

AAMR ACTION PLAN

2001-2003

AAMR
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Mission Statement

AAMR promotes progressive policies, sound research, effective practices and universal human rights for people with intellectual disabilities.

Principles

To accomplish this mission, the Association commits its individual and collective resources to:

- Achieving full societal inclusion and participation of people with intellectual disabilities.
- Advocating for equality, individual dignity and other human rights.
- Expanding opportunities for choice and self-determination.
- Influencing positive attitudes and public awareness by recognizing the contributions of people with intellectual disabilities.
- Promoting genuine accommodations to expand participation in all aspects of life.
- Aiding families and other caregivers to provide support in the community.
- Increasing access to quality health, education, vocational, and other human services and supports.
- Advancing basic and applied research to prevent or minimize the effects of intellectual disability and to enhance the quality of life.
Cultivating and providing leadership in the field.
Seeking a diversity of disciplines, cultures, and perspectives in our work.
- Enhancing skills, knowledge, rewards and conditions of people working in the field.
- Encouraging promising students to pursue careers in the field of disabilities.
- Establishing partnerships and strategic alliances with organizations that share our values and goals.

Goals

The AAMR will carry out its mission by:

- ❖ Building Association Capacity.
- ❖ Building Capacity To Serve Professionals Who Work With Individuals With Intellectual Disabilities.
- ❖ Building Societal Capacity.

Strategic Objectives for Fiscal Years 2001-2003

- Implement the Recommendations of the Structure, Internationalism, Governance and Name (SIGN) Committee as Approved by the Board of Directors.
- Pursue Name Change for the Association.

Increase the Revenues of the Organization

- Implement RADAR: Focused Research and Reporting on Critical Developmental Disabilities Issues.
- Evaluate the Effectiveness of the Annual Convention.
- Create a Leadership Institute With One or Two Key Disability Partners.
- Increase Knowledge By Expanding Initiatives to Compile and Disseminate New Information.
- Strengthen Strategic Alliances.
- Reduce Stigma of Mental Retardation.

Increase Genuine Accommodations for People With Intellectual Disabilities.

- Advance Human Rights and Legal Protections for People With Intellectual Disabilities in the U.S. and Throughout the World.

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Goal A: BUILDING ASSOCIATION CAPACITY

Strategic Objective One: ***Implement the Recommendations of the S.I.G.N. Committee as Approved by the Board of Directors.***

Task A: Submit proposed changes to the AAMR Constitution and Bylaws, as approved by the Board in May 2000, to the Assembly of Regions and Conference of Divisions for Ratification.

Responsible: C. Ficker Terrill, D. Croser, J. Pierson, S.I.G.N. Implementation Committee, Chair, Conference of Divisions, Speaker Pro Tempore, Assembly of Regions

Date due: December 2000

Resources needed: None

Anticipated results: Assembly and Conference ratify proposed changes

Evaluation measures: Action by the Assembly and Conference

Task B: Ratified changes are submitted to the membership for a vote on approval or rejection.

Responsible: C. Ficker Terrill, S. Warren, D. Croser

Date due: Send ballot out in September 2001

Resources needed: \$1,000 materials, handling and counting. Ballot to be included in the September 2001 General Election

Anticipated results: Membership votes on Constitutional changes

Evaluation measures: Voting results reported

Task C: Implement the Organizational Procedures for Creating Or Dissolving a Division

Responsible: Board of Directors, Conference of Divisions, D. Croser

Date due: Recommendations to the Board beginning May 2001 and ongoing, thereafter

Resources needed: As necessary

Anticipated results: Divisions are dissolved and created as necessary

Evaluation measures: Organizational Procedures are routinely followed

Strategic Objective Two: ***Pursue Name Change for the Association.***

Task A: Develop members' understanding of the reasons for and against changing the name of the Association through articles and columns in News & Notes, continued work with the Consortium on Language, Image, and Public Education, and Open Forums and invited sessions at the 2001 Annual Meeting.

Responsible: C. F. Terrill, S. Warren, R. Luckasson, A. Turnbull, D. Croser

Date due: December 2001

Resources needed: \$4,500 - Continued support of the Consortium on Language, Image, and Public Education
Anticipated results: Heightened awareness of issues among Association membership
Evaluation measures: Attendance at forums and invited sessions at the Annual Meeting

Task B: Propose a name change to the Board of Directors.

Responsible: C. F. Terrill, S. Warren, M. Bryan, R. Luckasson, G. Pugh and Virgil Hobbs
Date due: March 2002 or earlier
Resources needed: None
Anticipated results: Board considers resolution
Evaluation measures: Board action in May 2002

Task C: If the proposed name change passes by Board of Directors by a 2/3 vote, submit the proposed name to the Membership, Assembly and Conference of Divisions for debate.

Responsible: Executive Committee, President Pro-Tempore of the Conference, Speaker Pro-Tempore of the Assembly
Date due: May 2002
Resources needed: None
Anticipated results: Feedback to Board of Directors on Votes by Assembly and Conference
Evaluation measures: Assembly and Conference action by June 2002

Task D: If the proposed name change is ratified by the Assembly and Conference at their next meeting following submission of the proposal by the Board, the proposed name change will be submitted to the membership for ratification.

Responsible: S. Warren, R. Luckasson, D. Croser
Date due: September 2002
Resources needed: \$500 materials, handling and counting Ballot to be included in the September 2002 General Election
Anticipated results: Proposal is approved or rejected
Evaluation measures: Voting record and report

Task E: If the proposed name change is ratified by the membership, the Executive Committee of the Board of Directors will act as an implementation committee to see that this change is made smoothly.

Responsible: S. Warren, R. Luckasson, A. Turnbull
Date due: December 2002
Resources needed: Volunteer Time
Anticipated results: Implementation plan
Evaluation measures: Written implementation plan

Strategic Objective Three: *Increase the Revenues of the Organization.*

Task A: Improve and expand the AAMR publications program.

Responsible: Hank Bersani, B. Appelgren, Publications Committee, AAMR Editors, Executive Committee, Board of Directors
Date due: Preliminary plan presented by B. Appelgren, April 2001, program changes to be implemented by December 2002
Resources needed: Currently unknown but anticipate approximately \$50,000
Anticipated results: Increase publication revenues by 10% per year over 3 years
Evaluation measures: Analysis of expenses and revenues of publication program

Task B: Increase membership of organization by 10% over December 2000 numbers.

Responsible: AAMR officers, Board of Directors, National, Divisional, Regional and Chapter Chairs and Membership Liaisons, C. Helman
Date due: December 2002
Resources needed: \$100,000 over 2-year period
Anticipated results: Membership base increases by 10%
Evaluation measures: Size of the membership increase

Task C: In accordance with AAMR's annual priorities, secure foundation, corporate, and governmental funding to underwrite AAMR activities such as convention activities, training institutes, publications and special projects.

Responsible: C. Ficker Terrill, S. Warren, R. Luckasson, A. Turnbull, All Board members, D. Croser, B. Appelgren, C. Helman, P. Hirt, Local Arrangement Committees
Date due: Ongoing with interim reports due May 2001 and May 2002
Resources needed: Time, Personal Contacts
Anticipated results: All training institutes be underwritten by at least \$25,000; Annual conference underwritten by \$75,000 per year

Task D: Continue Annual Giving campaign targeted at AAMR Fellows, leaders, and members.

Responsible: Past President, C. Ficker Terrill, S. Warren, D. Croser, M. Alfaro
Date due: Letters sent each year on November 1
Resources needed: \$1,500 - Materials, Postage and Time
Anticipated results: Annual Giving of \$10,000 per year
Evaluation measures: Amount raised each year

Task E: Evaluate and enhance Planned Giving Campaign aimed at bequests, memorials, gifts, and trusts.

Responsible: C. Ficker Terrill, S. Warren, M. Bryan, All Officers, D. Croser, P. Aitken
Date due: December 2001
Resources needed: \$4,500 Materials, Postage and Time
Anticipate results: Increases in bequests, memorials, gifts, and trusts
Evaluation measures: Endowment funds increase

Strategic Objective Four: ***Implement RADAR: Focused Research and Reporting on Critical Developmental Disability Issues.***

Task A: Collaborate with The Lewin Group to develop RADAR.

Responsible: D. Croser, P. Hirt, C. Helman, P. Aitken

Date due: September 2001

Resources needed: \$33,000 in kind staff time

Anticipated results: The "early alert" system is on the Internet for use by all developmental disability stakeholders

Evaluation measures: System is routinely accessed by the disability network

Strategic Objective Five: ***Evaluate the Effectiveness of the Annual Convention.***

Task A: Appoint an ad-hoc committee charged with evaluating all aspects of the annual convention and providing recommendations to the Board for its long-term future.

Responsible: C. Ficker Terrill, S. Warren, P. Hirt and Conference of Divisions

Date due: Appoint committee by February 1, 2001; interim written report due by December 1, 2001.

Resources needed: \$5,000 - Conference calls, one day committee meeting and outside consultant on the future of association meetings

Anticipated results: Report recommending changes in annual meeting

Evaluation measures: Successful and robust future annual meetings

Goal B: BUILDING CAPACITY TO SERVE PROFESSIONALS WHO WORK WITH INDIVIDUALS WITH INTELLECTUAL DISABILITIES.

Strategic Objective Six: ***Create a Leadership Institute with One or Two Key Disability Partners.***

Task A: Plan for A Leadership Institute that would meet the needs of disability professionals

Responsible: AAMR Executive Committee, D. Croser, P. Hirt, State Chapters

Resources Needed: Time, Energy and Financial Underwriting

Evaluation Measures: Proposal drafted, funding secured and Leadership Institute successfully launched

Strategic Objective Seven: ***Increase knowledge by Expanding Initiatives to Compile and Disseminate New Information.***

Task A: Build searchable databases with Journal articles, books, and monographs.

Responsible: B. Appelgren, AAMR Publishers, Editors, Publication's Committee, AAMR members

Resources Needed: \$26,000 for journals per year

Evaluation Measures: Database is operational and used by members, other professionals and students

Task B: Co-sponsor (over a 2 year period) 2 or 3 timely, professional Training Institutes.

Responsible: Assembly President Pro-Tempore, ^{key content topics} Todd Wilson, Sally Colatarci, Conference of Divisions and SIG Chairs, Board Members and other leaders, P. Hirt
Date Due: December 2002
Resources Needed: \$25,000 in financial underwriting per Institute.
Evaluation Measures: Well attended institutes on timely topics.

Task C: Update at least five public policy statements annually in collaboration with The ARC when appropriate.

Responsible: LASI Chairperson and Committee, Board, Region X, Conference of Divisions, D. Croser, P. Hirt
Date Due: December 2001 and annually, thereafter
Resources Needed: \$2,500 - Time, travel money, materials
Evaluation Measures: Updated policy statements

Goal C: **BUILDING SOCIETAL CAPACITY**

Strategic Objective Eight: ***Strengthen Strategic Alliances.***

Task A: Schedule meetings with The Arc and AAUAP to identify additional areas of collaboration.

Responsible: D. Croser, Executive Committee, Conference of Divisions, State Chapters
Date due: ongoing, Interim Report to the Board by December 2001
Resources needed: \$2,500 - Time, talent and travel money
Anticipated results: Increased strength in public policy activities and other Joint organizational efforts
Evaluation measures: Increased number of activities with Strategic Alliance partners

Strategic Objective Nine: ***Reduce Stigma of Mental Retardation.***

Task A: Work with Consortium on Language, Image, and Public Education.

Responsible: S. Warren, R. Schalock, Executive Committee, D. Croser, State Chapters
Date due: Interim Reports to the Board every 6 months
Resources needed: \$5,000 Time, Talent, Travel and Related Expenses
Anticipated results: Improved societal responses to people with intellectual disabilities
Evaluation measures: Recommendations on language and image

Strategic Objective Ten: ***Increase Genuine Accommodations for People With Intellectual Disabilities.***

Task A: Create and/or disseminate catalogs and guides on how to accommodate people with cognitive limitations in various life activities. (e.g. How to accommodate people in leisure and recreation; How to accommodate people in religious activities; How to accommodate people in a doctor's office; etc.).

Responsible: Conference of Divisions, Assembly of Regions, State Chapters, Publications Committee, Editors, B. Appelgren, P. Hirt

Date due: Products due December 2001 and annually, thereafter

Resources needed: Time and talent

Anticipated results: Divisions use their expertise to develop and disseminate important information necessary to implement the ADA and advance true societal participation

Evaluation measures: A number of guides are published and disseminated

Strategic Objective Eleven: *Advance Human Rights and Legal Protections for People With Intellectual Disabilities in the US and Throughout the World.*

Task A: Assure that up-to-date Position Statements on important human rights and legal protections exist in AAMR.

Responsible: Board of Directors, LASI Committee, Stan Vitello, International Activities Committee Chair

Date due: June 2001

Resources needed: Time and talent

Anticipated results: AAMR serves as the foundation for modern thinking about important human rights and legal protections

Evaluation measures: A number of up-to-date Position Statements are available and widely disseminated

Task B: Produce and file Amicus briefs in relevant federal and Supreme Court cases.

Responsible: C. Ficker Terrill, S. Warren, Litigation Decision Committee, Executive Committee, Stan Vitello, LASI Committee, AAMR members, D. Croser, M. Alfaro

Date due: As needed

Resources needed: Budget for printing – as needed

Anticipated results: Court decisions that reflect modern understanding of disability

Evaluation measures: Number of briefs, evidence of impact on Court's decision-making