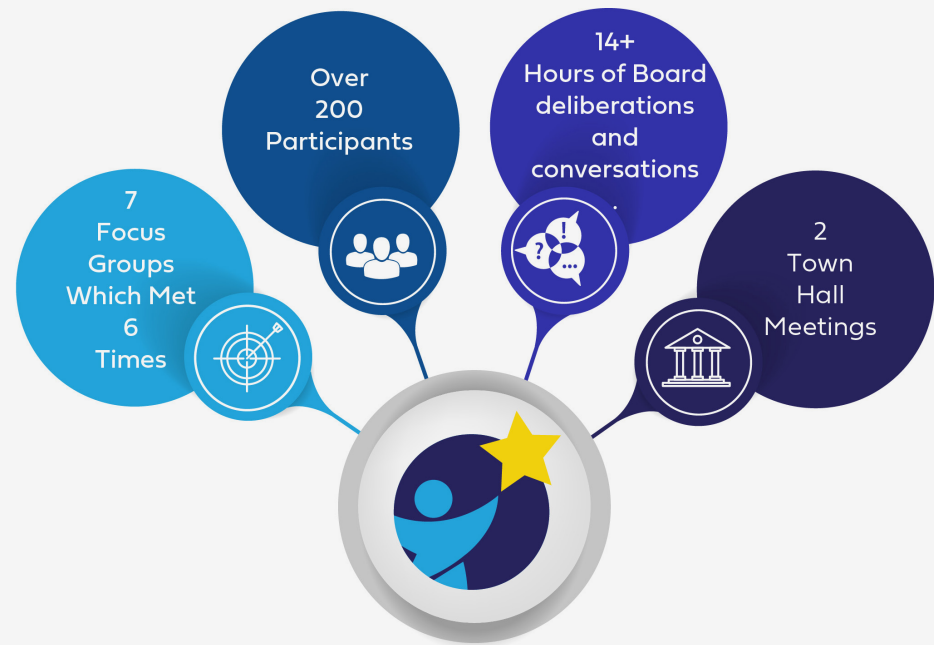


As part of our commitment to continuous improvement and service to our members, the Board of Directors has moved from simply meeting throughout the year to being a Board of continuous action. We are proud to have completed our first ever Strategic Plan. The completion of the 2019-2022 goals set the foundation for the new 2022-2025 Strategic Plan which has been developed over the last six months with extensive input from CEASD Members and school administrators.

This new plan for 2022-2025 is a reflection of YOU, our members. Your participation in the focus groups and online meetings created the foundation for this new plan. The plan is about mobilization of our collective resources to address important issues that impact the futures of all our programs...from the largest schools with plentiful resources, to programs that are struggling with diminishing numbers; from cities with vibrant deaf and hard of hearing communities to rural areas where students and professionals feel isolated. The plan outlines a series of strategic issues and actions to address problems that have existed for some time that need to be brought to the forefront of conversations with influencers in the field.

The Board of Directors is committed to working with you on this plan. We are willing to have hard conversations about it. We will commit human and financial resources to ensure that the plan can come to fruition. We thank you for your partnership in the development of the plan, for your trust in us as your board, and most importantly your continued work to ensure that Deaf Children Will Thrive.



# 2022–2025 STRATEGIC PLAN

Conference of Educational Administrators  
of Schools and Programs for the Deaf



Conference of Educational Administrators of Schools and Programs for the Deaf  
[www.ceasd.org](http://www.ceasd.org)



2022 – 2025 Strategic Map

# Building cultural competence and becoming culturally responsive in promoting diversity, equity, inclusion and language access in education.

## Address Diversity, Equity, Inclusion

A

Engage and listen to multiple DEI entities for a better understanding of and connection with communities

Create and promote opportunities for current and aspiring BIPOC leaders

Establish a mechanism for shared resources/clearinghouse

## Increase Outreach and Early Intervention

B

Provide access to key early language acquisition research to educational administrators

Develop and disseminate a “best practices” model of early intervention

Promote outreach model options for Deaf Schools and programs across the nation

## Address Least Restrictive Environment (LRE)

C

Provide ongoing training and cultivate relationships with key stakeholders and organizations regarding LRE

Promote the use of “Optimizing Outcomes for Students who are Deaf or Hard of Hearing” by Local Education Agencies to determine appropriate placements

Produce marketing materials related to LRE

## Acknowledge & Address Language Deprivation

D

Create partnerships and share information between researchers and educational administrators

Develop a shared understanding with educational administrators about the severity of language deprivation

Mobilize resources to emphasize the crisis of Language Deprivation

## Expand Pipeline of & Retain Deaf Educators & Leaders

E

Provide educational administrators with strategies to retain current teachers

Engage educational entities with innovative ideas to produce more qualified teachers of the deaf

Identify and reduce barriers for individuals entering the field