

MEEA Strategic Plan – 2022-2026

created December 2021, current revision Oct. 2023 (at board retreat)

Goal 1: Equity: Increase access and opportunity for outdoor experiences and environmental education.

- 1.1 Provide resources on accessibility and inclusivity in programming and organizational structure.
- 1.2 Provide training in environmental education that addresses a range of injustices and inequalities.
- 1.3 Provide scholarships and other financial assistance for participation in MEEA events.
- 1.4 Provide training on inclusivity by identifying and compensating trainers that represent diverse communities and backgrounds.
- 1.5 Acknowledge and advance the value of environmental educators' time and experience.

Goal 2: Funding: Provide funding for environmental education in Montana.

- 2.1 Secure funding for MEEA
 - 2.1.1 Generate money from the MEEA Conference and donations for mini grants.
 - 2.1.2 Raise funds for MEEA growth and programming.
 - 2.1.3 Develop sustainable, long-term funding for MEEA for paid staff.
- 2.2 Assist our member organizations to access funding opportunities.
 - 2.2.1 Provide grants for travel and programming with a simple application process.
 - 2.2.2 Develop and maintain a page on the MEEA website for environmental education grant resources.
 - 2.2.3 Offer grant writing workshops at the conference and regional meetings.

Goal 3: Collaboration: Facilitate connections and build relationships within the environmental education community.

- 3.1 Connect with other organizations in support of strategic goals.
- 3.2 Host regional social and networking activities.
- 3.3 Establish technology tools to facilitate collaboration.
- 3.4 Raise awareness of MEEA through outreach and marketing.

Goal 4: Professional Development: Provide educators a variety of professional development opportunities.

- 4.1 Provide professional development at the annual conference.
- 4.2 Provide inclusive, equitable, diverse, just, and culturally appropriate training in multiple formats.
- 4.3 Provide professional development once a year in each region.
- 4.4 Develop a mentorship program for environmental educators and professionals.
- 4.5 Develop environmental education training opportunities for classroom teachers.

Goal 5: Communication: Provide information and resources to support the environmental education community.

- 5.1 Develop a map and associated spreadsheet of environmental education organizations.
- 5.2 Develop an event calendar.

- 5.3 Share job opportunities via the website and social media.
- 5.4 Curate and share relevant content and curriculum resources.

TIMELINE - 2021-2025

GOAL ONE: EQUITY: Increase access and opportunities for outdoor experiences and environmental education.

- 1.1 Provide resources on accessibility and inclusivity in programing and organizational structure.
- 1.2 Provide training in environmental education that addresses a range of injustices and inequalities.
- 1.3 Provide scholarships and other financial assistance for participation in MEEA events.
- 1.4 Provide training on inclusivity by identifying and compensating trainers that represent diverse communities and backgrounds.
- 1.5 Acknowledge and advance the value of environmental educators' time and experience.

- **Action Item 1:** Provide training to break barriers in environmental education due to disability, racial inequality, socioeconomic status, or other demographic reasons.
- **Action Item 2:** Provide resources to environmental educators on accessibility and inclusivity in programing and organizational structure.
- **Action Item 3:** Provide scholarships and other financial assistance for participation in MEEA events.
- **Action Item 4:** Pay BIPOC, disabled, LGBTQIA+ people to provide training on inclusivity.
- **Action Item 5:** Value the time and expertise of environmental educators by paying them what they are worth.

Timeline for Goal 1:

2021:	● Action Item 2: Provide resources to environmental educators on accessibility and inclusivity in programing and organizational structure.
2022:	● Action Item 3: Provide scholarships and other financial assistance for participation in MEEA events.
2023:	
2024:	● Action Item 1: Provide training to break barriers in environmental education due to disability, racial inequality, socioeconomic status, or other demographic reasons. ● Action Item 4: Pay BIPOC, disabled, LGBTQIA+ people to provide training on inclusivity.
Long-term	● Action Item 5: Value the time and expertise of environmental educators by paying them what they are worth.

GOAL TWO: FUNDING: Provide funding for environmental education in Montana.

2.1 Secure funding for MEEA

2.1.1 Generate money from the MEEA Conference and donations for mini grants.

2.1.2 Raise funds for MEEA growth and programming.

2.1.3 Develop sustainable, long-term funding for MEEA for paid staff.

2.2 Assist our member organizations to access funding opportunities.

2.2.1 Provide grants for travel and programming with a simple application process.

2.2.2 Develop and maintain a page on the MEEA website for environmental education grant resources.

2.2.3 Offer grant writing workshops at the conference and regional meetings.

- **Action Item 1:** Secure funding for MEEA
 - **Action Item 1.1:** Generate money from MEEA Conference and donations for mini grants.
 - **Action Item 1.2:** Develop a fund-raising plan; raise funds for MEEA growth and programs (hire staff, contractors, technology presence, etc.)
 - **Action Item 1.3:** Develop long-term funding for MEEA (paid staff).
- **Action Item 2:** Assist our member organizations to access funding opportunities.
 - **Action Item 2.1:** Offer a page on MEEA website for EE grant resources.
 - **Action Item 2.2:** Offer grant writing workshops for EE at conference and regional meetings.
 - **Action Item 2.3:** Provide low barrier grants for travel and programming

Timeline for Goal 2:

2021:	● Action Item 1.1: Generate money from MEEA Conference and donations for mini grants.
2022:	● Action Item 1.2: Develop a fund-raising plan; raise funds for MEEA growth and programs (hire staff, contractors, technology presence, etc.) ● Action Item 2.1: Offer a page on MEEA website for EE grant resources.
2023:	● Action Item 1.3: Develop long-term funding for MEEA (paid staff). ● Action Item 1.2: Raise funds for MEEA growth and programs (hire staff, contractors, technology presence, etc.) ● Action Item 2.3: Provide low barrier grants for travel and programming
2024	● Action Item 2.2: Offer grant writing workshops for EE at conference and regional meetings.

GOAL THREE: COLLABORATION: Facilitate connections between environmental educators and their organizations to foster and support information sharing and potential collaboration.

- 3.1 Connect with other organizations in support of strategic goals.
- 3.2 Host regional social and networking activities.
- 3.3 Establish technology tools to facilitate collaboration.
- 3.4 Raise awareness of MEEA through outreach and marketing.

- **Action Item 1:** Connect to other organizations in support of MEEA’s strategic goals.
- **Action Item 2:** Support additional Regional activities to build relationships.
- **Action Item 3:** Implement Technology tools to facilitate collaboration on MEEA website.
- **Action Item 4:** Increase Outreach to current and additional organizations through MEEA website and online programming.

Timeline for Goal 3:

2021:	● Action Item 1: Connect to other organizations in support of MEEA’s strategic goals. ● Action Item 2: Support additional Regional activities to build relationships.
2022:	● Action Item 3: Implement Technology tools to facilitate collaboration.
2023:	
Long-term	● Action Item 4: Increase Outreach to current and additional organizations through MEEA website and online programming.

GOAL FOUR: PROFESSIONAL DEVELOPMENT: Provide educators a variety of relevant professional development in environmental education at our annual conference and regional events.

- 4.1 Provide professional development at the annual conference.
- 4.2 Provide inclusive, equitable, diverse, just, and culturally appropriate training in multiple formats.
- 4.3 Provide professional development once a year in each region.
- 4.4 Develop a mentorship program for environmental educators and professionals.
- 4.5 Develop environmental education training opportunities for classroom teachers.

- **Action Item 1:** Provide training content that is inclusive, equitable, diverse, just, and culturally appropriate in virtual, hybrid, and in-person formats.
- **Action Item 2:** Provide professional development at the annual conference.
- **Action Item 3:** Provide professional development once a year in each region.
- **Action Item 4:** Hire an instructional designer to develop an environmental education curriculum.
- **Action Item 5:** Develop a mentorship program.

Timeline for Goal 4:

2021:	● Action Item 2: Provide professional development at the annual conference. (annually)
2022:	
2023:	● Action Item 3: Provide professional development once a year in each region.
2024:	● Action Item 4: Hire an instructional designer to develop an environmental education curriculum.
2025:	● Action Item 5: Develop a mentorship program.
Long-term	● Action Item 1: Provide training content that is inclusive, equitable, diverse, just, and culturally appropriate in virtual, hybrid, and in-person formats.

GOAL FIVE: COMMUNICATION: Provide information and resources to support the EE community.

5.1 Develop a map and associated spreadsheet of environmental education organizations.

5.2 Develop an event calendar.

5.3 Share job opportunities via the website and social media.

5.4 Curate and share relevant content and curriculum resources.

- **Action Item 1:** Develop a map of EE organizations (with a spreadsheet featuring the same content; include names, contacts, focus areas)
- **Action Item 2:** Develop an event calendar (to include professional development opportunities, festivals, conferences, etc.)
- **Action Item 3:** Create a Database of job opportunities
- **Action Item 4:** Create a Database of additional resources (to include local fire ecology, climate change issues, Indian Education For All (IEFA), Project Wet/Wild/Learning Tree)

Timeline for Goal 5:

2021:	● Action Item 1: Develop a map off EE organizations (with a spreadsheet featuring the same content; include names, contacts, focus areas)
2022:	● Action Item 2: Develop an event calendar (to include professional development opportunities, festivals, conferences, etc.) ● Action Item 3: Create a Database of job opportunities
2023-2025	● Action Item 4: Create a Database of additional resources (to include local fire ecology, climate change issues, Indian Education For All (IEFA), Project Wet/Wild/Learning Tree)

Communications Committee Working Spreadsheet:

<https://docs.google.com/spreadsheets/d/1yLaBJ-UphqGdUFJ2mbbEGKyEw04FvRMkKdowvEVYIKY/edit?usp=sharing>