**Strategic Plan**

**Ohio State Organization**

**The Delta Kappa Gamma Society International**

Established in 2011

Reviewed in 2013, 2015, 2019

Revision completed in 2021

# 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 interests of education and of women educators.
5. To endow scholarships to aid outstanding women educators in pursuing graduate study and to grant fellowships of 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.

**The Vision:** Leading Women Education Impacting Education Worldwide

**The DKG Alpha Delta State/Ohio State Organization Strategic Plan of Action articulates the mission, vision,**

**goals and objectives of the Ohio State Organization.**

# Goals of the DKG Ohio State Organization Strategic Plan

The seven broad goals are:

1. Membership Development and Sustainability
2. Develop Expansion throughout OSO
3. Leadership Development and Sustainability
4. Communication and Marketing Effectiveness
5. Financial Effectiveness and Efficiency
6. History of Alpha Delta State/Ohio State Organization
7. The Strategic Plan

# Structure of the DKG Ohio State Organization Strategic Action Plan

The language of the Strategic Action Plan represents a hierarchy from broad to specific:

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

Example of set up:

Goal 1.

Objective 1.A.

1.A.1 (Initiative)

1.A.1.a

1.A.1.b. (Actions)

1.A.1.c.

The Ohio State Organization’s Strategic Plan provides for continuous review and updates.

The Strategic Planning Committee will note its progress and review new opportunities and challenges

that may impact results. Summaries, completed on an annual basis, will note the accomplishments related to the

initiatives and objectives within each of the seven broad goals. The latest review and revision will be noted on the

updated State Strategic Plan and posted on the Ohio State Organization website.

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

**Progress**  **Progress**

**GOAL 1. Membership Development and Sustainability**

**Objective 1.A. Recruit members**

* + 1. Promote the implementation of the DKG Recruitment/Membership Plan.
       1. Present plan at leadership training for chapters. Ongoing

(*Membership Committee*)

* + - 1. Share examples of Recruitment Plan success in *The Voice*, website, and the Ongoing OSO Chapter Resource Membership Guide.

*(State President, Webmaster, Membership Committee and Expansion Committee)*

* + - 1. Post current Recruitment/Membership plan on website. Ongoing

*(Webmaster and Membership Chairman)*

* + 1. Promote DKG to multi-generations including early career educators and collegiate students

pursuing careers as professional educators.

Ongoing

* + - 1. Recognize chapters or members who successfully work with career educators and

collegiate students pursuing careers as professional educators in *The Voice* annually.

*(Membership Committee and Editor)*

* + - 1. Create and develop partnerships with post-secondary institutions Ongoing

to promote the mission of DKG.

*(State Scholarship Committee, Membership Committee and Expansion Committee)*

# Objective 1.B. Retain and Reinstate Members

* + 1. Coordinate with chapters to provide support and encouragement.
       1. Share Ohio membership data with members. (*Treasurer)*  Ongoing
       2. Recognize accomplishments and awards of outstanding member educators Ongoing

in the chapters. *(Chapter and State Communications Committees, Editor and Webmaster)*

* + - 1. Assist relocating members for transfer to another chapter. *(Chapter Treasurer*) As Needed
      2. Assist members of dissolved chapter with transfer to another chapter. *(Chapter Treasurer)* As Needed

**GOAL 2.**

**Progress**

**Develop Expansion throughout Ohio State Organization**

**Objective 2.A. Expansion Committee**

2.A.1. Development and Organization of Expansion Committee

2.A.1.a. Committee shall have at least one representative from each region. Ongoing

(*State President*)

2.A.1.b. Coordinate efforts with Membership Committee. Ongoing

*(Expansion Committee and Membership Committees*)

**Objective 2.B. Formation of new chapters**

2.B.1. Explore opportunities for expansion

2.B.1.a. Identify geographic areas for new chapter development. *(Expansion Committee)* Ongoing

2.B.1.b. Assist with the development of the new chapters. Ongoing

*(State President, Officers, Expansion Committee and Membership Committee)*

2.B.1.c. Define advantages of Delta Kappa Gamma membership. Ongoing

*(Membership Committee and Expansion Committee)*

# GOAL 3: Leadership Development and Sustainability

# Objective 3.A. Chapter Leadership Sustainability

3.A.1. Promote Effective Chapter Leadership

3.A.1.a. Ensure that chapter leadership training is available. Ongoing

(*State President, Leadership Development Chairman, and Officers*)

3.A.1.b. Encourage chapter officers to attend leadership workshop by email invitation, *The Voice*, Ongoing

the state website, and an awareness of the Gold Key points.

*(State President, Leadership Development Chairman, Gold Key Coordinator and State Officers)*

3.A.1.c. Seek members for leadership positions and encourage service at chapter and state.

Ongoing

*(State President, State officers and Committee Chairman)*

**Objective 3.B. State Leadership Sustainability**

3.B.1. Promote Effective State Leadership.

Ongoing

3.B.1.a. Provide state leadership training for officers and committee members.

(State *President, Leadership Development Chairman and Officers*)

**Progress**

Ongoing

**Progress**

Ongoing

3.B.1.b. Utilize multiple strategies to encourage participation for prospective State leaders.

(*State President, Leadership Team*)

3.B.1.c Publish state committee responsibilities on the State website and encourage Ongoing

members to apply for assignments on state committees.

*(State President, Editor, Webmaster)*

3.B.2. Encourage State Convention participation

3.B.2.a. Devise a variety of methods to market the value of State convention attendance. Ongoing

(*State President, Convention Coordinator, Convention Registrar, Officers and Committee Chairman*)

# GOAL 4: Communication and Marketing Effectiveness and Efficiency

# Objective 4.A. Strengthen chapter and state communications

# 4.A.1 Build genuine fellowship within the State organization.

4.A.1.a. Provide each chapter president with a directory of State officers and Ongoing

State committee members for sources of information and chapter programs.

*(State President)*

4.A.1.b. Encourage chapters to invite State leaders to attend chapter meetings. Ongoing

*(State President, Editor, Webmaster)*

# Objective 4.B. Promote Printed Media

# 4.B.1 Utilize printed media to promote OSO and DKG.

4.B.1.a. Make members aware of DKG International publications. Ongoing

(*State President, Editor, Webmaster*)

4.B.1.b. Publish news of OSO in The Voice. Ongoing

(*Editor, State President, Committee Chairman*)

4.B.2.c. Encourage chapter communication through newsletters, Ongoing

brochures and a chapter website.

(*State President*, Communication Committee)

# Objective 4.C. Promote Social Media

4.C.1. Utilize social media to promote DKG and OSO. Ongoing

(*President, Officers, Chairman, Editor, Webmaster*)

4.C.1.a. Use current social media outlets such as Constant Contact, Facebook, Ongoing

Instagram, Twitter, YouTube, and Zoom. (*State President, Communications Committee*)

**Progress**

4.C.1.b. Encourage chapters to facilitate and educate members on the use of social media. Ongoing

(*President, Officers, Chairman, Editor, Webmaster*)

4.C.1.c. Provide information on online sites that provide tutorials on use of technology. Ongoing

*(President, Communications Committee)*

# Objective 4.D. Promote Technology

# 4.D.1 Utilize technology to promote DKG and OSO.

4.D.1.a. Utilize technology to inform members and promote DKG and OSO. Ongoing

*(State* *President, Editor, Webmaster)*

Ongoing

4.D.1.b. Encourage use of dkgohio.org and chapter websites.

*(State* *President, Editor, Webmaster)*

4.D.2.c. Advertise the DKG app. *(Communications Committee)* Ongoing

4.D.3.d. Promote online sites that provide tutorials/videos of technology. Ongoing

(*Editor, Communications Committee*)

# Objective 4.E. Educational Impact

4.E.1. Ohio State Organization will make an educational impact throughout the State of Ohio.

Ongoing

4.E.1.a. Publish information in The Voice and other media outlets.

*(State President, Communications Committee, Chairman*)

Ongoing

4.E.1.b. Create networks and collaborative alliances with groups of similar purpose.

*(State President, Scholarship Committee, Chairman*)

Ongoing

4.E.1.c. Publicize professional development opportunities for educators

at workshops, State Convention, and special events. *(State President, Chairman)*

Ongoing

4.E.1.d. Promote programs and projects supporting

early career educators and those pursuing educational professions.

*(State Second Vice President, Communications Committee, Educational Excellence*

*Committee, Scholarship Committee)*

# GOAL 5: Financial Effectiveness and Efficiency

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**Objective 5.A Ohio State Organization Funds**

Ongoing

**5.A.1.** Assess and project the Ohio State Organization funds

5.A.1.a Evaluate each fund (Available Fund Reserve and Scholarship), estimate its potential

future earnings in relation to its projected expenditures, and report those findings to

the Leadership Team, Advisory Committee, Executive Board and membership annually,

prior to the budget process. *(Treasurer and Finance Committee)*

**Progress**

Ongoing

5.A.1.b. Create a timeline for Available Fund Budget. Timeline used previously:

* December 1 – Officers and committee chairman submit funding needs

to Finance Committee.

* December 15 – Finance Committee develops Available Fund Budget.
* Proposed budget is sent to Advisory Committee for review.

(four weeks prior to the winter Advisory Committee meeting)

* Finance Committee reviews the recommendations from the Advisory

Committee for the proposed budget.

* Proposed budget is sent to the Executive Board. (4 weeks prior to Spring

Executive Board meeting)

*(State President, State Treasurer, Finance Chairman and Committee*)

5.A.1.c. Review State dues and membership projections annually to ensure the Ongoing

Ohio State Organization can fulfill fiscal obligations. *(Treasurer, State Officers, Finance Committee)*

5.A.1.d. Review the revenue and expenses of the preceding State convention and Ongoing

all meetings to determine appropriate charges to attendees and costs to

Ongoing

the Ohio State Organization. *(Treasurer, State Officers, Finance Committee)*

5.A.1.e. Review Reimbursement Policy by the end of each biennium. Ongoing

*(Treasurer, State Officers, Finance Committee*)

# Objective 5.B. State Treasurer’s reports and records

# 5.B.1. Review reports and records of State Treasurer.

5.B.1.a. Review revenue and expense reports against approved

Ongoing

budget on a quarterly basis to state officers and Finance

committee members. *(Treasurer)*

5.B.1.b. Review reconciled bank, credit card and investments statements annually. Ongoing

*(State President, Finance Committee)*

5.B.1.c. Review IRS 990N and Compiled Financial Statements as prepared Ongoing

by the CPA prior to filing on November 15.  *(State Officers, Finance Committee*)

# 5.B.1.d. Post IRS 990N on OSO website. Ongoing *(Treasurer, Webmaster, Finance Committee)*

**Progress**

# Objective 5.C. Expenses

# 5.C.1. Reduction of Expenses

5.C.1.a. Send newsletters and all other appropriate communications electronically. Ongoing

*(Editor, Webmaster)*

5.C.1.b. Utilize electronic meeting technology. (*State President and committees*) Ongoing

5.C.1.c. Seek and recommend non-dues revenue sources for the OS) and chapters. Ongoing

(*Leadership Team and Finance Committee*)

# Objective 5.D. Ohio State Organization and chapter finances

# 5.D.1. Increase members’ knowledge of State and chapter finances.

5.D.1.a.Present budget and finance reports at Executive Board and other leadership meetings. Ongoing

*(Finance Chairman or Finance committee member)*

5.D.1.b Provide pertinent and current information of the Ohio State Ongoing

Organization finances via newsletter, website, and other electronic media

to chapter presidents, treasurers, and members. (*Treasurer)*

5.D.1.c. Present information at State meetings related to State and chapter finances. Ongoing

*(Finance Chairman and/or Treasurer)*

# Objective 5.E. Support Services

# 5.E.1. Supporting chapter presidents, treasurers, finance chairman and committee members.

5.E.1.a. Assess needs of chapter presidents, treasurers, finance chairman, Ongoing

and committee members. *(Treasurer, Finance Committee)*

5.E.1.b. Develop training plans and presentation for chapter including: presidents, treasurers, Ongoing

finance chairman and committee members *(Treasurer and State Finance Chairman and Committee)*

# GOAL 6: The History of Alpha Delta State/Ohio State Organization

**Objective 6.A. History of Alpha Delta State/Ohio State Organization**

6.A.1. Preserve and update the history of State Organization

6.A.1.a Prepare and issue a biennial update to the State organization’s history. Ongoing

*(Retiring President, Historian)*

6.A1.b Update written guidelines for what is to be preserved and what is to be disposed of,

Ongoing

and by what means, for both State and chapter archives. *(Historian)*

6.A.1.c. Educate chapters about preserving important historical Ongoing

**Progress**

documents and records. (*Historian*)

6.A.1.d. Maintain the data base of Alpha Delta State/OSO minutes. Ongoing

*(Recording Secretary)*

# Objective 6.B. Chapter and State Documents

# 6.B.1 Maintain and update chapter and State documents

Ongoing

6.B.1.a. Encourage chapters to update Chapter Standing Rules and submit them to Bylaws and Standing Rules Committee for review.

*(Bylaws and Standing Rules Committee)*

Ongoing

6.B.1.b. Complete and maintain an updated list of chapters

with dates that Chapter Standing Rules are due to be revised

submitted for review.

*(Bylaws and Standing Rules Committee)*

Ongoing

6.B.1.c. Review and update the State Standing Rules annually, as needed

by proposing amendments to bring State Standing Rules into

compliance with International governing documents. *(Bylaws and Standing Rules Committee)*

Ongoing

6.B.1.d and update the State Bylaws every odd numbered year as needed at

State Convention by proposing amendments to bring State Bylaws

into compliance with International governing documents.

*(Bylaws and Standing Rules Committee)*

# GOAL 7: Putting the Strategic Plan in Action!

**Objective 7.A. Provide for the implementation, review, and update of the Strategic Plan**

7. A.1. Forge and foster the future of the OSO plan.

Ongoing

7.A.1.a. Review all objectives and activities of the Strategic Plan to determine the status of each

And the need for modification.

(*State President,* *Strategic Planning Committee, State Officers and committee chairman)*

Ongoing

7.A.1.b. Post the updated Strategic Plan on the State website. (*Strategic Plan Chairman,* *Webmaster*)

Ongoing

7.A.1.c. Appoint a Strategic Planning Standing Committee for future growth of OSO. *(President)*

**Appendix**

**ACCOMPLISHED AND/OR ESTABLISHED PRACTICE(S) from the 2015 Strategic Plan**

The following activities have been accomplished and/or are considered established practices. The date of placement in this section is indicated for each activity.

**Area 1. MEMBERSHIP**

Initiate chapter members at the 2013 State Convention. *(Membership Committee, Expansion Committee, President)*

(05/14/2013)

* + - * Challenge chapters to increase their current membership count by one member by March 1, 2013, excluding

transferred and deceased members. *(Membership Committee)* (05/14/2013)

* + - * Propose as an initiative at the spring 2012 Alpha Delta State Convention. (05/14/2013)
      * Address this item at the Chapter Leadership Development Workshop in June 2012. (05/14/2013)

**Area 5. ORGANIZATIONAL EFFECTIVENESS**

**Publish updated *Alpha Delta State Bylaws*.** (Approved by Executive Board 04/13/2013)

* Review and revise the *Alpha Delta State Bylaws* to reflect the International *Constitution*.

*(Bylaws/Policies and Procedures Committee)* (05/14/2013)

* Share proposed revision with the membership according to the *Alpha Delta State Bylaws.*

*(Bylaws/Policies and Procedures Committee)* (05/14/2013)

**Develop a Strategic Action Plan for Alpha Delta State.**

* Present sample SAP to those involved in creating the SAP following the 2011 fall Executive Board.

*(SAP Committee, President)* (05/14/2013)

* Committees involved with Areas of Focus develop and submit their input to the SAP Committee. (05/14/2013)
* Share the SAP with membership. *(SAP Committee)* (05/14/2013)

**Develop and maintain a data base of Alpha Delta State motions.**

* Research the Alpha Delta State archived minutes at the Ohio Historical Society from 1938-present

recording all motions *(Parliamentarian, Research Committee)* (05/14/2013)

* Record the results of the research at the Ohio Historical Society in an electronic form.

*(Parliamentarian, Research Committee)* (05/14/2013)

**DELETED**

The following objectives/activities have been deleted. A rationale for each deletion and the date of placement in this section is indicated for each activity.

* Recognize members’ accomplishments based on chapter notification. *(Leadership Team)* (05/14/2012)

Rationale: Redundant statement. Not needed.

**A special note to State Officers and Committee Chairman and members:**

This revision of the Strategic Plan was undertaken to help focus your work for OSO. The goals were selected to help sustain the organization and to strengthen its growth here in Ohio. Please note while the progress of many goals are listed as “on going”, it is important to proceed with the suggested actions each biennium for continuous accomplishment.