



Strategic Plan Snapshot

TECA exists to amplify the voice, presence, and support for educators of color while remaining student-centered and solutions-orientated. Through this work, TECA also aims to provide resources that can lead to an increase in recruitment and retention of educators of color in the state of Tennessee.

Our team worked closely with leaders, members, and other key stakeholders of TECA from June - November 2020 to understand the impact of TECA in Tennessee, what these stakeholders have identified TECA is doing well, and ways that TECA can grow as an organization. We interviewed 20+ stakeholders from across Tennessee whose roles vary from a board member, member, current partners, and potential collaborators and funders. This work has provided the following findings from the strategic planning process:

Strategic Plan Findings:

- 1 There is a desire for an organization like TECA to have greater influence and to generate leaders of color in education policy throughout the state of Tennessee.
- 2 There is a need for an organization like TECA to be a leader in the Diversity, Equity, and Inclusion work with schools, districts, and the Department of Education in Tennessee to help increase the number of educators of color and inform equitable practices in schools across the state. This component is also seen as a key revenue-generating opportunity for TECA.
- 3 There is a need for more alignment across the Board of Directors around the strategic plan for TECA as well as clarity around each member's role and commitment as a board member.
- 4 There must be a clear vision of how TECA can become a revenue-generating organization. By identifying the ways that TECA will generate revenue, the staff can expand which will eliminate capacity issues for the Executive Director and Board Members.



Recommendations & Goals

Based on the findings of this strategic plan, the table below outlines recommendations and goals to help TECA achieve its ultimate mission.

Recommendations	Goals
1. Clarify & Expand TECA Membership Program	Increase TECA membership from 400 to 690+ members by FY23
	Clarify member benefits and services
2. Expand Fellowship Program	Confirm success metrics
	Expand to one new region by FY21, four total regions by FY23
3. Solidify Consulting Services + Process	Clarify services, prices, and process
	Grow from 2 to 4 schools by FY 21, 10 schools/organizations by FY23
4. Continue Board Development	Vote on new Board Chair
	Confirm board member terms and responsibilities

90-Day Action Plan

A suggested 90-day action plan is below. This plan is a culmination of the research and analysis conducted throughout the strategic planning process. With implementation in mind, the following steps should be considered to ensure TECA moves from planning to action¹.

	Actions	Owner	Tactics	Timeline
Vision & Mission	Review plan & confirm agreed-upon goals	Diarese & Board	Schedule meeting by 1/13/21 to review and confirm.	1/29/21
	Finalize communication plan for strategic plan	Diarese	Build plan by 1/22/21. Consider leveraging social media, listservs, town halls, and similar tactics.	1/29/21
Board Development	Vote on new Board Chair	Diarese & Board	Schedule meeting by 1/22/21 to vote and formally approve new Board Chair.	1/29/21
	Confirm Board Members, term limits, and responsibilities	Interim Board Chair	Revise bylaws and related governance documents. Schedule meeting by 1/22/21 to vote on updates.	1/29/21
Membership	Confirm goals and recruitment plan	Diarese	Build plan by 2/5/21 with an anticipated start date of early March.	2/26/21
	Connect with 10 current members to share the plan and gain their buy-in.	Diarese	Schedule group Zoom by 2/12/21.	2/26/21
	Confirm Member schedule and events	Diarese	Schedule and communicate monthly member events through December 2021 by 2/19/21.	2/26/21
Programming	Confirm success metrics for inaugural Fellowship	Diarese & Renee	Review current data and schedule meeting to confirm final metrics by 3/5/21.	3/26/21
	Continue Fellowship expansion conversations	Diarese	Schedule meetings with Maya Bugg, Janine Al-Aseer, and other ideal partners by 3/12/21.	3/26/21

¹ This plan is not meant to be exhaustive, but instead, helpful in moving from planning to action. Additional steps must be taken to ensure the success of TECA.