

DKG Strategic Plan

2015-2025

Overview

Ongoing and continuous planning, shaping, and evolving are paramount for the future growth and livelihood of the Society. The DKG Strategic Plan articulates the board's vision for the future of the Society and acknowledges and addresses the challenges and opportunities we face. The Plan includes goals designed to strengthen the Society by improving the DKG experience for members of all ages and by ensuring the Society's future.

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

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.

Structure of the DKG Strategic Plan

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

- **Goals** (broad focus areas addressing current challenges/issues)
- **Initiatives** (possibilities)
- **Objectives** (measurable results not currently existing)
- **Actions** (specific decision or activities designed to support an objective)

Goals of the DKG Strategic Plan

The plan's four broad goals are:

- Support Members
- Provide Global Opportunities
- Develop Leaders
- Build Resources

In many cases, updates to the Constitution are warranted to implement these goals. The Administrative Board is responsible for promoting these updates, including conversations with the membership leading up to convention voting. Through advancing these goals, the DKG Society International will become more visionary, stable, focused, and prosperous.

Plan Implementation and Monitoring

Accountability for reaching the goals rests with the administrative board, international committees, and personnel at the international level of the Society. State organizations and chapters are encouraged to develop their own strategic plans, attending to both local context and their role within the Society.

The DKG Strategic Plan provides for continuous review and updates. The International Administrative Board Strategic Plan Committee will review the Plan prior to each meeting of the International Administrative Board and report on its findings at each Board meeting. The Administrative Board will note progress and review new opportunities and challenges that may impact results. Internal summaries, completed on an annual basis, will note accomplishments related to the initiatives, and objectives behind each goal. The latest review and revision date will be noted on the updated Plan and posted on the Society website.

The International Administrative Board Strategic Plan Committee will conduct an audit of the Plan during the 5th year (2020) of its implementation. That report will be shared with the Administrative Board and at international convention. During the 8th year of the Plan, the committee will begin revisions that will transition into a new Plan set to be introduced in 2025.

The Strategic Intent: Goals, Initiatives, Objectives, Actions

Goals are in red; Initiatives, in blue; Objectives, in green

GOAL 1. Support Members

The DKG Society International focuses on issues that impact the personal and professional development of women in education. DKG supports women educators throughout their careers and beyond by providing opportunities to hone leadership skills, financial assistance with scholarships and grants, information on educational techniques, juried articles submitted by members on current educational issues, and

networking with member educators from 17 member countries on the DKG social network and more.

The DKG Society International is dedicated to giving support to every member in her quest for personal and professional growth. This goal addresses the challenges of providing opportunities and benefits to members in a fast-paced and changing world.

1.A. Create new membership opportunities

- 1.A.1. Research association membership trends
- 1.A.2. Develop leadership connections
- 1.A.3. Establish additional types of membership classifications
- 1.A.4. Establish additional types of affiliates (*Constitution: XIV.A.1*)

1.B. Enhance existing membership opportunities

- 1.B.1. Expand offerings at international events
- 1.B.2. Promote the mentoring of new educators through the Supporting Early-career Educator's Project (SEE)
- 1.B.3. Provide mentoring of new members
- 1.B.4. Establish efficient methods and timelines for dissemination of resources

1.C. Increase membership awareness

- 1.C.1. Define role of members
- 1.C.2. Communicate the value of membership
- 1.C.3. Attend to the sustainability of the Society
- 1.C.4. Define the organization
- 1.C.5. Promote the use of Society resources available to members

GOAL 2: Provide Global Opportunities

A distinguishing characteristic that sets the DKG Society International apart from other similar organizations is its international membership and emphasis on programs and projects. Members want global experiences where they can share and learn about educational practices, research, and opportunities beyond their locales. They also seek personal connections that promote diversity and inter-cultural awareness. This goal addresses the challenges of providing opportunities where these experiences and connections contribute on a global scale.

2.A. Create new global opportunities

- 2.A.1. Develop programs that focus on the 17 countries represented in the Society
- 2.A.2. Establish cultural exchange programs
- 2.A.3. Provide secure social media space for members to discuss global

issues

2.A.4. Explore further expansion of the Society into other countries

2.B. Enhance existing global opportunities

2.B.1. Increase support of the Schools for Africa (SFA) Project at all levels

2.B.2. Expand awareness of the International Speaker's Fund

2.B.3. Educate members about the World Fellowship Fund

2.B.4. Promote UN activities

2.B.5. Generate interest in all Forum and Area meetings

2.B.6. Find meaningful ways to support global connectedness among state organizations and chapters in member countries

2.C. Increase diversity and inter-cultural awareness

2.C.1. Promote diversity in membership

2.C.2. Provide opportunities for interaction and engagement between and among diverse member populations

2.C.3. Expand offerings in native languages at events and in publications

GOAL 3. Develop Leaders

The DKG Society International vision statement, "Leading Women Educators Impacting Education Worldwide," means the Society develops leadership in all members within the Society and within educational settings. DKG will take advantage of social media to provide educational leadership opportunities consistently. Leadership development will be ongoing at every level of the Society.

3.A. Create leadership opportunities for all members

3.A.1. Provide leadership training through a variety of media

3.A.2. Share and compare leadership styles represented in member countries

3.A.3. Train leaders to advocate for educational law and policy

3.B. Establish leadership training for all members

3.B.1. Design a Center for Leadership

3.B.2. Create diverse ways to conduct leadership training

3.B.3. Offer mentoring opportunities

3.C. Enhance leadership excellence among members

3.C.1. Recognize women leaders in different fields of education

3.C.2. Empower members to take leadership roles

3.C.3. Provide networking opportunities for leaders and emerging leaders

GOAL 4: Build Resources

Creating, maintaining, and expanding resources, both financial and human, have integral places in long-range planning for the Society. The Society will look beyond current revenue sources and pursue ongoing solvency. Throughout the process, attention will also be given to strengthening the Society on both fiscal and human levels.

4.A. Address barriers

- 4.A.1. Identify and address barriers within the Society's culture
- 4.A.2. Identify and minimize barriers within the Society's structure

4.B. Create new resources

- 4.B.1. Develop resources that support the financial needs of the Society
- 4.B.2. Investigate current marketing strategies, within and outside the Society

4.C. Enhance existing resources

- 4.C.1. Promote current financial resources
- 4.C.2. Update current resources for members