

**SIGMA STATE WISCONSIN STRATEGIC ACTION PLAN**  
***The Delta Kappa Gamma Society International***  
**2017-2021**

**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 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.

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**2017- 2021 WISCONSIN STATE ORGANIZATION STRATEGIC ACTION PLAN ~ FOCUS AREAS**

Membership  
Leadership Development  
Educational Excellence Committee  
Sigma State Wisconsin Standing Committees  
Communication between Sigma State Wisconsin and Sigma State Foundation, Inc.

**2017- 2021 WISCONSIN STATE ORGANIZATION STRATEGIC ACTION PLAN ~ FOCUS AREA**

**SMART GOALS**

1. Before June 30, 2019, members of the Sigma State Wisconsin Membership, Leadership Development, and Educational Excellence committees will communicate directly with every chapter in Sigma State Wisconsin to provide resources for chapter programming and to address questions or concerns related to their focus area.
2. Before June 30, 2019, all appointed Sigma State Wisconsin standing committees will include a chair and a committee member being mentored to become the next chair. Committee membership will reflect the geographic and demographic diversity of Sigma State Wisconsin.
3. Before June 30, 2019, Sigma State Wisconsin and the Sigma State Foundation Board Program Committee will increase intentional, ongoing communication with an emphasis on leadership development and mentoring.

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**GOAL #1A: MEMBERSHIP**

**President Lambert: Implement plan to increase and retain members during the 2015-2017 biennium.**

**President Bakkum: Instruct local chapters in the step-by-step use of the DKG Membership Retention Plan.**

[http://www.dkg.org/DKGMember/Committees/Society\\_Mission\\_Purposes/Educational\\_Excellence.aspx](http://www.dkg.org/DKGMember/Committees/Society_Mission_Purposes/Educational_Excellence.aspx)

**Committee Description:** The committee shall evaluate the recommendations of persons proposed for state honorary membership and submit names of qualified candidates for vote by the Executive Board. The committee shall be responsible for membership and necrology records. The Membership Chair shall be responsible for the memorial service at the state convention. (Source: By-Laws and Standing Rules Sigma State Wisconsin, Amended April 2017)

SMART GOAL	ACTION STEPS	RESPONSIBLE PERSON/COMMITTEE	EVALUATION
<b><i>Before June 30, 2019, members of the Sigma State Wisconsin Membership Committee will communicate directly with every chapter in Sigma State Wisconsin to provide resources for chapter programming and to address questions or concerns related to their focus area.</i></b>	Members of the Sigma State Wisconsin Membership Committee will instruct local chapters in the step-by-step use of the DKG Membership Retention Plan.	Membership committee	Spring 2018
<b><i>Enhance and retain Sigma State membership</i></b>	1. Devise and actuate a Sigma State WI membership recruitment and retention plan.  2. Implement workshop, modeling DKG membership recruitment plan.  3. Contact all 25 appropriate chapter representatives, explaining the DKG (Sigma State WI) membership recruitment and	1. Membership committee  2. Membership chair  3. Membership committee	1. Spring 2018  2. Fall 2017 <b>COMPLETE</b> <b>9.23.17</b>  3. Spring 2019

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	retention plan.  4. Follow-up contact with these same chapter representatives, determining success of implementation of the DKG (Sigma State WI) membership recruitment and retention plan.	4. Membership committee	4. Spring 2019
<b><i>Develop membership committee leadership</i></b>	1. Recruit additional committee members to represent all of the six geographical areas of Sigma State. Reps from each area would allow for area onsite training.  2. Mentor prospective membership chair.	1. Membership committee  2. Membership chair	1. Spring 2019  2. Spring 2019
<b><i>Reduce paper output</i></b>	1. Digitize necrology memorial readings.	1. Membership chair	1. Spring 2019

Smart Goals are ***Specific, Measureable, Achievable, Relevant, and Time based.***

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**GOAL # 1B: LEADERSHIP DEVELOPMENT**

***President Lambert: Provide leadership development opportunities for members annually.***

***President Bakkum: Develop two specific leadership development activities related to the Seven Purposes of Delta Kappa Gamma.***

**Committee Description:** The committee shall work with the State President in planning leadership workshops for the general membership and/or training sessions for chapter officers and committee chairs. *(Source: By-Laws and Standing Rules Sigma State Wisconsin, Amended April 2017)*

SMART GOAL	ACTION STEPS	RESPONSIBLE PERSON/COMMITTEE	EVALUATION
<b><i>Before June 30, 2019, members of the Sigma State Wisconsin Leadership Development Committee will communicate directly with every chapter in Sigma State Wisconsin to provide resources for chapter programming and to address questions or concerns related to their focus area.</i></b>	Members of the Sigma State Wisconsin Leadership Development Committee will develop two specific leadership development activities related to the Seven Purposes of Delta Kappa Gamma.		

Smart Goals are **S**pecific, **M**easureable, **A**chievable, **R**elevant, and **T**ime based.)

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**GOAL # 1C: EDUCATIONAL EXCELLENCE COMMITTEE**

**President Lambert: Establish a Wisconsin State Organization Educational Excellence Committee (EEC)**

**President Bakkum: Introduce local chapters to the three focus areas outlined by the DKG International Educational Excellence**

**Committee.** ([http://www.dkg.org/DKGMember/Committees/Society\\_Mission\\_Purposes/Educational\\_Excellence.aspx](http://www.dkg.org/DKGMember/Committees/Society_Mission_Purposes/Educational_Excellence.aspx))

**Committee Description:** The Educational Excellence committee will promote empowering women, advancing excellence in education, and increasing global awareness in its activities to support program, professional development, research, legislation/U.S. Forum, and music/fine arts as represented within Sigma State. (Source: By-Laws and Standing Rules Sigma State Wisconsin, Amended April 2017)

SMART GOAL	ACTION STEPS	RESPONSIBLE PERSON/COMMITTEE	EVALUATION
<b><i>Before June 30, 2019, members of the Sigma State Wisconsin Educational Excellence Committee will communicate directly with every chapter in Sigma State Wisconsin to provide resources for chapter programming and to address questions or concerns related to their focus area.</i></b>	1. Members of the Sigma State Wisconsin Educational Excellence Committee will introduce local chapters to the three focus areas outlined by the DKG International Educational Excellence Committee. <ul style="list-style-type: none"> <li>• Empowering women through leadership opportunities</li> <li>• Engaging chapters in purposeful programs and projects</li> <li>• Creating global awareness with DKG/UN and Schools in Africa.</li> </ul>	1. Educational Excellence Committee	1.
	2. Investigate focus on STEM/STEAM initiatives in Sigma State Wisconsin	2. Educational Excellence Committee	2.
	3. Present an EEC training evening at Sigma State Wisconsin Fall Workshop including transitioning to EEC, Stem/Steam Initiative, and DKG website use.	3. Educational Excellence Committee	3. <b>09.22.17 COMPLETE</b>
	4. Create on Sigma State Wisconsin website a procedure to get to International EEC site.	4. Educational Excellence Committee	3.

\*STEM refers to Science, Technology, Engineering and Math. \*STEAM refers to Science, Technology, Engineering, Arts and Math  
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**GOAL # 2: SIGMA STATE WISCONSIN STANDING COMMITTEES**

**President Bakkum: Increase participation in all Sigma State Wisconsin Standing Committees.**

**Committee Description:** Responsibilities of each Standing Committee are outlined in Article IX of the *By-Laws and Standing Rules of Sigma State Wisconsin, Amended April 2017*)

SMART GOAL	ACTION STEPS	RESPONSIBLE PERSON/COMMITTEE	EVALUATION
<p><b>Before June 30, 2019, all appointed Sigma State Wisconsin Standing Committees will include a chair and a committee member being mentored to become the next chair. Committee membership will reflect the geographic and demographic diversity of Sigma State Wisconsin.</b></p>	1. Before September 01, 2017, contact all SSW committee chairs to determine ideal committee size and present needs.	1. Leslie Bakkum	1. 09.01.17 <b>COMPLETE</b> <b>08.12.17</b>
	2. Before September 01, 2017, distribute the focus area SMART GOAL and rationale for increased participation on SSW committees to the SSW Executive Board.	2. Leslie Bakkum	2. 09.01.17 <b>COMPLETE</b> <b>08.12.17</b>
	3. Before September 10, 2017, write and distribute a brief recruitment script that SSW committee chairs may use during afternoon breakout sessions at the 2017 Fall Workshop.	3. Leslie Bakkum	3. 09.10.17 <b>UNFINISHED</b>
	4. Before September 22, 2017, create a recruitment display listing specific areas of need.	4. Leslie Bakkum	4. 09.22.17 <b>COMPLETE</b> <b>09.18.17</b>
	5. Before November 01, 2017 contact all local chapter presidents <b>personally</b> to seek recommendations for state committee members/chairs from their chapter.	5. Leslie Bakkum	5. 11.01.17 <b>UNFINISHED/ONGOING</b> <i>*Chapter visits, email, phone calls with 10 chapters plus Fall Meeting &amp; Creative Arts</i>

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	6. Before January 31, 2018, contact potential SSW committee members recommended by local presidents or committee chairs.	6. Leslie Bakkum	6. 01.31.18 <b>ONGOING</b> <i>*email, phone calls, personal contact</i>
	7. Between February 01, 2018 and March 01, 2018, continue personal recruitment efforts to address the specific needs of individual committees.	7. Leslie Bakkum	7. 03.01.18
	8. Before March 15, 2018, submit an annual report to the SAP committee (for publication at the 2018 Convention) summarizing progress made on the goal.	8. Leslie Bakkum	8. 03.15.18

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**GOAL #3: INCREASE INTENTIONAL COMMUNICATION BETWEEN SIGMA STATE WISCONSIN AND SIGMA STATE FOUNDATION, INC.**

***President Bakkum: Increase intentional communication between Sigma State Wisconsin and the Sigma State Foundation Program Committee with an emphasis on leadership development and mentoring.***

See “Memo of Understanding” executed as of this 7<sup>th</sup> day of September, 2002, by and between Sigma State, Wisconsin, Delta Kappa Gamma Society International, hereinafter referred to as “Sigma State” and Sigma State Foundation, Inc. hereinafter referred to as the “Foundation.”

SMART GOAL	ACTION STEPS	RESPONSIBLE PERSON/COMMITTEE	EVALUATION
<b><i>Before June 30, 2019, Sigma State Wisconsin and the Sigma State Foundation Board Program Committee will increase intentional, ongoing communication with an emphasis on leadership development and mentoring.</i></b>	1. Before October 31, 2017, members of the Foundation Program committee will meet with the Sigma State Wisconsin Action Grant, Nettessheim, and Leadership Development committee chairs via GTM to establish shared communication guidelines and to share information.	1. Joanne Hagen/Beverly Hess	1. 10.31.17 <b>COMPLETE</b> <b>10.12.17 &amp;</b> <b>10.16.17</b>
	2. Before January 15, 2018, the Foundation Program committee will meet via GTM to review progress made on our smart goal: 1. What did we say we would do? 2. Did we do it? 3. What did we find out? 4. Where do we go from here?	2. Joanne Hagen/Beverly Hess	2. January 2018 ~ Committee report to the Foundation Board summarizing information we received.

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