

<p style="text-align: center;">Internal Goals</p>	<p style="text-align: center;">External Goals</p>
<p>I-1) To ensure the organization’s mission statement defines what the organization represents in order to build a constituency. The Board should annually review that the organization does not replicate the function of other organizations representing immigrants or ESL populations. The Executive Board is responsible for monitoring the organization’s strategic plan.</p> <p>I-2) To increase a) board membership and b) organizational membership</p> <p>I-3) To increase funding capacity and remain fiscally sound, through:</p> <ul style="list-style-type: none"> ○ Membership dues ○ Events: conferences, institutes, open forums ○ Consultation Fees ○ Seeking outside funding sources <p>I-4) To improve the organization’s use of technology to share and communicate (highlighting journals, other organization’s activities, posting resources, etc.), and promote a culture of scholarship:</p> <ul style="list-style-type: none"> ○ Continue refinement of website ○ Social Media ○ Possible online publication ○ Newsletter ○ Job Postings ○ Online survey to discover possible niches or topics of interest in the field besides the ones mentioned previously <p>1-5) To review and update the organization’s structure To establish goals and develop timeline for planning and organizing activities Review and revise paid positions, e.g., administrative assistant, and program director, conference chairperson</p>	<p>E-1) To create public understanding about bilingualism and the education of ELLs by disseminating research, policies, laws, and regulations that impact student achievement, programming, curriculum and pedagogy and by sharing resources and best practices in the field around specific topics, i.e.. Bilingual special education, dual language teaching, parent and family engagement, after-school programming, newcomer programming, etc.</p> <p>E-2) To improve the organization’s use of technology to share and communicate (highlighting journals, other organizations activities, posting resources, etc.), and promote a culture of scholarship</p> <p>E-3) To reach out to and develop relationships and collaboration with community-based, professional, and educational organizations relevant to immigrants, ELLs, and bilingual populations within our state and region</p> <p>E-4) To provide mentoring to educators for the purpose of:</p> <ol style="list-style-type: none"> a. Breaking the isolation of bilingual and dual language teachers supporting language learners and particularly, ELLs b. Creating opportunities for mainstream educators to work more closely with dual language professionals. c. Creating opportunities to work with Principals and Administrators of programs. d. Providing assistance with development of alternative educational programs beyond English-only options. <p>E-5) Dissemination of Mission Statement (To be ready to manage the message)</p>