**The Strategic Intent: Goals, Initiatives, Objectives, Actions**

**For DKG Maryland,**

**Submitted by the Strategic Action Planning Committee, 2019**

**Overview:**

***Ongoing and continuous planning, sharing, and evolving are paramount for future growth and livelihood of DKG Maryland. The rapid growth and change by which culture, as well as the world of education, morphs must motivate both members and leaders alike to take the ideas of life-long learning to new levels and arenas of engagement. No longer can the state wait to embrace technology and generational changes confronting its membership. We must be prepared and forward looking in order to maintain a sense of urgency to ensure our existence well beyond the 100th anniversary of the Society in 2029. DKG Maryland turns 100 in 2037. It is now 2019. We have a little more than a decade to put ideas into place in order to test them and hone them to a blend of advances that honor educators from numerous fields and all generations. We are not looking for perfection, we are seeking progress.***

***The DKG Maryland Strategic Action Planning Committee has attempted to articulate the Maryland members’ vision for the future as they contemplated the needs that were expressed through various reports and verbal exchanges. We acknowledge that they there will be challenges, as well as opportunities. Although, the purposes, mission and vision expressed below remain constant, the Plan provides a GPS that expresses where we want to be, not where we are.***

 ***The Plan includes goals designed to strengthen the organization by improving the ABS experience for members of all ages and to ensure the organization’s future. In addition this plan offers initiatives and objectives for consideration.***

**Purposes:**

1. ***To unite women educators of the world in a genuine spiritual fellowship.***
2. ***To honor women who have given or who evidence a potential for distinctive service in any field of education.***
3. ***To advance the professional interest and position of women in education.***
4. ***To initiate, endorse and support desirable legislation or other suitable endeavors in the interest of education and of women educators.***
5. ***To endow scholarships to aid outstanding women educators in pursuing graduate study and to grant fellowships to non -member women educators.***
6. ***To stimulate the personal and professional growth of members and to encourage their participation in appropriate programs of action.***
7. ***To inform the members of current economic, social, political and educational issues so that they may participate effectively in a world society.***

**Mission Statement:**

 ***The Delta Kappa Gamma Society International promotes professional and personal growth of***

 ***women educators and excellence in education.***

**Vision Statement:**

 ***Leading Women Educators Impacting Education Worldwide***

**Structure of the ABS Strategic Action Plan :**

 ***The language of the SAP represents a hierarchy from broad to specific.***

* ***Goals: broad focus areas addressing current challenges/issues***
* ***Initiatives (possibilities)***
* ***Objectives (measurable results not currently existing)***

**Goal 1: Support Membership Growth**

***DKG Maryland of the Delta Kappa Gamma Society International focuses on issues that impact the professional and personal development of women in education. The DKG Maryland Organization supports women educators in the state of Maryland throughout their careers and beyond by providing opportunities to hone leadership skills, financial assistance with scholarships, and networking with educators from other states within the United States of America, as well as member educators from 17 member countries on the DKG social network.***

***The DKG Maryland Organization is dedicated to giving support to every chapter in their quest to become exemplary in the exercise of supporting female leadership skills. This goal addresses the challenges of providing opportunities and benefits to members in a fast-paced and changing educational culture.***

 **1.A. Create new membership opportunities**

  **1.A.1. Increase interest/excitement about the Society through broader marketing.**

 **a) State and Chapter websites to be promoted**

 **b) State-wide orientations to be conducted**

 **c) State-wide inductions to occur at State Conventions**

 **d) Workshops at State Conventions concerning DKG International focus**

 **e) Increased First Friday initiatives (wearing of DKG paraphernalia)**

 **f) Greater outreach to administration and staff of Maryland universities, colleges and**

 **community colleges**

 **g) Greater outreach to Superintendents of Public School Systems**

 **h) Greater outreach to private school administrators**

 **i) Greater outreach to homeschool umbrella groups**

 **j) Greater visibility in the corporate training arenas**

 **k) Print website addresses on all forms of written communication**

 **1.B. Enhance existing membership opportunities**

 **1.B.1 Provide mentoring for chapters.**

 **1.B.2. Provide International brochures and flyers at State meetings for Chapter dissemination**

 **1.B.3. Provide babysitting for younger members’ children at state meetings**

 **1.B.4. Provide training in use of website resources provided by International.**

 **1.B.5. Stage state meetings in four geographic corners of Maryland over the course of a biennium**

 **1.B.6. Award membership to teachers who have won awards within the state.**

**Goal 2: Develop Leaders :**

***The DKG Maryland Organization agrees with the International Society’s vision statement, “Leading Women Educators Impacting Education Worldwide.” The specific focus of the state is the women educators of Maryland. Therefore, DKG Maryland needs to continue its intentionality to develop leadership skills in all members within the Society and extended educational/community settings. With the advancement of social media and other technological outlets, DKG Maryland needs to be a leading force in providing access to the latest professional, technological advances. DKG Maryland desires to be purposeful in the acknowledgement of and use of expertise of young career educators who have been recognized for their contributions within their classrooms and/or school systems. It is imperative for the vitality of the organization to stay abreast of the advances in many arenas of the world of education from the home school to the corporate world.***

 **2.A. Promote Leadership Development Opportunities**

 **2.A.1. Recognize/utilize those currently employed teachers who have been named to**

 **leadership opportunities within their school systems to present their experiences.**

 **2.A.2 Invite to state functions those who have been awarded scholarships from chapters and/or**

 **the state to present what the money did to enhance their lives. Invite into membership.**

 **2.A.3. Continue to expand/encourage the use of technologically driven meetings and**

 **Interactions.**

 **2.A.4. Increase training in technology use through workshops.**

**Goal 3: Create new resources for communication:**

***Creating, maintaining and expanding resources for enhanced communication between individuals, chapter and state personnel is integral to long-range health for and involvement within the Society as a whole. This goal addresses opportunities to build enhanced relationship between state leadership and the local chapters as we seek to create value for every individual who claims membership. One only values what is important to them. Our Society was created for Key Women Educators. The definition of key as “the most important part of achieving something” must include undergirding through educating members in order to retain the ability to be “key.”***

 **3.A. Communicate the International Scope of the Society (broader definition than simply chapter**

 **membership)**

 **3.A.1. Promote articles/issues in the state newsletter that have appeared in the international**

 **publications**

 **3.A.2 Minutes of state meetings sent out to chapter presidents as quickly as possible after the**

 **meeting is completed, in order to be shared with chapter members..**

 **3.A.3 Guided discussion at state functions between state and chapter leadership in order to**

 **share talking points.**

**Strategic Action Plan Committee members:**

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