STEPS FORWARD
BC Initiative For Inclusive Post Secondary Education

2025-2028 Strategic Plan

Vision

A world where the full equitable inclusion and integration of people with intellectual and developmental disabilities is unremarkable.

Mission

To support students with intellectual and developmental disabilities in pursuing a fully inclusive post-secondary education and to support them, their families, and their communities in building the capacity to extend inclusion and full participation beyond graduation.

Goal 1: Protect and grow the unremarkable inclusion of post-secondary students with intellectual and developmental disabilities in British Columbia

- Unremarkable means that post-secondary institutions make the same effort to include students with intellectual disabilities in the same academic and campus life as they do for non-disabled students.

Outcome

By 2028, more students will have access to inclusive post-secondary education in more communities and in new programs of study.

Strategic Priorities & Indicators of Success

Strategic Priorities	Indicators of Success
Grow Opportunities	- Two new partnerships are established - Students enroll in 5 new programs of study - Two new communities have access to post-secondary education
Ensure Quality of Inclusive Post-Secondary Education	- A review of one initiative is completed each year - Capacity grows to complete a review of each campus every 4-5 years by 2028
Engage the Ministry of Post-secondary Education and Future Skills	- Board and Directors provide annual updates to the Ministry on the development of inclusive post-secondary education. - Ministry understands how inclusive post-secondary education supports their priorities

	- Advocate for students enrolled through inclusive post-secondary education partnerships, completing modified course work, to have access to Student Aid BC

Goal 2: Prepare students for life after graduation

Outcome

By 2028, more alumni will have the resources they need to extend inclusion after graduation

Strategic Priorities & Indicators of Success

Strategic Priorities	Indicators of Success
Support life-long inclusion	- All alumni have a vision for inclusion that includes life-long learning after graduation - The majority of graduating students have some relational support in place that can extend inclusion after convocation
Connect students to meaningful employment	- 80% of students seeking employment are employed when they graduate

Goal 3: Build the Strength and Resilience of the Board

Outcome

By 2028, the Board will have the capacity, diversity, and adaptability required to effectively safeguard and advance Inclusive Post-Secondary Education in British Columbia, amid a rapidly evolving environment.

Strategic Priorities & Indicators of Success

Strategic Priorities	Indicators of Success
Strengthen Governance Capacity and Knowledge	- Values Framework is developed and used as a lens for decision making and action - Values Framework is included in the annual board orientation - Board meetings include strategic discussions around safeguarding and growing inclusive post-secondary education
Cultivate Diversity & Succession	- Staff and Management Develop a framework for engaging with families to build their knowledge of Inclusive Post-secondary Education and develop a pool of potential board members. - Society Membership Increases - Recruitment of new board members fills gaps in knowledge, experience and connections identified by the board

Goal 4: Mobilize Knowledge of Quality Inclusive Post-secondary Education

Outcome

By 2028, the work of the Centre for Expertise will be shared through conferences and knowledge sharing opportunities

By 2028, the organization will have developed its capacity for storytelling.

Strategic Priorities & Indicators of Success

Strategic Priorities	Indicators of Success
Publish a book on Inclusive Post-secondary Education to build knowledge within post-secondary education, government and with families and allies	- Book is published - 4 applications are made to present about the book at conferences or events
Share research on admission models in BC to increase awareness of the distinctions between Accessible Education and Training programs and Inclusive Post-secondary Education	- Applications are submitted to present the research at 3 conferences
Building organizational capacity for story telling	- Learn to tell stories effectively using Marshal Ganz's framework - Identify potential storytellers and support them in sharing their story authentically - Identify people in places of influence that will be moved to act because of authentic stories.