

NADDSSW Strategic Plan

Three Year – 2006-2009

Mission

The mission of the National Association of Deans and Directors (NADD) is to promote excellence in social work education through the provision of leadership of graduate social work education programs.

Goal 1: To enhance and develop leadership capacity of NADD members.

Rationale: The need for strong leadership for social work within higher education is greater than ever given the pressures faced by higher education and the profession. NADD will advance leadership for the profession and in higher education administration by strengthening and supporting NADD and its members and by investing in enhanced communication among members.

Performance Target: To provide leadership development opportunities for every member.

Action Step 1.1: At the semi-annual meetings and other venues provide professional development opportunities and support for beginning, mid-career and senior level deans and directors.

Measurable Performance Objectives:

- 1.1.1 At least one professional development session offered at each NADD meeting.
- 1.1.2. One professional development session a year for beginning, mid-career and senior level deans and directors.
- 1.1.3 Post conference proceedings will be emailed to all members.

Action Step 1.2: Provide mentoring opportunities for all new deans and directors who desire a mentoring relationship and opportunity/collaboration.

Measurable Performance Objective:

- 1.2.1 100% of new deans and directors who ask for mentors are provided mentors.
- 1.2.2 Mentors communicate with mentees at least twice a year.

Action Step 1.3: Provide program offerings at semi-annual conferences on common management and administrative issues, such as personnel, development, curriculum leadership, fiscal management, affirmative action, university and community relations, and cultural diversity in curriculum, faculty and student bodies.

Measurable Performance Objective:

- 1.3.1 Each of these topics will be addressed at one meeting in the next three years.

Action Step 1.4: Sponsor professional development opportunities at the CSWE APM and related conferences such as the BPD and SSWR on preparation for academic administration roles in social work education.

Measurable Performance Objective:

- 1.4.1 Sponsor a minimum of one session at either the APM, BPD or SSWR each year to encourage faculty to consider roles as deans, directors or assistant and associate deans and directors.

Action Step 5: Use technology, e.g., the NADD listserv, as mechanisms to keep membership apprised of NADD activities and current issues affecting social work education and to achieve its organizational mission.

Measurable Performance Objectives:

- 1.5.1 Listserv and NADD website are updated on an ongoing basis each year.
- 1.5.2 75% of the membership responds to NADD posted surveys.
- 1.5.3 Established benchmark based on the number of hits on the NADD website for 2005 is exceeded by 25% each year.

Action Step 6: Provide encouragement and information on strategies that promote a stronger representation of social work educators in higher education administration

Measurable Performance Objectives:

- 1.6.1 Listserv will post twice a year the names and positions of NADD members who have moved into higher education positions.
- 1.6.2 Sponsor one session in which former deans and directors who have moved on to leadership positions in higher education provide encouragement and information for prospective leaders among the membership.
- 1.6.3 Provide information about career development and networking opportunities, e.g. through American Council on Education.

Goal 2: To identify and represent the interest of NADD members in advancing social work education and research with the CSWE and other social work organizations.

Rationale: NADD historically has had a close relationship with CSWE. Much of what brings us together as program deans and directors is our commitment to the highest quality of social work education, particularly at the MSW level. Other organizations also have strong interest in education and research, e.g. BPD, GADE, SSWR, IASWR, and the St. Louis Group.

Action Step 1: To foster ongoing dialogue among the leadership of NADD and other social work organizations on major issues in social work education and research, including ways to enhance coordination and collaboration among the groups.

Measurable Performance Objective:

- 2.1.1 A minimum of three NADD Board members participate each year in coordinating and collaborating with other social work organizations on major issues.

Action Step 2: To foster dialogue among members on curriculum directions, educational policy and accreditation standards.

Measurable Performance Objectives:

2.2.1 At least once a year offer a session at a NADD meeting on curriculum directions, educational policy and accreditation standards.

2.2.2 At NADD meetings and through the listserv solicit feedback from members on curriculum directions, educational policy and accreditation standards.

Action Step 3: To provide feedback to CSWE on current policy and standards and participate actively in development of new policy and standards.

Measurable Performance Objectives:

2.3.1 Invite representatives on the CSWE Commission on Accreditation and Commission on Curriculum and Educational Innovation to one NADD meeting a year to discuss current policy, standards and curriculum issues.

2.3.2 Provide the CSWE Commission on Accreditation written comments when appropriate on current policy, standards and curriculum issues.

Action Step 4: To take a leadership role in Congressional funding of social work research (e.g. Center for Social Work Research) and the Social Work Initiative.

Measurable Performance Objectives:

2.4.1 Devote a minimum of 10% of NADD program staff time to social work research issues and the Social Work Initiative.

2.4.2 Up to 50% of NADD membership will participate in legislative education at the state and national levels related to social work research issues and the Social Work Reinvestment Initiative.

Goal 3: To contribute to intellectually diverse modes of inquiry and research that will advance social work education and practice.

Rationale: NADD has taken a strong role in support of social work knowledge development infrastructure in social work through strategic investment.

Performance Target: Invest in intellectual advancement activities.

Action Step 1: To provide support as available to social work research interests.

Measurable Performance Objective:

3.1.1 Provide a portion of annual dues to the advancement of social work research.

3.1.2 Commit a portion of resources to organizations that advance social work research, such as IASWR each year.

Action Step 2: To identify a range of funding and other resources for support of social work knowledge development for practice based research.

Measurable Performance Objective:

3.2.1 Information on funding and other resources will posted a minimum of 12 times a year on the listserv.

Goal 4: To enhance the involvement of deans and directors to undertake advocacy and other strategies that will advance social work education and research.

Rationale: Deans and directors can create an effective legislative and political force for education and research issues within the profession. NADD can be instrumental in increasing the skill and opportunity for its members to assume this role.

Performance Target: Provide all deans and directors with have opportunities to participate in advocacy and other strategic activities within the next three years.

Action Step 1: Create advocacy groups or task forces as needed (i.e., child welfare, gerontology, etc.).

Measurable Performance Objectives:

- 4.1.1 At least once a year, decide which advocacy and related legislative groups should be activated.
- 4.1.2 At least once a year, legislative groups will keep NADD members apprised of activities through both postings on the listserv and presentations at annual meetings.
- 4.1.3 Legislative and lobbying groups will collaborate with other national groups undertaking legislative action.
- 4.1.4 Assess involvement with/support of ANSWER

Action Step 2: Provide a forum for education and discussion of current policy issues at NADD meetings.

Measurable Performance Objectives:

- 4.2.1 At NADD meetings a forum will be scheduled for education and discussion of current policy issues as needed.
- 4.2.2 At the conclusion of each forum and/or meeting, when appropriate, NADD will establish a position on current policy issues and forward position statements to the relevant lobbying or legislative entity.

Goal 5: To identify and assess issues of changing national and international trends in social work education, practice and research.

Rationale: There is a critical need to foster research and enhance resources for social work education, both nationally and internationally.

Performance Target: The majority of all NADD program activities will focus on current trends and social issues critical to education and the profession.

Action Step 1: Support NADD's Task Forces (Gerontological, International, and Child Welfare) and disseminate findings to members.

Measurable Performance Objective:

- 5.1.1 At each NADD meeting each active Task Force will report on current and future activities in addition to posting this information on the listserv and webpage

Action Step 2: Provide program offerings or opportunities for dialogue on current and continuing issues such as faith-based initiatives, diversity, health care financing, health disparities, labor force issues, licensing (faculty and practitioner), and welfare reform.

Measurable Performance Objective:

5.2.1 At NADD meetings each year schedule at least one seminar on current and continuing issues as needed.

Action Step 3: Support work of NADD's ad hoc committees and task forces addressing current issues and provide opportunities to dialogue with and disseminate results to members.

Measurable Performance Objective:

5.3.1 Devote a portion of the NADD coordinator's job to advancing work on these current issues.

Action Step 4: Provide briefs on relevant national and international topics or current issues and best practices involving trends in social work education, practice and research.

Measurable Performance Objectives:

5.4.1 Once a year provide briefs on relevant national and international topics or current issues and best practices as needed.