2020-2024 Strategic Plan

**Goal #1** - Strengthen and grow resources COPAA provides to parents of students with disabilities.

i. Expanding Parent membership from 548 to 1,500 by 2023.

ii. Expand opportunities for underserved populations to join and participate in COPAA’s programs, resulting in an increase from 31% to 41% in self-reported people of color as members and attendees.

iii. Increase awareness and use of the COPAA membership scholarship ($5.00 /yr) from 8 recipients per year to 30 recipients per year by 2023.

iv. Engage parents in all 50 state and territories in policy action at state and federal level on relevant policy issues.
   a. Develop a web-based series with a minimum of 4 sessions per year, focused on increasing awareness and providing strategies to assist parents in engaging in policy advocacy.
   b. Develop conference sessions for the 2021 and 2022 conference to equip members with tools to engage in policy advocacy.
   d. Compile and disseminate state rule information and model policies/state legislation on two key topics per year, (to be defined by appropriate committee)
      i. Each policy topic will be developed for a minimum of 8 states and/or territories, (with states / territories to be determined by appropriate committees).
   e. Raise parent, educator and stakeholder awareness regarding the need to increase IDEA and public education funding to ensue equitable access and availability and quality of services.

**Goal #2** – Partner with other national organizations to increase educator and stakeholder capacity to serve students by disabilities by:

1. Collaborate on the development of and/or disseminate materials to allow educators and stakeholders to analyze IEPs considering the standards articulated in the *Endrew F*. Supreme Court decision.

2. Establish partnerships with 4-6 national educator organization to produce materials to assist educators with improving the skill of IEP facilitators.
3. Identify and/or develop training offerings that will be made available to school personnel that will allow them to increase capacity to serve students with a disability by equipping them with preventative and skill building strategies.

4. Establish ongoing partnerships with four or more law schools to increase the number of new attorney who enter the Special Education / Civil Rights area of law.
   a. Increase the number law school students and/or newly practicing attorneys who become members from 26 to 100 by 2024.

5. Expand the offerings for students to engage with and/or participate in the Student Rights Initiative from 6 students per year to 15 students per year by 2024.

**Goal #3** – Expand COPAA’s ability to protect rights and create systemic change

A. Protect Rights and Make Changes through Impact Litigation
   i. Establish and endow a legal fund with $100,000 dollars to support COPAA in engaging in impact litigation by 2022.
   ii. Develop tools and training materials to increase member and stakeholder understanding of issues at stake in impact litigation.
   iii. Develop a bi-annual communication vehicle to equip members, parents and partners to use the findings, decisions and take away from impact litigation to further advocacy efforts in their communities.
   iv. Maintain partnerships in impact cases and continue such actions selectively

B. Protect Rights and Effect Change through Collective and Organizational Actions
   i. Develop tools and training materials to increase member and stakeholder understanding of issues in pending and passed legislative, regulatory and case directed changes
   j. Identify two issues for systemic policy change at the state and federal level to reduce disparate and inequitable impact on students of color.

**Goal #4** – Create Revolutionary Systems Approach to Protect Rights

i. Establish a COPAA “Think Tank” to assist the organization with objectively evaluating the current state of special education in our country. This Think Tank will be established and prepared to provide annual recommendations, (beginning in 2021) to the organization on key policy, legislative and administrative changes that are needed to protect the rights of students with disabilities.

**Goal #5** – Implement a fund-raising campaign

i. By 2024, Successfully implement a fund-raising campaign and raise one million dollars in additional revenue to support and grow COPAA’s programs and impact.
   a. Implement a major gift fundraising campaign to raise one million dollars by 2024.
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  b. Increase online fundraising from $2,500 dollars per year to $10,000 dollars per year by 2024.
  c. Increase small donation giving from $29,000 dollars per year to $60,000 dollars per year by 2024.