



AREA OF FOCUS

1. Membership: *evidence of success is an increase in overall chapter membership*

Objective 1.1 Encourage growth of chapter membership		Committee/Person Responsible	Results
<u>Activity 1.1.1</u>	Contact former members at least once each biennium to consider membership reinstatement.	Membership Committee	<i>Ongoing</i>
<u>Activity 1.1.2</u>	Promote diversity (age, years in education, degrees, etc.) in membership by conducting a Chapter Profile Survey (see Appendix A.1) and the Member Profile Survey (see Appendix A.2) from the Go To Guide .	Membership Committee	<i>Ongoing</i>
Objective 1.2 Increase retention of members each biennium		Committee/Person Responsible	Results
<u>Activity 1.2.1</u>	Utilize Chapter Profile Survey (Appendix A.1) to collect chapter strategies and programming/activity ideas that increase membership through interest-based programming and presentations.	Membership Committee; 1 st Vice-President; 2 nd Vice-President	<i>Ongoing</i>
Objective 1.3 Nurture and encourage membership		Committee/Person Responsible	Results
<u>Activity 1.3.1</u>	Provide all new and reinstated members with a mentor for a two-year period, who may or may not be the new member's sponsor.	Chapter President, 2 nd Vice President	<i>Ongoing</i>
<u>Activity 1.3.2</u>	Mentors will support and encourage the attendance and participation of the new member(s) whom they have sponsored.	Designated or assigned mentors	<i>Ongoing</i>
Objective 1.4 Membership data updated in a timely manner		Committee/Person Responsible	Results
<u>Activity 1.4.1</u>	Database of member information updated as changes occur and shared with membership as deemed appropriate.	Executive Board; Membership Committee	<i>Ongoing</i>
<u>Activity 1.4.2</u>	Member information ("biographies") shall be updated on a biennial bases using the Member Profile Survey (see Appendix A.2).	Executive Board; Membership Committee	<i>Ongoing</i>



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2. Leadership Development: *provide opportunities for leadership growth within the chapter*

Objective 2.1 Encourage all members to participate in leadership training to develop confident, informed chapter and state officers as well as strong, effective leaders in their profession and community.		Committee/Person Responsible	Results
<u>Activity 2.1.1</u>	Encourage chapter members to attend Leadership Training and workshops offered by Alpha Xi State.	Executive Board	<i>ongoing</i>
<u>Activity 2.1.2</u>	Encourage the attendance of chapter member at all State, Regional and International conferences, conventions, and/or meetings.	Executive Board	<i>ongoing</i>
Objective 2.2 Provide strategies for developing chapter leaders.		Committee/Person Responsible	Results
<u>Activity 2.2.1</u>	Customize chapter leadership roles and responsibilities based on society leadership guidelines as well as state and chapter goals.	Executive Board	<i>ongoing</i>

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3. Communication: *Strategies implemented to keep all members informed of chapter business and other pertinent information in a timely manner.*

Objective 3.1 To update the Upsilon website and keep it current and certified according to DKG International guidelines.		Committee/Person Responsible	Results
<u>Activity 3.1.1</u>	Obtain permission and follow International protocol ("Permission to Publish" Form, see Appendix B) for pictures/names to be published.	Upsilon Webmaster	<i>ongoing</i>
<u>Activity 3.1.2</u>	Provide pertinent information to the Webmaster in a timely manner.	Upsilon President	<i>ongoing</i>
<u>Activity 3.1.3</u>	Link chapter website to the State website.	Upsilon Webmaster	<i>ongoing</i>
<u>Activity 3.1.4</u>	Link the chapter website to the International website through certification per International website guidelines.	Upsilon Webmaster	<i>ongoing</i>
Objective 3.2 Utilize electronic communication for the timely disbursement and collection of chapter information and materials.		Committee/Person Responsible	Results
<u>Activity 3.2.1</u>	Send all appropriate chapter material by email except for those with no internet access.	Executive Board, others disbursing chapter information	<i>ongoing</i>



<u>Activity 3.2.2</u>	Conduct surveys online for those members who have internet access.	Upsilon President, various committees, Webmaster	<i>ongoing</i>
Objective 3.3 To continue to improve internal communications so that members are kept abreast of the latest chapter news/information.		Committee/Person Responsible	Results
<u>Activity 3.3.1</u>	Post monthly chapter newsletters on the chapter website.	Upsilon Webmaster	<i>ongoing</i>
<u>Activity 3.3.2</u>	Promote sending electronic submissions for documents.	Upsilon President and Webmaster	<i>ongoing</i>
<u>Activity 3.3.3</u>	Encourage chapter communication through electronic means (email, cloud file sharing, website, etc.).	Upsilon President, Webmaster, Committee Chairs	<i>ongoing</i>

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4. Upsilon Chapter Impact on Education

Objective 4.1 Increase profile of Delta Kappa Gamma by increasing awareness through chapter projects.		Committee/Person Responsible	Results
<u>Activity 4.1.1</u>	Publicize and promote the Upsilon Annual Used Book Sale by using a variety of media.	Used Book Sale Chair(s), Public Relations Committee members, individual Upsilon Members	<i>ongoing</i>
<u>Activity 4.1.2</u>	Promote community interest and participation for the Upsilon COMMUNITY Educational grants-in-aid funded by the annual Used Book Sale using a variety of media.	Used Book Sale Chairs and committee members, Webmaster, Public Relations Committee, individual Upsilon members	<i>ongoing</i>
<u>Activity 4.1.3</u>	Publicly and privately acknowledge community organizations and individuals who offer their services during the Used Book Sale.	Used Book Sale Chairs and committee members, Webmaster, Public Relations Committee	<i>ongoing</i>
Objective 4.2 Increase the knowledge of professional development opportunities offered to chapter members.		Committee/Person Responsible	Results
<u>Activity 4.2.1</u>	Promote participation in the of Upsilon MEMBERSHIP scholarships and grants-in-aid by having applications available on the chapter website.	Upsilon Member Scholarship and (Member) Grants-in-Aid Committee Chair, Webmaster	<i>ongoing</i>
<u>Activity 4.2.2</u>	Establish membership criteria for receiving funding for professional development opportunities.	Upsilon Member Scholarship and (Member)	<i>developing</i>



Objective 4.1 Increase profile of Delta Kappa Gamma by increasing awareness through chapter projects.		Committee/Person Responsible	Results
		Grants-in-Aid Committee Chair	
<u>Activity 4.2.3</u>	Promote awareness of all state and international scholarships available to members.	Chapter President, 1 st Vice President, other members with expertise in this area	<i>Ongoing</i>

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5. Upsilon Strategic Plan Review and/or Update

Objective 5.1 Plan a review of the Upsilon Strategic Action Plan		Committee/Person Responsible	Results
<u>Activity 5.1.1</u>	Review the Upsilon Strategic Action Plan annually at the fall executive board meetings to determine if activities have been accomplished, are developing, revised or ongoing.	Upsilon Executive Board, Upsilon Strategic Action Plan Committee	<i>ongoing</i>
<u>Activity 5.1.2</u>	Post the Strategic Action Plan on the DKG Upsilon Website and link it to the Alpha Xi State website.	Upsilon Webmaster	<i>ongoing</i>
Objective 5.2 Update the Upsilon Strategic Action Plan		Committee/Person Responsible	Results
<u>Activity 5.2.1</u>	Thorough review and revision of the Strategic Action Plan will be completed on a biennial schedule, starting with the 2015-2017 biennium, with the review to take place by May 2017. <ul style="list-style-type: none"> This will allow for incoming officers to have the plan in place as they enter their duties in the even years. 	Upsilon Strategic Action Plan Committee	<i>ongoing</i>



APPENDIX A.1

CHAPTER PROFILE SURVEY

Appendix A. Chapter Profile

Chapter Name _____ Date _____

Ask members to complete the member profile and then compile the data to create the chapter profile.

Date Chapter Chartered _____
(Month, day, year)

Number of members in the chapter _____

I. Membership Status:

- Active
(Employed)
- Active (Retired)
- Reserve
- Honoray
- Total

III. Years in the Society

- 5 yrs or fewer
- 6-15 yrs
- 16-25 yrs
- 26-35 yrs
- 35 yrs+

If data is available

- 36-40 yrs
- 41-45 yrs
- 46-50 yrs
- 51 yrs +

IV. Age

- Under 30 yrs
- 30-44 yrs
- 45-65 yrs
- 65+ yrs

VI. Years in Education

- 3-5 yrs
- 6-10 yrs
- 11-20 yrs
- 21-30 yrs
- 30 yrs +

II. Highest Degree Earned

- Associate
- Bachelor
- Masters
- Post-Masters
- Specialist
- Doctorate
- Other (write in)

V. Cultural Background

- African
- American
- Asian American
- Caucasian
- Hispanic
- Latin American
- Native American
- European
- Canadian
- Other (write in)

A. Position

- Administrator
- Counselor
- Resource
- Specialist (write in)
- Classroom Teacher
- Other (write in)

B. Educational Setting

- Pre-Kindergarten
- K-3
- Elementary
- Junior High/Middle
- Secondary/High School
- Post Secondary (Technical/Trade/Community College)
- College/University
- Corporate/Medical
- Other (wrtie in)

C. Sector

- Public
- Private
- Self-Employed
- Other

APPENDIX A



APPENDIX A.2

MEMBER PROFILE SURVEY

Member Profile

(Ask each chapter member to fill out this profile. Combine results to create a chapter profile.)

Section I

1. What factors prompted you to accept the invitation to membership in DKG?

2. What factors encourage you to remain a member of DKG?

3. Do/Did you have a Society mentor? Yes No

4. Are you a mentor for another member? Yes No

5. Have you ever recommended someone for membership? Yes No

6. Have you recommended someone for membership in the last five years? Yes No

Section II

Who are our members?

Generation:

Millennium (under 30 years old)

Generation X (30-45 years old)

Baby Boomer (45-65 years old)

Traditionalist (65+ years old)

Years in Society:

5 yrs or less 6-15 years 16-25 yrs 26-35 yrs 35+ yrs

Years in Education:

3-5 yrs 6-10 yrs 11-20 yrs 21-30 yrs 30+ yrs

Highest Degree Earned:

Associate Bachelor's Master's Post master's Specialist Doctorate

Cultural Background:

African-American Asian-American Caucasian Hispanic European

Latin American Native American Canadian Other

Section III

Current or Last Position Held

Position:

Administrator Classroom Teacher Counselor Resource Specialist

Other

Educational Setting:

Pre-K K-3 Elementary Junior High/Middle Secondary/High

Post-Secondary College/University Corporate/Medical Other

Sector:

Public Private Self-employed Other

Form 50



APPENDIX B

PERMISSION TO PUBLISH



Permission to Publish

Date:	Biennium
First Name	Last Name
Chapter Name	Chapter Office
State Office	International Office
Email Address	

Check all the following as “yes” or “no”

	Yes	No
Publish all information		
Publish picture online		
Publish first name online		
Publish last name online		
Publish address online		
Publish phone number online		
Publish email address online		
Publish school / area association online		

Signature

Date