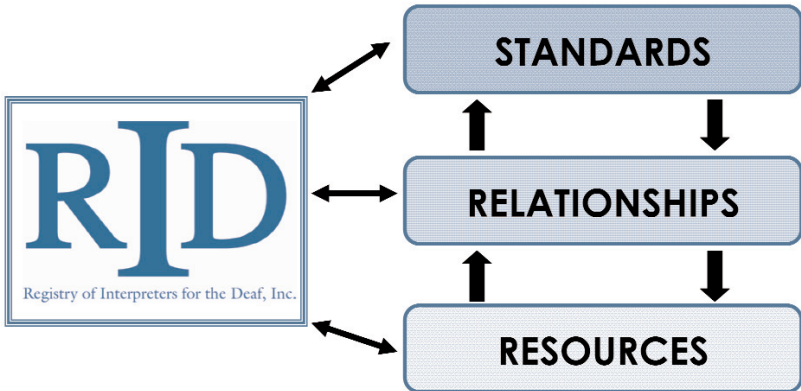


a strategic plan

Registry of Interpreters for the Deaf, Inc.



February 2009

INTRODUCTION

The Registry of Interpreters for the Deaf, Inc. (RID), a non-profit organization, is the only national association dedicated to the professional development of interpreters and transliterators. Founded in 1964, RID has played a leading role in establishing a national standard of quality for interpreters and transliterators. The Association encourages the growth of the profession, educates the public about the vital role of interpreters and transliterators and works to ensure equal opportunity and access for all individuals.

The strategic plan presented in this report provides a broad framework for the continued development and evolution of RID. The strategic plan will be revisited and updated on an annual basis to ensure current issues and trends are recognized and addressed through new or existing initiatives.

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RID

Registry of Interpreters for the Deaf, Inc.

philosophy

The philosophy of RID is that excellence in the delivery of interpretation/transliteration services among people who are deaf and hard of hearing and people who are hearing will ensure effective communication. As the professional association for interpreters and transliterators, RID serves as an essential arena for its members in their pursuit of excellence.

mission

RID's mission is to provide international, national, regional, state and local forums and an organizational structure for the continued growth and development of the profession of interpretation and transliteration of American Sign Language and English.

goal

Our goal is to promote the profession of interpreting and transliterating American Sign Language and English.

diversity statement

To actively foster an inclusive environment in which RID embraces diversity as an integral part of the association. RID is committed to establishing and maintaining a diverse, accessible, civil and supportive environment that adheres to RID's philosophy, mission and goals. RID is committed to providing growth opportunities that allow members to reach their full potential and maximize member value. RID pledges to seek partners who share our philosophy and commitment to upholding high standards of diversity within the association.

Strategic Challenges

The strategic plan is inclusive of the ten short- and long-term strategic challenges identified by the RID Board of Directors at the September 2008 board meeting. Short-term means that they are a high priority and will take 1-3 years to address, while long-term means they will be addressed in 3-5+ years.

STANDARDS:

Short-term

- 1) Measure and ensure the validity of the RID administered tests and improve the testing experience for a more cohesive testing system.
- 2) Clearly define membership, voting and credential categories while addressing the underlying membership and certification connected issues.

RELATIONSHIPS:

Long-term

- 1) Identify RID's involvement with the Deaf community and the Deaf community's involvement with RID.
- 2) Provide more quality, streamlined communications to members and other publics; establish communications protocol.
- 3) Incorporate clear protocols regarding all processes of the national office, affiliate chapters and regions for consistent messaging, communication and business practices.
- 4) Build strategic alliances/partnerships/collaborations with others; educate all publics about RID, the field of sign language interpreting, credentials, appropriate use, interpreting as a profession, etc.

Strategic Challenges

RESOURCES:

Short-term

- 1) Meet the demands of the membership by providing for adequate resources at the national office including knowledgeable, expert staff and current/state of the art technology and equipment to serve the association and members.
- 2) Review the organizational structure and role of RID; who do we serve and with what structure?
- 3) Provide financial security for the association's future.

Long-term

- 4) Outline and address future organizational growth opportunities, issues and challenges and the overall impact on the association.

General Objectives

These General Objectives are the highest priority purposes of the Association. Along with the mission and philosophy statements, RID's General Objectives set forth the Association's future strategic position.

I. STANDARDS

Focus on the growth and development of the interpreting profession through enhanced professional standards utilizing RID's National Testing System (NTS), Certification Maintenance Program (CMP) and the Ethical Practices System (EPS).

II. RELATIONSHIPS

Establish and nurture relationships among the association's membership, Deaf community, affiliate chapters and other stakeholders to promote and contribute to the growth of the interpreting profession.

III. RESOURCES

Ensure the association has the necessary resources to fulfill its mission and serve its members.

Strategic Approach

I. STANDARDS

Focus on the growth and development of the interpreting profession through enhanced professional standards.

A. Promote the development, growth and recognition of the interpreting profession

1. Monitor and evaluate historical, current and future developments and trends impacting the interpreting profession (Resources 4.)*
2. Provide information and materials to promote the value of standards in interpreting
3. Educate the public about RID, the field of sign language interpreting, credentials, appropriate use and interpreting as a profession (Relationships 4.)*
4. Support the membership

**Inclusive of a strategic challenge (referenced in parenthesis)*

Strategic Approach

I. STANDARDS (continued)

B. Offer a nationally respected certification program (Standards 1.)*

1. Measure and ensure the validity and reliability of the certification exams
2. Administer an efficient and effective National Testing System
3. Provide comprehensive operational support for an enhanced testing experience

C. Provide and encourage professional development

1. Support professional development and programs that enhance the skill set of interpreters
2. Administer an efficient and effective Certification Maintenance Program and Associate Continuing Education Tracking Programs
3. Provide comprehensive operational support to participants

**Inclusive of a strategic challenge (referenced in parenthesis)*

Strategic Approach

I. STANDARDS (continued)

D. Promote a high standard of professional, ethical conduct for interpreters

1. Offer a code of conduct relevant to the interpreting profession
2. Administer the Ethical Practices System for enforcement of the NAD-RID Code of Professional Conduct
3. Provide due process for all parties involved

Strategic Approach

II. RELATIONSHIPS

Establish and nurture relationships among the association's members and stakeholders to promote and contribute to the growth of the interpreting profession.

A. Organize forums that foster meaningful dialogue and networking opportunities for the association's membership

1. Conduct board and committee meetings and other opportunities for leadership interaction
2. Host conferences and other events that provide networking and professional development opportunities for members
3. Solicit member participation in, and contribution to, the association's publications and forums

Strategic Approach

II. RELATIONSHIPS (continued)

B. Maintain a presence and collaborate with stakeholders (Relationships 4.)*

1. Support interpreter education initiatives and programs
2. Collaborate with other interpreter related groups
3. Build alliances with deafness related consumer and advocacy groups
4. Facilitate communication with interpreter related industries

C. Develop an ongoing comprehensive communications strategic plan (Relationships 2.)*

1. Implement communications protocol for the staff, board, committees, affiliate chapters and member sections (Relationships 3.)*
2. Utilize various communications tools
3. Seek member opinion and feedback

**Inclusive of a strategic challenge (referenced in parenthesis)*

Strategic Approach

III. RESOURCES

Ensure the association has the necessary resources to fulfill its mission and serve its members.

A. Ensure the RID organizational structure adequately serves the membership and growth of the profession (Resources 2. & Relationships 1.)*

1. Periodically review membership category structure and programs to evaluate their effectiveness (Standards 2.)*
2. Address membership and certification connected issues (Standards 2.)*
3. Evaluate effective use of volunteer leadership structure (governance)
4. Support a strong and effective national/ component structure and collaborate with the affiliate chapter organizations on national and local issues

**Inclusive of a strategic challenge (referenced in parenthesis)*

Strategic Approach

III. RESOURCES (continued)

B. Recruit and retain members

1. Identify and recruit potential members
2. Develop marketing materials that demonstrate the value of association membership
3. Provide products and services that benefit the members
4. Recruit, train and encourage new, potential and current leaders

C. Manage financial resources to maximize the association's fiscal stability (Resources 3.)*

1. Provide financial security for the association's future
2. Periodically analyze membership structure, categories, fees and benefits
3. Conduct long-term financial planning

**Inclusive of a strategic challenge (referenced in parenthesis)*

Strategic Approach

III. RESOURCES (continued)

D. Expand non-dues revenue sources

1. Seek grants for special projects
2. Enhance sponsorship and partnership opportunities
3. Research, identify and utilize all available markets

E. Recruit, hire and retain a professional staff (Resources 1.)*

1. Plan for sufficient staffing requirements to adequately serve the membership
2. Maintain competitive compensation/benefits package
3. Provide for enhanced professional development in association management

**Inclusive of a strategic challenge (referenced in parenthesis)*

Strategic Approach

III. RESOURCES (continued)

F. Maintain state of the art technology and equipment (Resources 1.)*

1. Maintain a current and functional Web based association management system
2. Create and sustain a current, relevant, informative and user-friendly Web site
3. Ensure sufficient and adequate technology and equipment for all programs and services

G. Secure the infrastructure of the association

1. Provide for a secure investment of the association's assets
2. Maintain appropriate safeguards for all proprietary, intellectual and physical property
3. Accurately record and maintain all policies and procedures, business practices, historical documentation, etc.

**Inclusive of a strategic challenge (referenced in parenthesis)*

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RID

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