

The Delta Kappa Gamma Society International

California State Organization Strategic Action Plan (SAP)

2015-2017 Biennium

MISSION STATEMENT

The Delta Kappa Gamma Society International promotes professional and personal growth of women educators and excellence in education.

VISION STATEMENT: Sharing Our Vision, Strengthening Our Society

- All of the **Seven Purposes** are addressed in each focus area of the **Strategic Action Plan**.
- The **Seven Purposes** are what we do and the **Strategic Action Plan** is how we do it.

PURPOSES

1. Unite women educators of the world in a genuine spiritual fellowship.
2. Honor women who have given or who evidence a potential for distinctive service in any field of education.
3. Advance the professional interest and position of women in education.
4. Initiate, endorse and support desirable legislation or other suitable endeavors in the interests of education and of women educators.
5. Endow scholarships to aid outstanding women educators in pursuing graduate study and to grant fellowships to women educators from other countries.
6. Stimulate the personal and professional growth of members and to encourage their participation in appropriate programs of action.
7. Inform the members of current economic, social, political and educational issues so that they may participate effectively in a world society.

STRATEGIC ACTION PLAN HISTORY

- During the 1995-1997 biennium, an Ad Hoc Committee was formed to develop a Strategic Plan for Renewal for Chi State.
- Between 1996 and 1998, this Committee prepared a proposed Plan with input from the Chi State Leadership Team.
- The Plan was presented to the Chi State Convention in 1998, and was adopted on May 2, 1998.
- Since adoption the Strategic Plan has been reviewed at regular intervals by the Chi State Leadership team.
- In 2005, the Chi State Research Committee was given the responsibility for the continued review, updating, and expansion of the plan to include activities for implementation.
- In 2009, the Strategic Action Plan Committee became a Chi State special committee.
- In 2015, the Bylaws, Planning and Procedures Committee was formed to include the Bylaws Committee and the Strategic Action Plan Committee. This committee will also monitor the Chi State Committees' Policies and Procedures.

IMPLEMENTATION PROCESS

- The Strategic Action Plan provides for continuous review, revision and accountability of identified actions that implement the Mission and the Seven Purposes.
- The plan is divided into major areas of focus, goals, objectives, and activities.
- At the beginning of the biennium, every Chi State Leadership Team committee will choose at least one goal and one objective from each of the five focus areas to address during the biennium.

- Activities are committee-specific and are identified and implemented by the committees.
- The Chi State Bylaws, Planning and Procedures Committee will collect and publish the biennial committee Action Plans-and present them to the members at the odd-year state conventions.
- The Bylaws, Planning and Procedures Committee will adjust the Strategic Action Plan as appropriate and present it to members at state conventions.

Focus: MEMBERSHIP

Goal 1: To actively engage Area Membership Liaisons in interactions between Chapters and the Chi State Membership Committee, the Membership Committee will:

- 1.1 Schedule regular contact times between the Chi State Membership Committee and Area Membership Liaisons
- 1.2 Relay membership information from International to Area Liaisons and Chapters
- 1.3 Utilize Area Membership Liaisons to develop and provide recruitment and retention techniques.
- 1.4 Conduct a parity study the first year of the biennium and publish the results
- 1.5 Research and publish reasons why individuals become members, remain members, or discontinue their membership

Goal 2: To actively recruit and maintain involved membership from a variety of ages, ethnic diversity, and educational levels, Chi State will:

- 2.1 Maintain contact with student teacher award and recruitment grant recipients as a source of potential members
- 2.2 Advance membership recruitment
- 2.3 Work with Area Membership liaisons to retain members of dissolving Chapters
- 2.4 Increase participation in the Teachers Helping Another Teacher (THAT) program
- 2.5 Utilize parity studies to improve diversity for Chapter growth and viability (age, teaching level, nontraditional assignment, ethnicity)
- 2.6 Pursue expansion possibilities
- 2.7 Utilize strategies to increase nonmembers' participation at Chapter, Area and State events

Goal 3: To increase participation in the Society by members at all levels: Chapter, Area, State, Regional, International, Chi State will:

- 3.1 Provide incentives to increase attendance of Chapters at Chi State Conventions
- 3.2 Increase attendance of Chi State Leadership Team members at Chi State Chapter and Area meetings/events
- 3.3 Facilitate member participation at the Chapter, Area, State, and International levels

Focus: EDUCATIONAL EXCELLENCE

Goal 1: To actively engage Area Educational Excellence Liaisons in interactions between Chapters and the Chi State Educational Excellence Committee, the Educational Excellence Committee will:

- 1.1 Schedule regular contact times between the Chi State Educational Excellence Chairman and the Area Educational Excellence Liaisons
- 1.2 Relay program information from International to Educational Excellence Liaisons and the Chapters
- 1.3 Publicize program suggestions

Goal 2: To present relevant programs that meet the needs of a broad and diverse professional membership, Chi State will:

- 2.1 Present a broad spectrum of programs, interest sessions, and workshops to meet professional and personal growth and societal needs of all members
- 2.2 Share program resources and ideas through publications: i.e. website, newsletters
- 2.3 Conduct needs/interest assessments to enhance program planning
- 2.4 Incorporate all genres of interests, including visual and performing arts, in program planning
- 2.5 Identify speakers and programs as resources

Goal 3: To support Delta Kappa Gamma's commitment to be educators who make a difference in the lives of women and children around the world by promoting excellence in education and lifelong learning, Chi State will:

- 3.1 Participate in International and local projects designed to benefit women and children
- 3.2 Support the work of The LIFE Foundation to support, improve, and encourage literacy for all ages through various eligible projects.
- 3.3 Participate in U.S. Forum at the national level

Focus: LEADERSHIP

Goal 1: To provide opportunities and experiences that will help members build the skills and confidence necessary to be caring, conscientious leaders, Chi State will:

- 1.1 Provide financial support for incoming Chapter presidents to attend new presidents training and the pre-convention leadership seminar
- 1.2 Involve non-leadership team members in the leadership of Chi State through sub-committees and short-term projects
- 1.3 Offer and utilize Chi State scholarship and study stipends
- 1.4 Provide workshops focusing on leadership skills at Area and Chapter levels
- 1.5 Stress utilization of delegation strategies at Chapter, Area, and State levels
- 1.6 The Leadership Development Committee will provide Leadership Retreats.

- 1.7 The Educational Law and Policy Committee will provide Legislative Study Sessions.

Goal 2: To inspire members to accept roles of leadership, Chi State will:

- 2.1 Provide strategies that Chapter presidents can use to recognize and develop leadership within their Chapters
- 2.2 Celebrate the contributions of Chapter presidents and other Chapter leaders
- 2.3 Provide incentives to support Chapter members' attendance at State leadership functions
- 2.4 Prepare members to qualify for state level positions

****Focus: COMMUNICATION/MARKETING**

Goal 1: To increase the recognition of The Delta Kappa Gamma Society International and Chi State as an organization of outstanding, dedicated women educators concerned about children and excellence in education, Chi State will:

- 1.1 Publicize achievements, events and other honors given by the Society or other organizations to our members in news publications: website, newsletter, local newspapers
- 1.2 Publicize projects that will focus public attention on Delta Kappa Gamma as an organization of outstanding, dedicated women educators concerned about children and excellence in education
- 1.3 Invite guests and community leaders to Chi State activities at State, Area, and Chapter levels
- 1.4 Preserve an archival history of Chi State through video recordings, slides, photographs, written materials, and other technology
- 1.5 Increase awareness of the Chi State Education Center facility and resources
- 1.6 Develop a working relationship with other organizations with similar interests and purposes
- 1.7 Establish a relationship and meaningful contact with the State Superintendent of Education
- 1.8 Publicize the opportunities and possibilities available with Chi State membership
- 1.9 Champion selected legislative foci as identified by the Educational Law and Policy Committee

Goal 2: To consistently articulate the Society's Mission Statement and Seven Purposes.

- 2.1 Align Purposes in publications and activities
- 2.2 Acknowledge implementation of the Seven Purposes in Chapter, Area and State meetings/events
- 2.3 Convey the Society's Mission and Vision when expressing members' concerns to individuals in the political and social arenas
- 2.4 Publish strategies that enhance the commitment of members to the Mission Statement and Seven Purposes of Delta Kappa Gamma

Goal 3: To improve communications among members and with the public through the use of current technology, Chi State will:

- 3.1 Maintain a comprehensive Chi State website, including committee forms, activities and projects
- 3.2 Utilize technology to store appropriate data in the Chi State Office
- 3.3 Provide “hands on” workshops on communication techniques and technology
- 3.4 Utilize technology for reporting and-communicating
- 3.5 Acknowledge Chapter websites
- 3.6 Publicize the financial dynamics of Chi State

Focus: FINANCE

Goal 1: To maintain and enhance fiscal solvency, Chi State will:

- 1.1 Actively engage Area Treasurer Liaisons in interactions between Chapters and the Chi State Treasurer
- 1.2 Maintain The LIFE Foundation’s ability to provide the 501 (c) (3) tax status enabling Chapters to seek additional financial support through grants
- 1.3 Practice fiscal responsibility
- 1.4 Generate nondues revenue at Chi State Conventions: exhibitors, vendors, Buck-a-Book, advertisements
- 1.5 Publicize fiscally responsible measures