In commemoration of our fifty years as an organization, the CT COLT Board of Directors has created a strategic plan to build upon our history of preparing teachers as learners, leaders, advocates, and collaborators. Our three-year strategic plan honors our past and reaffirms the CT COLT objectives and guides the direction of our future endeavors. Our strategic plan is divided into four categories:

1. Professional Development: **Teachers as Learners**
2. Building Capacity: **Teachers as Leaders**
3. Advocacy and Outreach: **Teachers as Advocates**
4. Building Institutional Capacity: **Teachers as Collaborators**
<table>
<thead>
<tr>
<th>Category</th>
<th>Objective</th>
<th>Action Steps</th>
<th>COLT Roles</th>
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</thead>
</table>
| 1. Professional Development - Teachers as Learners | Prepare PreK-16 educators to teach for proficiency using real-world contexts for language learning. | - Diversify professional development for teachers at different places on the proficiency teaching continuum.  
- Promote and expand upon online professional development for teachers, within and beyond Connecticut.  
- Personalize professional learning to meet individual needs of teachers.  
- Collaborate with university professors to continue to build articulated language pathways and opportunities to support lifelong language learning. | - Executive Board  
- Summer Institute Coordinator  
- LILL Coordinator  
- University Liaison | - Fall Conference  
- LILL Webinar Series  
- Edcamp  
- Summer Institute |
| 2. Building Capacity - Teachers as Leaders | Connect and collaborate with language leaders in Connecticut, regionally and nationally in order to meet our vision of providing highly effective world language instruction for students. | - Build leaders through mentoring and collaborative processes.  
- Develop and implement strategies to welcome new teachers into CT COLT and CT COLT leadership, ensuring diversity that more accurately represents the diversity of our communities.  
- Identify and support emerging teacher-leaders in participating in professional development regionally and nationally.  
- Evaluate current CT Frameworks for World Languages and collaborate with the CT Department of Education to revise and update the current documents with the ACTFL World-Readiness Standards for Language Learning. | - Executive Board  
- TOY Coordinator  
- Membership Coordinator  
- LILL Coordinator  
- University Liaison | - LILL conference  
- CT COLT Language Teacher of the Year  
- Networking Group  
- Teacher Awards (all but TOY) |
| 3. Advocacy and Outreach - Teachers as Advocates | Advocate for the importance of language teaching and learning in the 21st century. | - Increase visibility of and celebrate successes with Seal of Biliteracy.  
- Leverage parents and students as partners in promoting World Language programs.  
- Develop and maintain a set of tools for teachers seeking to advocate for their World Language programs.  
- Use the newsletter, social media and emails as a tool for engagement, advocacy, and collaboration.  
- Further develop connections and resources with universities, language programs, and professional sectors to recruit and retain a diversity of teacher candidates and beginning teachers. | - Executive Board  
- Student Events Coordinator  
- Advocacy Coordinator  
- Community and Business Outreach Coordinator  
- Hospitality Coordinator  
- Website and Social Media Specialist  
- University Liaison  
- Newsletter editors  
- CT COLT World Language Teacher of the Year | - Rhyme Celebration  
- Poetry Contest  
- Essay Contest  
- Poster Contest  
- Student Awards  
- Seal of Biliteracy  
- Newsletter  
- Teacher Awards  
- CT COLT World Language Teacher of the Year  
- Promoting AAT Events  
- Job Bank |
| 4. Building Institutional Capacity - Teachers as Collaborators | Streamline processes and roles within the CT COLT organization. | - Provide membership management to efficiently manage all member services.  
- Collaborate and document institutional history, events, and processes through Google Drive.  
- Improve user experience on website enabling stakeholders to access timely registration, news, information, and resources.  
- Work to build our internal capacity to customize registration and communication in order to maximize technology tools to improve efficiency and information gathering. | - Executive Board  
- Membership Coordinator  
- Website and Social Media Specialist  
- Student Events Coordinator | - CT COLT Website  
- CT COLT Google Drive & Shared Resources  
- Wild Apricot |
CONNECTICUT COUNCIL OF LANGUAGE TEACHERS

CT COLT

STRATEGIC PLAN SUMMARY

2020 - 2023

PROFESSIONAL DEVELOPMENT: TEACHERS AS LEARNERS
• Prepare pre-K - 16 educators to teach for proficiency using real-world contexts for language learning.

BUILDING CAPACITY FOR TEACHERS: TEACHERS AS LEADERS
• Connect and collaborate with language leaders in Connecticut, regionally, and nationally in order to meet our vision of providing highly-effective world language instruction for students.

ADVOCACY AND OUTREACH: TEACHERS AS ADVOCATES
• Advocate for the importance of language teaching and learning in the 21st century.

BUILDING INSTITUTIONAL CAPACITY: TEACHERS AS COLLABORATORS
• Streamline processes and roles within the CT COLT organization.