



STRATEGIC PLAN: 2023 – 2026

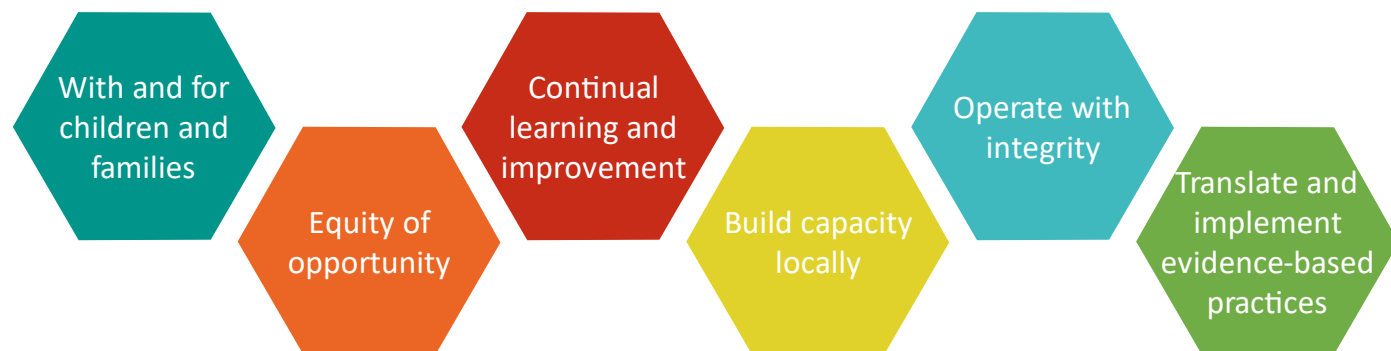
Vision:

A world where all those with child onset disability and their families attain optimal health and wellbeing and live in inclusive societies which allow them to reach their full potential for independence, societal participation and happiness.

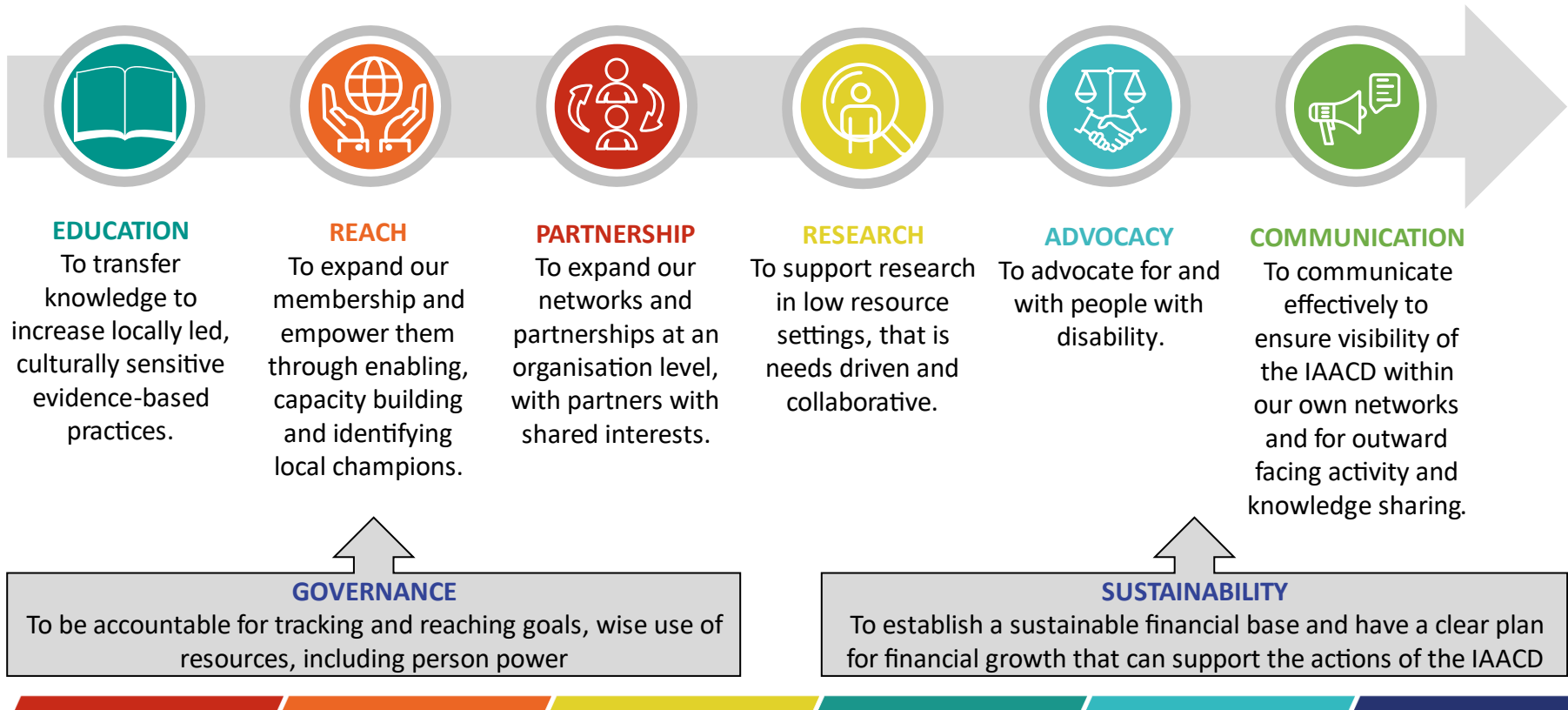
Mission:

To support and enhance local multidisciplinary professional and community capacity and expertise through an international collaboration among academies. Collectively we will leverage our resources, knowledge and networks to achieve the vision.

Guiding Principles:



Strategic Pillars



Strategic Pillars and Standing Committees

The strategic pillars related to overall functions and activities of the IAACD and one or more of the Standing Committees will hold responsibility for contributing to each Strategic Pillar as described below.

Externally focused pillars

- Education: Responsible Committees: Global Professional Education Committee; Conference Planning Committee; Best Practice Committee
- Reach: Responsible committees: Academy Membership Advisory Committee, Member Academies, Governing Council, Global Professional Education Committee
- Partnership: Responsible committees: Executive Committee, Academy Membership Committee, Governing Council Partnership working group
- Research: Responsible committees: Research Committee, supported by Global Professional Education Committee; Best Practice Committee
- Advocacy: Responsible Committees: Communications Committee, Executive Committee, Global Professional Education Committee, Partnership working group; Member Academies/Governing Council
- Communication: Responsible Committees: Communications Committee, Executive Committee

Internally focused pillars

- Governance: Responsible committees: Executive Committee in partnership with other committees, Governing Council
- Sustainability: Responsible committees: Executive Committee, Finance committee; all

Committee level objectives

Committee level objectives, activities and deliverables have been distilled from Strategic Planning discussions and have been finalized by each Committee.

Each committee will present an annual report to the Executive Committee in June each year.

	Objectives	Key Activities	Deliverables (including timeframe)
Academy Membership Advisory Committee (AMAC)	<ol style="list-style-type: none"> To expand our membership and empower them through enabling, capacity building, and identifying local champions. Initiate and establish meaningful, ongoing dialogue with a minimum of 3 groups/academies/associations that have the potential to a) contribute meaningfully to the IAACD and b) to eventually become member academies. Facilitate formulation of at least one new academy located within an identified geographic area in which a significant need gaps exists, and foster them through the IAACD application process. It is understood this process can be very slow and self-limited by the founding groups resource availability, political, cultural, socio-economic environments. Establish external contacts which will be beneficial in identifying potential target geographic areas and(or) groups/associations/academies that may eventually become contributing IAACD members. 	<ol style="list-style-type: none"> Complete a review of the application requirements and process, and identify any potential areas in which organizational sustainability tools can be integrated. Can we do a better job of setting member academies up for success? Expand the scope of AMAC to include development of member recruitment and retention mechanisms. Complete a resource document (s) and list of external resources that will inform and assist potential, provisional, and full member organizations in a) marketing themselves within their local area and b) building links between local organizations/government departments/ministries. Establish closer working ties and a defined communication mechanism/frequency with GPEC, Communication, and Community Involvement committees (not limited to, but must include); as part of the strategic plan to reach both internal and external AMAC GOALS. 	<ol style="list-style-type: none"> Develop a recruitment mechanism to identify geographical areas of need. Establish an Inter-Academy networking mechanism that supports new member academies Work with the Communications Committee to create an information package that can be used by members at multidisciplinary conferences; and for responding to enquiries from NGOs and/or ministries of health about IAACD. Create info package of what the IAACD can provide to members and make it readily available. Create sharing and listening mechanism for member academies. – <i>I think this one already exists and perhaps it should say USE the Listening and Sharing approach to connect member academies</i> Create a FAQ and responses document for the website to support new Academy formation to address operational challenges and solutions Explore use of technology to assist in communication across cultures and languages in meetings and activities.

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Best Practice Committee (BCP)	Promote development of evidence-based best practice recommendations for assessment and intervention in childhood disability, and support adaptation of these approaches in various regions depending on economic resources, health system, and cultural/environmental variation	<ol style="list-style-type: none"> 1. Re-convene committee with new Chair 2. Refresh the committee membership 3. Work across the Committee structure to identify priority guidelines to promote, and methods of promotion applicable to various settings and regions. 4. Prioritize the development of recommendations that are identified by health care professionals from lower to middle income countries as topic areas of the highest need 5. Support the adaptation of the best practice recommendations to meet the needs of different regions 6. Support the implementation of the recommendations internationally 7. Provide leadership for the development of a mechanism to support ease of access to best practice recommendations globally 	<ol style="list-style-type: none"> 1. As soon as possible in 2023 2. By end of 2023 3. To be developed with refreshed committee by beginning of 2024 4. Present an annual report to the Executive Committee and Member Academies.
Communications Committee (ComC)	<ol style="list-style-type: none"> 1. To communicate effectively to ensure visibility of the IAACD within our own network, and for outward facing activity and knowledge sharing 	<ol style="list-style-type: none"> 1. Create a suite of promotional material for use by all to communicate who we are and what we do (education, research, EBP) 2. IAACD slide available for everyone to use routinely in presentations (who we are, what we do, current opportunities) 3. Have a symposium in each meeting of member academies to promote IAACD 	<ol style="list-style-type: none"> 1. Global awareness of IAACD raised (ongoing) 2. Increase engagement on social media. <ul style="list-style-type: none"> -Twitter weekly posts by Feb 2024 -Increase twitter following by 10% quarterly -LinkedIn profile by Jan 2024 -Possible Facebook page Feb 2024

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		<ol style="list-style-type: none"> 4. Communicate how people can become involved in the work of the IAACD. 5. Governance around social media – with reasonable risk/benefit approach: 6. Join social media networks to promote growth 7. Identify volunteers for managing our social media presence 8. Identify how to ensure continuity of input 	<ol style="list-style-type: none"> 3. Information management processes established and routinely used to facilitate effective and timely communication (March 2024) 4. Website is current and growing traffic (clicks/reads/downloads) demonstrates growing use (ongoing)
Conference Planning Committee (CPC)	<ol style="list-style-type: none"> 1. To deliver a triennial IAACD international conference in partnership with one or more member academies, focusing on best practice, latest evidence, reports from international registries and implementation of evidence based approaches to the support, management and interventions for childhood onset disability across both high and low resource settings. 2. The triennial conference will be arranged by one or more of the Member Academies with guidance from the conference planning committee of the IAACD; 	<ol style="list-style-type: none"> 1. Regular meetings of local Conference planning committee with support and guidance from IAACD CPC – frequency based on timing and need. 2. International Scientific Conference Committee to develop the program with support guidance from IAACD CPC. 3. Implement process for selecting, evaluating and determining the recommended team for the next IAACD international conference in 2028. 4. To identify, select relevant international awards to be announced at the next International conference. 	<p>To deliver a high quality evidence based scientific program for the IAACD conference in collaboration with the local team and Academy partners (IAACD/ EACD Heidelberg committee).</p> <p>Package elements of the conference material for re-use</p>
Executive Committee (EC)	<ol style="list-style-type: none"> 1. To be accountable for tracking and reaching goals, and wise use of resources, including person-power 2. To establish a sustainable financial base and have a clear plan for financial growth that can support the actions of the IAACD 3. To empower the membership through enabling and capacity development 	<ol style="list-style-type: none"> 1. Confirm the Strategic plan with Executive Committee and Governing Council, including identifying how we will measure success 2. Work with Finance Committee to establish a plan for financial growth and sustainability 	<ol style="list-style-type: none"> 1. EC reports annually to identify progress against strategic goals 2. Plan for financial sustainability drafted by EC and FC, and agreed to and implemented (by Early 2024, given change to chair)

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	<p>4. To expand networks and partnerships at an organisation level, with partners with shared interests.</p>	<p>3. Establish transparent processes for communicating IAACD activity with all Member Academies via GC</p> <p>4. Effectively apply the agreed administrative procedures</p> <p>5. Advocate for children and families where their rights have been/are being violated or where there is a humanitarian need.</p> <p>6. Establish mechanisms to hear about and determine approach to advocacy that involve Members and Partner organisations.</p> <p>7. Address man-power issues for delivery of goals (eg regular connection b/w GPEC, ConfCom, Res Com; re-use quality materials)</p> <p>8. Establish meaningful, ongoing dialogue with groups / associations that have potential to contribute meaningfully to the IAACD</p> <p>9. Review organizational structure in 2025.</p>	<p>3. EC developed process for assessing approach to advocacy related to any humanitarian issue developed and in use</p> <p>4. EC and AMAC develop a process for engagement with potential partner organisations: by end of 2023</p> <p>5. EC established an affiliation with a minimum of 3 organisations with whom IAACD may partner for mutual benefit by March 2025</p> <p>6. EC and Communications Committee provide 3-monthly updates via Member Academy newsletter items, including notice of IAACD opportunities for contribution to work/goals.</p> <p>7. EC and GC to develop a model to support greater engagement of the GC in the work of the IAACD though developing priority areas. Approach to be developed by end of 2023, with priority areas determined by first quarter of 2024 and reviewed annually.</p>
<p>Finance Committee (FC)</p>	<p>1. To establish a sustainable financial base and have a clear plan for financial growth that can support the actions of the IAACD</p>	<p>1. Use HIC education events to subsidise LMIC event or attendance</p> <p>2. Seek funding for specific activities</p> <p>3. Partner with agencies who can provide resource (funds, manpower, expertise etc) for activities e.g. fellowships, other initiatives.</p>	<p>Full development pending Committee refresh.</p>

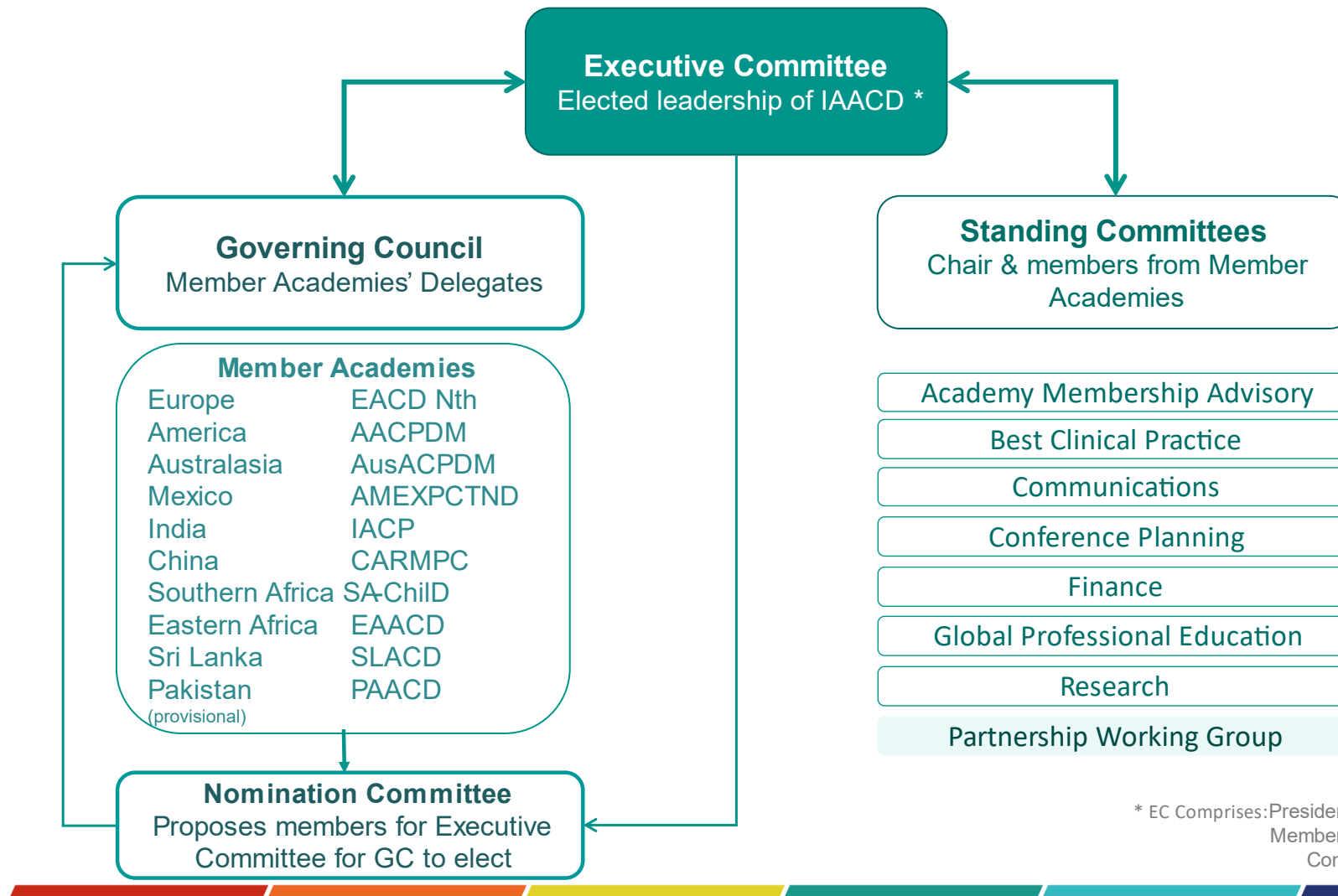
	Objectives	Key Activities	Deliverables (including timeframe)
		<ol style="list-style-type: none"> 4. Development of relevant finance policies <ol style="list-style-type: none"> a. Guidance/transparency for Committees re process and focus of committee expenditure of funds b. Sharing of profit/loss; risk/benefit of Triennial Conferences 	
Global Professional Education Committee (GPEC)	<ol style="list-style-type: none"> 1. Gain understanding of the wants and needs of stakeholders 2. Gain an understanding of what is happening across the globe 3. Facilitate the sharing of skills and knowledge across the globe 4. Create networks of practitioners across the globe 5. Share fundamental Concepts in Childhood disability where invited 6. Provide education in specific topics in childhood disability 7. Provide a Knowledge Hub of key resources 8. Ensure materials available in different languages 9. Support practitioner/family well being 10. Promote discussion of functional versus diagnostic approach 11. Provide more LMIC with postural management knowledge and APT skills 12. Ensure the internal and external practitioner/family community is aware of our work 	<p>Continue with working sub groups each with key activities and priorities</p> <ol style="list-style-type: none"> 1. Listening and sharing 2. Community of practice 3. Knowledge Hub 4. Workshops 5. Knowledge translation of hub resources 6. Paper tech 7. Wellbeing 8. Communication group (liaises with Com Com) 9. Survey group 	<ol style="list-style-type: none"> 1. Survey of practitioners globally 2. Listening and Sharing sessions around the globe annually 3. Community of Practice events on alternate months on last Tuesday at 1pm UK time 4. Additional material on Knowledge Hub 5. Annual online workshops 6. Annual face to face workshops 7. Several items of KH translated per year 8. Develop APT workshops 9. Collate well being material or links and put on KH 10. Develop regular bulletin of our work and upcoming events to share as widely as possible 11. Develop a network of contacts, individuals and organisations to share our work with
Research Committee (RS)	<ol style="list-style-type: none"> 1. To support research in low resource settings, that is needs driven and collaborative. 	<ol style="list-style-type: none"> 1. Identify research priorities in LMIC 2. Identify and partner with relevant organisations with research committees 	<ol style="list-style-type: none"> 1. Identify research priorities in three LMIC regions (East Africa, South East

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		<ol style="list-style-type: none"> 3. Deliver training in research in collaboration with GPEC and Conference Committee 4. Identify opportunities for research mentoring across Member organisations 5. Create opportunities for knowledge exchange in collaboration with other Committees 	<ol style="list-style-type: none"> 1. Asia, Western Pacific) Ongoing project work. 2. Co-deliver research training with GPEC – one session each year 3. Prepare an outline of available evidence on childhood disability research in different regions. This may include, the basic steps/fundamental methods, common data elements used, outcome measures used, and technologies available across different parts of the world. These could be used to organize sharing and learning sessions in collaboration with GPEC <ul style="list-style-type: none"> - Staged development over 3 years and linked to Knowledge Hub 4. Updating the existing contacts of research committees of IAACD member academics and finding their priority areas, and publicly available knowledge dissemination platforms <ul style="list-style-type: none"> - By Sept 2024 5. Masters/PhD students, Postdocs, and other research students of current committee members from both LMICs and HICs. The research committee will facilitate to bring these early career researchers together, mentor them in future research work on childhood disability. <ul style="list-style-type: none"> - Identify first half 2024, begin connecting in second half 2024.

	Objectives	Key Activities	Deliverables (including timeframe)
Partnership Working Group (PWG)	<ol style="list-style-type: none"> 1. Ensure participation of people with lived experience in all IAACD structures 2. Form an Advisory Group 	<ol style="list-style-type: none"> 1. Use listening and sharing session to inform internal stakeholders of goal and explore approaches 2. Draft recommendations and collate resources and examples of good practice 3. Invite IAACD Committee Chairs and member Academies to discuss their plans and tips for inclusion and involvement of people with lived experience 	<ol style="list-style-type: none"> 1. Recommendations and resources created 2. PWG no longer needed.

Governance Structure

The governance structure of the IAACD is pictured below. The functions and membership structures of each of the Committees are described in the Constitution and/or the Administrative Procedures Manual.



* EC Comprises: President, Secretary, Treasurer
Members from 6 global regions
Committee chairs (adjunct)