



**Oklahoma
State Organization**

Oklahoma State Organization Strategic Action Plan The Delta Kappa Gamma Society, International Updated 2020-2021

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 in education.
4. To INITIATE, ENDORSE, and SUPPORT desirable legislation or other suitable endeavors in the interests of education and women educators.
5. To ENDOW scholarship to aid outstanding women educators in pursuing graduate study and to grant fellowship 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.

OVERVIEW

The **Strategic Action Plan (SAP)** of the *Delta Kappa Gamma Society, International, Oklahoma State Organization* provides for a continuous review and updating of identified action programs that implement the seven purposes, the mission of the society and supports the Society's Action Plan. The status of the major areas of focus, objectives and activities are to be reviewed yearly at a meeting of the *Oklahoma State Organization Executive Committee*. All areas will be reviewed, and the activities will be determined to be: Accomplished, Revised, To Be Implemented, and/or

Continued. As the *Oklahoma State Organization SAP* is updated and major areas of focus, objectives or activities are added, revised, etc. the latest review/revision date will be noted at the end of the document. The **SAP** is divided into major areas of focus, objectives and activities. Suggested personnel and committees responsible are listed. Chapters are encouraged to develop their own action plans.

AREAS OF FOCUS

1. Membership

Results

Objective 1.1: Revitalize struggling chapters

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| Activity 1.1.1: | Provide orientation and reorientation programs annually using resources available from the DKG website to promote our seven purposes in positive and creative ways. | Revised |
| Activity 1.1.2: | Encourage chapters to honor 25, 30 and 40-year members at the chapter level and honor long-term members 50, 55, 60-year members at the state level. (<i>Membership committee, chapter presidents, and state presidents</i>) | Revised |
| Activity 1.1.3: | Recognize effective chapter programs and activities that strengthen member participation in the Society by presentation at state convention, articles in the <i>Limelighter</i> and postings on the state website. (<i>membership committee, editor, and webmaster</i>) | Continued |
| Activity 1.1.4: | Assign a willing member to each new DKG initiate to mentor for two years. (<i>membership committees at the chapter levels, individual members</i>) | Revised |
| Activity 1.1.5: | Film member stories and testimonials. Publish them to our website and social media so current and prospective members have a visual reminder of how engaged our current chapters and state are. (<i>membership committee, editor, and webmaster</i>) | Revised |

Objective 1.2: Celebrate healthy chapters

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| Activity 1.2.1: | Recognize publicly the chapters that have increased membership. Commend those who are reaching more Generation X and Millennial educators. (<i>membership committee, editor, and webmaster</i>) | Revised |
| Activity 1.2.2: | Contact former chapter members at least once each biennium to encourage them to consider reinstatement. Some might be ready to come back. (<i>chapter officers, chapter membership committee</i>) | Revised |
| Activity 1.2.3: | Host “bring a new friend” meetings. Invite multigenerational, multicultural, virtual, charter, private, magnet, and educators of all kinds. Seek members who will lead and enliven your chapter’s vitality. (<i>chapter membership, committee and individual members</i>) | Revised |
| Activity 1.2.4: | Encourage chapters to form virtual or hybrid chapters to increase membership across rural and urban areas. (<i>membership committee, chapter presidents, and state president</i>) | Revised |
| Activity 1.2.5: | List member benefits on-line. Make them as clear and enticing as possible on our website so that prospective members can’t help but be impressed. (State President, Webmaster) | To be Implemented |

Activity 1.2.7: Get a copy of the *Limelighter* into every Teacher's Lounge that chapters frequent to promote our Society and the highlights of membership. (Members print and distribute locally)

To be
Implemented

Objective 1.3: Develop new chapters

Activity 1.3.1: Develop a letter of introduction

Activity 1.3.2: Create a banner, highlight in *Limelighter*

Activity 1.3.3 Flood new chapters with welcoming letters

Activity 1.3.4 Set up colorful and creative tables in educational settings including some of these ideas: a banner, brochures (chapter and International), Sign in sheet -name, address, email, phone, where they teach or work, chocolates, pencils, little note pads, water bottles (personalized them with a DKG wrapper), a looping PowerPoint presentation on activities of DKG, Oklahoma State Organization, and your local chapter.



(Photo provided by Oklahoma State Organization President, Lori Richardson Morpew)

2. Leadership

Objective 2.1: Provide leadership training opportunities for members.

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| Activity 2.1.1: Encourage participation in Oklahoma State Leadership seminars biennially to develop leadership skills Knowledge of Oklahoma State, and to prepare personnel for their state duties. (<i>Chapter Education Excellence Committees, State Leadership Seminar Committee and Individual members</i>) | Continued |
| Activity 2.1.2: Provide virtual and on-site leadership training for chapter presidents and other chapter personnel for their chapter duties. (<i>Leadership Development for chapter officers and committee chairs</i>) | Revised |
| Activity 2.1.3: Provide leadership development to members at Oklahoma State Convention by inviting an International guest, motivational speaker, or leader to present at a special session. (<i>Educational Excellence Committee, State Executive Committee and Leadership Seminar Committee.</i>) | Continued |
| Activity 2.1.4: Create a list of available educational leadership consultants from Oklahoma State members who are willing to speak, offer educational and leadership expertise, and a knowledge base of: | |

The 4 C's of 21st Century Skills

- **Critical thinking:** Finding solutions to problems.
- **Creativity:** Thinking outside the box.
- **Collaboration:** Working with others.
- **Communication:** Reading, writing, listening, and speaking to others.

<https://www.controlaltachieve.com/2016/02/4cs-of-education.html>

These consultants will lead chapter, state, and local presentations and be compensated by those who choose to use their services (chapter or state). They will be listed on the website, highlighted through videos, and updated with articles in the *Limelighter*. (*State Vice-President, Webmaster, Editor*)

To Be
Implemented

3. Finance

Objective 3.1.1: Increase non-dues revenues

- Activity 3.1.1: Examine any request for changes in funding (Finance Committee, Treasurer) Continued
- Activity 3.1.2: Increase chapter participation in the annual Blind Silent Auction or fundraising event by placing it online two weeks before Oklahoma State Convention. (*Webmaster, Special Events Committee*)
- Activity 3.1.3: Explore online fundraiser ideas that will increase revenue and membership. (Finance Committee, Treasurer) Revised To Be Implemented

4. Marketing

Objective 4.1 Improve members' marketing skills of their local chapters

Activity 4.1.1: Encourage the use of the **SMART** Objective framework for our state and local chapter objectives, activities, and goals:

Specific: Choose an objective with one key result.

Measurable: Ensure you have the tools available to measure your progress along the way.

Achievable (but Ambitious): Given your current reality (time, money, expertise, help, etc.), choose something you know you can set out to do but will also push you to learn more.

Relevant: Good objectives increase the success of the organization and may increase membership while accomplishing Oklahoma State Organization's overall objectives.

Time-based: Create a realistic deadline you want to achieve this by.

<https://www.mindtools.com/pages/article/smart-goals.htm>

(*State and local officers, Strategic Planning Committee*)

To Be Implemented

Objective 4.2 Disseminate information about the society to external markets

- Activity 4.2.1: Encourage chapters to pursue outside grants to fund chapter projects/activities for which chapter funds are not available. (communication committee) Continued

Activity 4.2.2: Encourage members to indicate their affiliation with the society when they are recognized, published, celebrated, or serving others in person or online. (Communication Committee, President, individual members)	Revised
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5. Internal Communications

Objective 5.1 Facilitate communication within chapters and with chapters and Oklahoma State Organization.

Activity 5.1.1: Network chapter newsletter publishers to share their newsletters with other chapters monthly or quarterly. (Communications Committee, Chapter and state editors, Chapter and state webmasters)	Revised
Activity 5.1.2: Support publishers and reward excellence for newsletters following guidelines for dates and submission requirements. (Communications Committee, State Editor)	Revised
Activity 5.1.3: Challenge all chapters in Oklahoma to have a website by the end of 2022-23 Biennium. (Chapter officers and techies)	To be Implemented
Activity 5.1.4: Have a designated State Webmaster in place by the beginning of the 2022-23 Biennium (State Officers)	Completed

Review and Updates of Strategic Action Plan

Objective 6.1 Provide for the review and update of the Strategic Action Plan (SAP) by the Oklahoma State Organization Executive Board

Activity 6.1.1: Provide a digital copy of the SAP to each board member to review and determine additions and corrections. (Strategic Planning Committee)	Revised
Activity 6.1.2: Determine status of the SAP through Administrative Board Meetings. (State President)	Revise
Activity 6.1.3: Post the Administrative Board Revised SAP to the Oklahoma State Organization website. (State Webmaster)	Revised
Activity 6.1.4: Send an e-mail to chapter presidents to view SAP on website, invite suggestions, share reactions on our Facebook page. (State President and Facebook Manager)	To be Implemented
Activity 6.4.5: The plan will be discussed at State Convention to plan for our next biennium.	To be Implemented