



ACLD^{INC}

Success for a Lifetime

Association for Children and Adults with Learning Disabilities, Inc.

www.acldnonprofit.org

STRATEGIC PLAN 2025 – 2028



WHO WE ARE

ACLD (Association for Children and Adults with Learning Disabilities) Inc. is a not-for-profit corporation based in Pittsburgh, PA.



OUR MISSION

Building the framework of support for individuals with disabilities



OUR VISION

To create a continuum of services that support individuals with learning disabilities, and their families, across the lifespan

CORE VALUES



CORE STRATEGIES



STRATEGY OBJECTIVES



ACLD TILLOTSON SCHOOL

Support children with disabilities to be career / employment, higher education and independent living ready



LIFESPAN PROGRAMS

Provide birth to 3, pre-school, K – 12, ShYFT (18 – 21) and adult programming for children with disabilities and their families



FAMILY & COMMUNITY RELATIONSHIPS

Establish and maintain meaningful relationships with families, school districts, agencies, foundations and business community & other non-profit organizations to best support those that we serve



FINANCIAL STABILITY

Create and sustain financial well-being through avenues such as donorship, funding from agencies, grants, fundraising events and financial stewardship



ORGANIZATION

Retain, develop and attract top talent for staff, administration and board positions



FACILITIES & OPERATIONS

Construct, maintain and improve systems for buildings, grounds and back-office functions

OUR STRATEGIES TOWARD LIFESPAN PROGRAMMING

	FAMILY & COMMUNITY RELATIONSHIPS	FACILITIES & OPERATIONS	ORGANIZATION		
2025/2026	<ul style="list-style-type: none"> • Increase awareness and visibility of the nonprofit organization 	<ul style="list-style-type: none"> • Support the development, implementation and evaluation of a strategic plan 	<ul style="list-style-type: none"> • Develop and implement growth plans for current leadership staff • Develop, author and conduct face-to-face CEO evaluation by the board • Identify, interview and recruit new board members to open positions • Develop a succession planning process for the leadership of the ACLD Inc. organization • Facilitate a school community that integrates greater awareness, appreciation and understanding of differences into every interaction 		
	FAMILY & COMMUNITY RELATIONSHIPS	FACILITIES & OPERATIONS	ORGANIZATION	ACLD TILLOTSON SCHOOL	FINANCIAL STABILITY
2026/2027	<ul style="list-style-type: none"> • Participate in the RMU program to develop future Special Education Instructors 	<ul style="list-style-type: none"> • Support the development, implementation and evaluation of a strategic plan 	<ul style="list-style-type: none"> • Research grant availability and author a grant to fund needed staffing • Execute the prescribed steps of the Succession Plan developed in 2025 • Develop and conduct a Board Evaluation process to garner honest feedback and drive Board engagement • Author and conduct second annual face-to-face CEO evaluation by the board • Develop and implement growth plans for current leadership staff • Facilitate a school community that integrates greater awareness, appreciation and understanding of differences into every interaction • Increase the level of Board Engagement 	<ul style="list-style-type: none"> • Expand our physical space to increase the number of children and districts served 	<ul style="list-style-type: none"> • Identify and build a Fundraising plan for the mid-term focus
	FAMILY & COMMUNITY RELATIONSHIPS	FACILITIES & OPERATIONS	ORGANIZATION	ACLD TILLOTSON SCHOOL	FINANCIAL STABILITY
2028 & Beyond	<ul style="list-style-type: none"> • Expand the areas and school districts served by ACLD Inc 	<ul style="list-style-type: none"> • Build a Facilities plan to ensure the ACLD Inc. facilities are modern, maintained, safe and sized appropriately 	<ul style="list-style-type: none"> • Research grant availability and author a grant to fund staffing for a position for Fundraising and Grant Management 	<ul style="list-style-type: none"> • Leverage data collection to drive improvements to K-12 program • Expand our physical space to increase the number of children and districts served 	<ul style="list-style-type: none"> • Develop a program to expand EITC credits where school districts don't provide funding to prospective students