

Strategic Plan  
2023 – 2026

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**Vision**

*What we desire to see in the world.*

High-quality education that is inclusive and equitable for children and youth with disabilities.

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**Mission**

*Ontario CEC's role in making our vision happen.*

Cultivating, supporting, and empowering education professionals who work with children and youth with disabilities by:

- ✓ Advocating for educational professionals and for children and youth with disabilities, and/or gifts and talents
- ✓ Enhancing the engagement of families of the children and youth
- ✓ Advancing professional practice and scholarly research
- ✓ Promoting diversity, equity, inclusivity, and accessibility
- ✓ Building networks, partnerships, and communities

**Core Values** *Core values inform and are embedded into all of Ontario CEC's work.*

**Visionary Thinking:** Demonstrated by forward-thinking and courageous decision-making dedicated to excellence and influence in an evolving environment.

**Integrity:** Demonstrated by ethical and responsive behaviour, transparency, and accountability.

**Inclusiveness:** Demonstrated by a commitment to diversity, caring, and respect for the dignity and worth of all individuals.

## **Guiding Principles**     *How we ensure Ontario CEC is supporting the Strategic Plan.*

**Responsiveness:** History is valued; continuous improvement is encouraged; governance structures are designed to be adaptive and representative of Ontario CEC members.

**Organizational Effectiveness:** Commitment to implementing efficiencies, developing leaders, planning for long-term financial success, and using data to drive decision-making.

**Valued Partnerships:** Ontario CEC Subdivisions, Local Chapters, Community Organizations and Members, Corporate Partners, Families, and Volunteers are valued contributors to Ontario CEC's strategy.

## **Ontario CEC's Shared Beliefs**

In the community, home, and workplace, we believe that:

- All children and youth are unique.
- Each child and youth can learn to be successful in the home, community and the workplace using his/her/their strengths and with support in addressing his/her/their needs.
- All Ontarians need to work toward a barrier-free Ontario.
- The Ontario Council for Exceptional Children is the voice and advocate for all children and youth with disabilities and/or gifts and talents in Ontario.

In the education system, we believe that: \*

- All students can succeed.
- Each student has his or her own unique patterns of learning.
- Equal is not equitable.
- Successful instructional practices are founded on evidence-based research, tempered with experience.
- Universal design and differentiated instruction are effective and interconnected means of meeting the learning needs of any group of students.
- Classroom teachers are the key to a student's literacy and numeracy development.
- Classroom teachers need the support of the larger community to create a learning environment that supports all students.
- Fairness is not sameness.

\*(Adapted from Learning for All, A Guide to Effective Assessment and Instruction for All Students, Kindergarten to Grade 12, 2013)

**Goals and Objectives:** *Goals are high-level aspirations, while objectives provide a closer breakdown of how we will get there.*

### **Quality Teaching and Learning**

Provide educators with professional development, evidence-based practices, support, and knowledge exchange that optimizes teaching and learning for diverse learners.

- Host an annual special education conference that focuses on evidence-based practices and assistive/adaptive technology.
- Embed diversity, equity, inclusivity, and accessibility within all Ontario CEC programs, practices and public awareness.
- Support the inclusion of topics of well-being, transition, self-determination/self-advocacy within all special education programs.
- Support the retention of effective and diverse special education professionals.
- Support collaboration among educators, other service providers, and families to effectively educate children and youth with disabilities and/or gifts and talents.
- Review and enhance Ontario CEC position papers and policies.

### **Advocacy and Professional Standards**

Advance the teaching and learning of children and youth with disabilities and/or gifts and talents, the support for their families, and the policies, preparation, and practices of professionals who work on their behalf.

- Create opportunities for fostering mutual understanding and respect for values, educational tradition and practices supporting individuals across diverse populations.
- Collaborate with chapters and subdivisions to support advocacy efforts to influence policies relative to special education services and programs and professional preparation and practice standards.
- Consult with the Ontario College of Teachers, the Ministry of Education and other regulatory Colleges and Ministries regarding special education and professional standards.
- Convene and actively participate in education and disability coalitions.

- Develop and support a grass roots network of informed advocates.

### **Collaborative Partnerships**

Collaborate and promote partnerships among Ontario CEC, its chapters and subdivisions, International CEC, the Ministry of Education, and other organizations.

- Strengthen existing, and develop new partnerships, among Ontario CEC and the Canadian CEC Network, International CEC, and organizations whose missions and commitments are congruent with Ontario CEC's vision and mission.
- Support, retain, and strengthen Ontario CEC's chapters (including the Ontario Student Chapter) and subdivisions, and facilitate collaboration among them.

### **Organizational Vitality**

Establish Ontario CEC as a provincially recognized leader in the field of special education.

- Grow and diversify Ontario CEC's membership, develop its leadership, and enhance its value to members and other professionals, through professional development, volunteer opportunities, and social media.
- Achieve fiscal goals, implement cost-effective operations, and utilize existing and emerging technologies to support the needs of special education professionals.
- Showcase and celebrate the accomplishments of children and youth with disabilities and/or gifts and talents, and the adults who support them through the Ontario CEC awards.