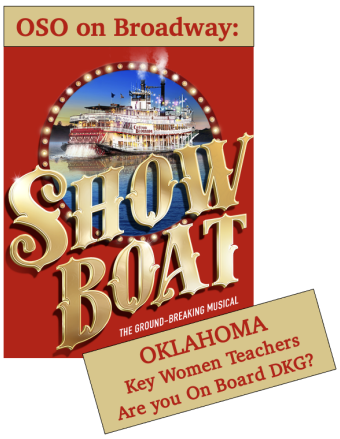
Oklahoma State Organization Response to Avenue M

Showboat, Recruit, Involve, and Retain Members

2023-2024 Theme	2024-2025 Theme
OSO on Broadway: Everything's Coming Up Roses	**OSO on Broadway: Showboat**
	

Rational: While OSO on Broadway: Everything's Coming Up Roses was a reinvigorating year, the second part of our biennial theme will be **OSO on Broadway: Showboat.**

"Showboat," the Broadway hit, was a change agent. It paved the way for many successes on Broadway. It was a successful show highlighting the showboats or floating theaters that traveled along the waterways of the United States, especially along the Mississippi and Ohio rivers. The earliest of these entertainment boats were family-owned ventures into regions where theaters had not gone. This is a metaphor for, "Where has your DKG chapter not gone?" How will you promote and communicate the attributes of your chapter so that key women teachers will want to be a part of something great? How do you "showboat," your chapter? The term showboating means, "*to behave or perform in a way that is meant to attract the attention of a lot of people.*" YOU are everything we need, but is your chapter well known in your community? Is DKG well known in Oklahoma? Let's showboat our great society/chapters as new faces at International Headquarters plan to help us be center stage!

Our Delta Kappa Gamma Oklahoma State Organization Response to Avenue M will intentionally showboat our members and our twenty-five chapters because we want to recruit and retain members in Delta Kappa Gamma Society International.

Data Collection and Results: Using the recommendations from the Avenue M Report from Delta Kappa Gamma International, Roundtable discussion results provided by Dr. Teresa Cowan from our 2024 Oklahoma State Organization (OSO) Conference in June, the online DKG Member Engagement Survey, surveys from our 2024 OSO Conference, and Iowa's response to Avenue M, "Examples of Iowa Avenue M Projects," presented at our 2024 DKG International Convention in National Harbor, MD in July 2024, the Oklahoma State Organization Response to Avenue M has been completed. Three initiatives will be implemented 2024-2025:

1. **ONBOARDING NEW CHAPTER MEMBERS AND/OR POTENTIAL LEADERS**
2. **INTERACTIVE ONLINE HOT TOPICS**
3. **P^2: PERSONAL AND PROFESSIONAL GROUPS**

OSO Avenue M Response Participants: Dr. Jo Ann Pierce, President, Lori Richardson Morphew, 1st Vice President, Shelly Hudson, 2nd Vice President, Kay Morris, Secretary, Diane Laase, Treasurer, Beth Schieber, Editor, Belinda Clift, webmaster and newly elected International DKG Southwest Director, Patti Robison, Leadership Development Chair, and Natalie Papageorge, Financial Development Chair.

Finalization of our Response to Avenue M was concluded during a hybrid summer planning meeting on July 25, 2024, in the home of Dr. Jo Ann Pierce. Participants in the response plan focused on providing guidance, suggestions, new perspectives, and strategies to refresh and revitalize current membership practices of OSO chapters.

RESPONSE PLAN

DKG settles for nothing less than educational excellence in professional growth and lively engagement in personal development. The challenge educators face is how to balance the workday and home life. An educator's product is herself - what she does well and how she is continually developing to make an impact. A DKG educator loves what she does, builds strong relationships, manages her resources well, maintains a healthy lifestyle, and participates in civic, state, national, and global engagement. DKG is the professional organization that enables women educators to be set apart in their profession.

How do we increase and retain membership in the Oklahoma State Organization and its 25 chapters? These 3 initiatives will begin Aug. 1, 2024.

1. ONBOARDING NEW CHAPTER MEMBERS AND/OR NEW POTENTIAL LEADERS

To set the model for engaging new members with the society and chapter, the Response Plan Participants will choose a mentee in our state organization to mentor

who has shown interest, potential, or who has exhibited excellent personal and professional leadership skills in chapter and state responsibilities. This will be a 12-month partnership beginning August 1, 2024, and ending August 1, 2025, pending acceptance of mentees. Onboarding Potential leaders can be done in person or online using FACETIME, ZOOM, etc.

Mentor	Mentee
Dr. Jo Ann Pierce, President	Natalie Papageorge, DKG Rosebud Boutique
Lori Richardson Morphew, 1st VP	Jen Evans, Alpha President
Shelly Hudson, 2nd VP	Lesa Hefner, XI Treasurer
Kay Morris, Secretary	Marilyn Young, Past President Alpha Iota
Diane Laase, Treasurer	Dacia Hudelson, Delta President
Beth Schieber, Editor	Debbie Yarbrough, US Forum Chair
Belinda Clift, Webmaster	Tierra Martin, XI Chapter President
Patty Robison, Leadership Dev. Chair	Opal Upshaw, Essay Co-chair

Purpose of Onboarding for OSO Chapters: To engage new members (mentee) and seasoned members (mentor) in **BELONGING** to our society. To increase retention and involvement of new members.

Method: Assign each new member or prospective member (mentee) a mentor to partner with for 12 months in your chapter.

Duties of a Mentor: Contact the mentee once or more each month.

- Always provide a ride or make a personal call to meet for each meeting, so the new person has someone to sit with at a meeting. If she cannot come, report back to her any interesting tidbits about the meeting.
- Collect specific data from your new members to share with chapter members. On the chapter website or newsletter, start a “Meet our New Member” column. Your chapter might develop a specific form to use to collect data. Enlist your editor to assist with this.
- Share some information with your mentee about the society each month, even months you do not have a meeting. You could call, text, email, snail mail, or communicate as you wish, but don’t neglect your mentee. It could just be a

greeting and a suggestion to look up at dkg.org or okdkg.org. Frame it in a way that your mentee is intrigued enough to look it up. (You are a mentor to help your mentee learn about DKG and love it!)

- Explain our chapter projects and invite your mentee to give suggestions for new projects that their generation would be attracted to. Be aware of what Millennial and Generation Z like. Don't force your preferences on them. Learn what your mentees' needs and expectations are. (See Chart A)
- At every meeting, introduce your mentee to others and help start new conversations of mutual interest.
- Go out for coffee (or favorite drink) or deliver a coffee (favorite) drink to their classrooms.
- Encourage your mentee to invite another educator to a meeting.
- Share information about some of the older members and their educational excellence.
- Ask your mentee to do something at a chapter meeting–assist you, give a program or report, conduct an activity, plan an icebreaker, or set up a ZOOM!

	Traditionalists	Boomers	Gen X	Millennials (Y)	Gen Z
Born	1925-1945	1946-1964	1965-1980	1981-1995	1996-2009
Age today	77+	58-76	42-57	27-41	13-26
Parenting and Childhood	Strong nuclear families, parenting was associated with discipline.	Most Moms are home. Do it because I said so. Larger classrooms; more competition. Freedom, optimism	Divorce rates increase-single parent homes. Latchkey kids. Self-sufficient, first milk carton kids	Parents more involved-helicopter parents-safety. Amber alert. Participation Trophies. Video games and systems.	Parenting style encouraged realistic expectations. Constantly exposed to media. Almost everything has a digital equivalent.
Leadership	Command and control style influenced by strong military associations	Accept poor management and positional leadership. Competitive and value face time.	Prefer leadership styles that are comparatively more autocratic, directive, task-oriented, and transactional	Prefer leadership styles that are democratic, participative, relationship-oriented, and transformational.	View the internet as the authority. Prefer coaching style leadership. Expect positive feedback. Enjoy being on location.
Early Communication	Letter/memo. Rotary phones-phone calls are important, prefer one on one	Telephone/email Used touch tone phones-call anytime. Just fax it to me. Enjoy face-to-face.	Email/Text Used cell phone early. Caller ID/Voice Recorders. Call me only at work. (work/life balance)	Text/social media/Smart Phones (iPhone)/apps. More comfortable with digital communication.	Smartphones/ Apps/Snapchat/ Video/use images and symbols. Prefer face-to-face.
Work Expectations	Good Supportive Manager, Job Satisfaction, Rapport with Colleagues, Caring environment, Job Fulfillment	Job satisfaction, Results-Oriented, Supportive Team, Good Rapport with Colleagues, Self-actualization	Job Satisfaction, Work/Life Balance, Flexibility, Independence, Feedback, and Appreciation, Supportive Manager	Technology, Diversity, Growth Opportunities, Career Development, Connection to Purpose, Active Involvement	Technology, Diversity, Flexible Hours, Independence, Social Responsibility, Authenticity, Acceptance
Meeting Preferences	Enjoy Face to Face, Appreciate Traditions, Like Order	Happy with face-to-face meetings, Love seeing people, shaking hands, Collaboration	Practical, Organized meetings, Value Productivity, Opportunities for Career Growth	Spontaneous, Enjoy Group Discussions, Interactive Activities, On-the-go meals	Optics (social media options) are important, don't care for paper, Shorter Attention Span

Chart A. Expectations of Each Generation This chart is provided to help make your meetings more invitational to new generations of educators. **(Found at www.ShawnJohnsonSpeaks.com)**

Tips:

- A prospective member may attend several meetings before she decides to join.
- Invite one or more prospective members to meetings that would spark their interest before asking them to join. Perhaps there would be a special program or speaker on an educational topic and a meeting with little or no business.
- Use the recruitment process listed under membership and onboard several members at a time such as those with similar academic interests, those who work at the same schools or grade levels, or those who live in the same town, etc. This provides a ready-made group who has specific connections.
- Mentors are encouraged to work with your 2nd VP who is the membership chair.
- Make your mentor/mentee relationship top priority, be enjoyable and informative (Get involved in your mentee's classroom some special way) Writing letters that the mentee can read to the class is always fun.

Showboating:

1. Belinda Clift, newly elected Southwest Regional Director, will honor Leading Ladies of the Southwest at regional breakfasts at International Conferences/Conventions 2024-2026. In addition, the Oklahoma State Organization will request each of our 25 chapters to choose their star member to be honored as one of the 25 Leading Ladies of Oklahoma. Beth Schieber, OSO Editor and Belinda Clift will coordinate details including possible bracelet charms or pins for each chapter winner. The Leading Ladies of Oklahoma are to be presented at OSO Convention/Conference as an ongoing incentive for retention of members creating educational excellence. (More details to follow).
2. Dr. Jo Ann Pierce will honor 10-Year increment pins and certificates for all 10, 20, 30, 40, 50, and 60-year members at our 2025 Convention. The 10-year increment honor is to be presented to all chapter members moving forward at each upcoming Conference/Convention. Watch for 2024-2025 10-year members to be listed in a future *LImelighter.*
3. The Tebow-Herrington Leadership Seminar will be held April 25-27 in Duncan, OK. All chapters are encouraged to send one or more members to this exceptional learning experience. Find applications online at www. okdkg.org

2. INTERACTIVE ONLINE HOT TOPICS

The International Avenue M Report indicated that many members, especially retired members, want to keep abreast of educational and legislative issues. Belinda Clift, Webmaster will post one or more multiple choice questions to the Oklahoma DKG Facebook page monthly. Join and watch for it at:
https://www.facebook.com/groups/362836221058604 Members only
https://www.facebook.com/dkgokso

Month	Send a hot topic question if you have one…. Belinda might post yours or one suggested by Debbie Yarbrough, US Forum
August	Legislative question
September	Legislative question
October	DKG question
November	Legislative question
December	Legislative question
January	DKG question
February	Legislative question
March	Legislative question
April	DKG question
May	Legislative question
June	Legislative question
July	DKG Question

Chart B. Monthly Hot Topics

The question will appear the first week of the month. Three days later you will receive the percentage of each multiple-choice response, along with a correct answer and a few sentences of information.

Example Question:

What is Oklahoma's current rank in the fifty states for public school teacher starting salaries in 2024?

A. 50th
B. 47th
C. 49th
D. 45th

Answer: B. Oklahoma is 47th. The average starting teacher salary is $38,192.00. (nea.org)

Note: Chapters are encouraged to use the FACEBOOK Hot Topic questions in your own chapter–or create your own!

3. P^2 –PERSONAL AND PROFESSIONAL GROUPS

OSO Avenue M Response Participants, Lori Morphew, 1st VP and Shelly Hudson, 2nd VP will send out an online survey to all chapter officers in August 2024 to find out what personal and professional groups might be implemented virtually via ZOOM.

To get the group process activated at the state level, OSO Secretary, **Kay Morris,** will lead a book study on the National Bestseller, *The Teachers*, by Alexandra Robbins

> Buy your copy at Amazon or another provider, start reading now, and join our first Oklahoma State Organization book study beginning in September via ZOOM.

A riveting, must-read, year-in-the-life account of three teachers, combined with reporting that reveals what's *really* going on behind school doors, by *New York Times* bestselling author and education expert Alexandra Robbins.

> Alexandra Robbins goes behind the scenes to tell the true, sometimes shocking, always inspirational stories of three teachers as they navigate a year in the classroom. She follows Penny, a southern middle school math teacher who grappled with a toxic staff clique at the big school in a small town; Miguel, a special ed teacher in the western United States who fought for his students both as an educator and as an activist; and Rebecca, an East Coast elementary school teacher who struggled to schedule and define a life outside of school. Robbins also interviewed hundreds of other teachers nationwide who share their secrets, dramas, and joys.
>
> Interspersed among the teachers' stories—a seeming scandal, a fourth-grade whodunit, and teacher confessions—are hard-hitting essays featuring cutting-edge reporting on the biggest issues facing teachers today, such as school violence; outrageous parent behavior; inadequate support, staffing, and resources coupled with unrealistic mounting demands; the "myth" of teacher burnout; the COVID-19 pandemic; and ways all of us can help the professionals who are central both to the lives of our children and the heart of our communities. (found at amazon.com)

Kay's email is specialkaynow@yahoo.com
Please send her an email if you want to join **THE TEACHERS: Personal and Professional Group** by August 31, 2024. Kay will send a ZOOM address and details for the first ZOOM meeting.

The survey results will determine the next P^2– Personal and Professional groups. The survey will be available online and shared at Fall Board on Sept. 28, 2024.

In conclusion our Oklahoma State Response to Avenue M is ongoing and other questions and concerns will be addressed as they arise. Thank you to all chapters for showboating your members, chapters, and Oklahoma State Organization. **We are so glad you are on board!**