**“Goals are not realized without Action.”**

**A DKG CTSO Revitalization Plan for**

**Recruitment, Resources, Relevance, Retention, and Leadership Strategies**

If Delta Kappa Gamma, the Connecticut State Organization, and your Chapter are to thrive and grow, we must engage in a series of well-planned, deliberate action steps to ensure potential members are informed and aware of the benefits of becoming a member of Delta Kappa Gamma. In fact, CTSO lost 7% of our membership between 2022-2023 (per the 2023 Finance Report). The critical component of this resource guide is the development of strategies for your reference and Action Plans that chapters can use as written or adapt to the needs of their chapter.

When you review the Action Plans note that each plan begins with some of the broad Goals, Initiatives and Objectives outlined in the structure of the Strategic Plan, The Connecticut State Organization, 2019-2029. Not every action plan aligns with all the Goals of the Strategic Plan, however as a set, all the Goals are addressed. To quote, Scott Kelly, “If we have a goal and a plan, and are willing to take risks, and make mistakes, and work as a team, we can choose to do the hard thing.” Think of your chapter as a team. One of the characteristics of an effective team is a compelling purpose. Survival of DKG is compelling. We may need to move out of our comfort zone and traditions to devote time and energy to reaching out to potential members.

Every chapter is not expected to do every action plan written in the first year of implementation. Initially, two or three action plans should be selected, depending on the size of the chapter, and then modified as needed. In subsequent years, other plans can be utilized and you can create your own using the blank templates included as an appendix to this document and posted electronically on the CTSO Website. In the first year, you may need to develop the resources to effectively communicate with potential members. As you accomplish that in the Summer/Fall you can use those resources to recruit new members in the Winter/Spring. In addition, you can host a New Member Orientation and begin to implement the Mentoring Action Plan to support new members once inducted.

If your chapter leaves this document in a binder and is ignored, you will not yield any significant change in membership that your chapter needs to thrive.

The compilation of the strategies contained in this document emerged from surveys, meetings, and ideas provided by the members of the Connecticut State Organization including the Revitalization Survey, CTSO present and past leadership, Ellen Festi, Treasurer, CTSO State Chapter Presidents and Chapter Membership Chairs, CTSO Membership Committee led by Pamela Aubin (2021-2023) and Lenore Martinelli, (2019-2021) , DKG Website Resources, Revitalization Committee members, the CTSO 2019-2029 Strategic Planning Committee, and Fall Conference attendees who participated in the Revitalization Sessions.

I owe special appreciation to Ann Grosjean who spent countless hours with me on this document along with Patricia O’Connell Buckley and Lenore Martinelli who provided a keen eye for editing. Certainly, I have would like to offer special thanks to Carolyn Pittman from DKG International who facilitated our initial Revitalization meeting in October 2022.

In closing, I want to thank and acknowledge all those who contributed in a variety of ways with insight and earnest resolve to this document.

This plan is a first step and will need to move forward in time. The DKG/CTSO Revitalization Guidebook should be a living, breathing document that will be amended and refined over time. If we meet with failure, which is apt to happen, we will have to adjust. The secret is not to change the goals; it is to change the actions if we are not seeing the results we seek. In addition, we will need to consider the strength of our chapters and engage in the use of Chapter Ambassadors to assist chapters that are not viable and struggling due to the loss of active members and the inability to recruit new members, whether recent retirees, active teachers, or collegiate members.

We hope that you find support and success with this plan.

Sincerely,

Pamela W. Aubin

CTSO Membership Chair (2021-2023)

**Recruitment of New Members: Outreach to potential members**

**Attracting and engaging potential members:**

1. Someone deserves the honor of being nominated.
2. Invite potential members to present at the state conference or a chapter meeting.
3. Nontraditional members find a safe place to stay connected with education.
4. Invite potential members to a chapter meeting to experience a meeting.
5. Focus on the whole spectrum of current and former educators.
6. Union members/officers may possess leadership skills and wish to be involved.
7. A teacher is recently retired and wants to join an active peer group.
8. Congratulate and invite the Teacher of the Year in a school/district to become a member.
9. Active teachers can participate in the CTSO, “Next-Gen” committee to meet with and share program ideas to keep DKG relevant.
10. Some active teachers find retirees willing to volunteer in their classrooms/schools after retiring.
11. Support active teachers to help them cope with post-pandemic challenges for teachers.
12. Use break-out sessions at a chapter meeting to allow members with similar interests and needs to meet.
13. Don’t assume a potential member will refuse to join. Give her a chance to decide.
14. Emphasize that member involvement will be different during the range of career /life stages a member experiences. For example, while teaching with a young family, returning to school to earn your master’s or Administration degree while teaching can be demanding. We recognize that you may be less involved during these stages of your career, than during retirement.

**Recruiting and inviting potential members:**

1. Connect with your local schools to contact a teacher/principal to access staff at their school by placing a Welcome Basket and/or a New Teacher bag with literature about DKG International, Connecticut State Organization, and the local Chapter in the staff room. Be sure to post the name of a DKG member who works at the school that they can speak with and ask questions and a copy of the Chapter Calendar with contact information.
2. Create an informal brief handwritten **Recruitment Note** to potential members, for example, “What attracted you to DKG”?
3. Invite potential members to meetings-include active teachers, retirees and collegiate.
4. Use the **DKG International Membership Plan and forms.** You must log in as a member to access these forms. Go to dkg.org, Sign In, select Resources, scroll down to DKG Officer Resources, and select Membership Plan. You can revise the Membership Form for your Chapter use. DKG International does not use or require these.
5. **Recruitment letters**. Share what DKG means to you and the opportunities it has provided. Follow up with a phone call and mention the dues for your chapter. This could be an email and you could attach:
   * DKG International's “Journey for Life” brochure.
   * DKG News
   * CTSO brochure
   * CTSO Keynote
   * Chapter brochure
   * Chapter newsletter with a calendar

5. **Define DKG.** Talk to potential recruits about DKG: Memorize an “Elevator Speech”that

has been created by your chapter.Be able to explain, “What is DKG”?

1. Recruit groups of teachers who are friends or colleagues from the same school or district.
2. Invite potential members to attend a chapter meeting and to bring a friend.
3. Expand the definition of the “teacher” to include university students majoring in Education. See the following section on Collegiate Members.
4. **Where to find recruits beyond a traditional school:**

* Colleagues
* Relatives who are teachers
* Children/Grandchildren’s teachers
* All areas:  nurses, OT/PT, business trainers, music/art teachers – think broadly.
* Church
* Hometown Schools: Teachers of the Year or teachers who make a difference.

**Create a warm, welcoming chapter environment:**

1. A chapter greeter should be at a chapter meeting welcome guests with a smile and join them at a table or sit next to them.
2. Offer to meet, sit together, or drive together. As a sponsor or member, introduce the inductee to fellow members.
3. Provide opportunities for the inductee to ask questions. Develop camaraderie and one-on-one support for new members.
4. Ensure that there is a **sponsor or mentor** to call potential members about an upcoming meeting along with pertinent details.
5. Invite them to work on a committee or project together.

**Orienting and mentoring new members of the benefits of membership in DKG:**

1. Plan a new member orientation to Inform the new members about the activities at the DKG International, State, and Chapter levels that may resonate with new members.
2. Use DKG’s Pride in the Big Picture during the new member orientation or a subsequent meeting. Go to the dkg.org “Resources” and click on “Media Resources” then click on “Videos and Webinars” to show new members how to create a member profile.
3. Introduce the DKG International (dkg.org) and Connecticut State Organization website

( <https://dkgct.weebly.com/> )and click on “New Members-Benefits”.

1. Ensure that new members know how to use Zoom.
2. Inform all members about applicable grants and scholarships with application deadlines on the agenda for current members who wish to expand their education (Master’s, Ph.D.) and where to find them on dkg.org.
3. Financial Assistance: DKG International Emergency fund
4. Enjoy a sense of camaraderie.
5. DKG will address issues that impact active teachers.

**DKG provides members with opportunities for networking and volunteerism within the chapter and community, for example:**

1. Books for Babies or Books for Siblings (provides books for newborns or siblings at select local hospitals)
2. Participate in planned activities with Journey House girls at Natchaug Hospital, donate a Holiday gift box or donate items for the Spring Fling.
3. Cook, bake, or serve at a local Soup Kitchen. Drop off pantry donations to fulfill local needs.
4. Join Curriculum of Hope for a Peaceful World (CTSO Committee)
5. Volunteer to conduct a one-on-one computer tutorial with members to who need to learn how to log onto the following. Ask them to bring a laptop or tablet if they own one.
   * Log onto dkg.org and set up a password and a Personal Profile on my Dkg
   * View the DKG International website and CTSO websites at https://dkgct.weebly.com/, to see how to learn more about the Connecticut State Organization and access forms and documents other documents.

**Transfers from Other States or Chapters**

1. Invite members who have relocated to the area.
2. Use social media such as the CTSO Website, Facebook, Instagram, and Twitter to stay in-touch with your chapter and the CTSO.
3. Provide hybrid or Zoom meetings for out-of-state members (“snowbirds”).
4. Encourage members who are moving to another part of the state/country to contact DKG International (DKG.org - Chat) to locate a chapter in their new home. They will be given the name and contact information of the chapter president.

**Marketing DKG**

1. Communicate that membership is an honor and recognition of your excellence, leadership, and commitment to education.
2. Focus on public relations: Get DKG’s name out, for example provide press releases and photos for the local newspaper. Contact the newspapers to determine their press release guidelines.
3. Utilize social media such as Facebook and/or Instagram to announce chapter activities or post reminders of upcoming events. Use photos or art to make it “pop”.
4. Introduce the DKG and CTSO websites to your chapter with contact information.
5. Print business cards for members to give to potential members. Templates are available on dkg.org.
6. Make sure members have State and Chapter tri-fold brochures to share.
7. Create and print an elevator speech about DKG and your chapter for the members to use.
8. Update your trifold brochure for your and chapter. Templates can be found on dkg.org. and samples from other chapters will be available at the CTSO Spring Convention.
9. Flood the market with the name DKG International, Connecticut State Organization, and your chapter name.
10. Reach out to local Teachers of the Year. Invite them to join.
11. Share your interest in DKG with friends.

**Recruitment Action Plan**

**Strategic Goal 1: Support Members**

**1. Create new membership opportunities.**

1.A.1. Actively market DKG/Connecticut State Organization to attract enthusiastic women from diverse groups and in a variety of educational roles.

**SMART Goal: Increase membership in DKG by promoting DKG through outreach strategies and marketing efforts as measured by the number of new members who pay dues by October 1st of each calendar year.**

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| **Strategy:** | **Who is the person responsible?** | **Evidence of accomplishment** | **Notes, modifications to the strategy** | **Timeline:** |
| Obtain permission from the school principal to place a Welcome Basket in the staff room.  Chapters to revise, complete, and print copies of:  \*Chapter Tri-fold Brochures. Be sure to update these on an annual basis.  Revise and print New Member forms unique to your chapter.  \*Purchase Hershey Kisses or other treats for the basket.  Order free copies of “A Journey for Life” from dkg.org store.  Create and distribute Welcome to DKG Baskets and/ or New Teacher bags containing information about DKG to potential members in schoolstaff rooms.  New teacher bags can obtain some supplies that new teachers might need.  Chapter members will write notes to teachers about what DKG/Theta means to them. | Chapter President will include the assembly of the basket(s) prior to placing them in a staff room ion the agenda prior to delivery.  Check with your Chapter Membership Chair to set a reasonable timeline so that New Member applications are received in a timely manner. | The number of completed membership applications to the Chapter Membership chair and Treasurer with paid dues.  Completed and distributed Welcome baskets to designated schools.  Completed new teacher bags and distributed to designated teachers.  Completed new member forms.  Completed tri-fold brochure for your chapter. |  | August/September:  Prepare materials for outreach.  Welcome to DKG Basket with a plate of cookies at each school staff room during November Parent -Teacher Conferences).  New Teacher bags, (first day of school)  Spring: Revise (if needed, new member forms. |
| Post the name of a Chapter Member who works at the school (if available) with the basket as a contact for potential members. |  |  |  |  |

**Resources Action Plan**

**Strategic Planning Goal 3: Build on Resources**

**3.A. Create new resources**

**3.A.1. Investigate a variety of marketing strategies, including social media (Instagram, Facebook).**

**3.A.2. Expand resources for members.**

**SMART Goal**

**Smart Goal: Increase membership through multimedia outreach designed to inform and recruit new members about joining DKG Connecticut State Organization as measured by the number of new members who pay dues by October 1st of each calendar year.**

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| **Strategy:**  ***Using multimedia strategies to promote membership in DKG*** | **Who is the key person responsible** | **Evidence of accomplishment** | **Notes, modification to the strategy** | **Timeline:** |
| Design, publish and distribute a chapter brochure which highlights the unique attributes of their chapter. | Chapter Membership Chair or her designee. | Complete your Chapter trifold for distribution to potential members. |  | Summer or Fall will give you time to do this. Decide what works best for your chapter. |
| Each chapter will develop an “elevator speech” to briefly explain DKG and the advantages and benefits of membership to potential candidates. | CTSO Membership Chair or her designee. | CTSO Membership Chair or her designee. will create a sample copy of the ”elevator speech” and  distribute it to all chapter members. Please bring copies to the Spring Convention. |  | Summer or Fall will give you time to do this. Decide what works best for your chapter. |
| The CTSO and Chapter will set up an Instagram and Facebook account to announce Chapter activities and Upcoming meetings.  Ensure that all current members have signed the photo release form, updated biographical information along with the dues form. | Chapter Webmaster  Membership Chair or Treasurer. | Set up the chapter or Facebook and Instagram accounts and post chapter news and events on a regular basis. |  | Monthly. |
| Chapters will submit a press release and photos to newspapers. | Chapter corresponding secretary. | Send a press release to a local newspaper with a short description of the event and photo (all members in the photo must have given written permission). |  | Throughout the year. |

**Collegiate Membership**

**Where to find potential Collegiate members:**

* Relatives who are enrolled as Education majors in area colleges.
* Neighbors/Children/Grandchildren who are enrolled in teacher certification programs.
* All areas:  nurses, OT/PT, business trainers, music/art teachers – think broadly, who are responsible for teaching within their professional responsibilities.
* Church, a volunteer who is involved in religious education, bible study or volunteer training in curriculum and instruction.
* Place Chapter Trifold brochures on School of Education bulletin boards.

**Benefits to Collegiate Members**

* Collegiate Members can participate in mock interviews with members.
* Educational grant opportunities through DKG CTSO and chapters are available.
* Invite Collegiate members to join in opportunities for chapter volunteerism. These provide great resume builders and give the collegiate member an opportunity to understand the needs of the community.
* Volunteer to offer **their** expertise with technology to your chapter, for example creating a chapter website, conduct a dkg.org website tour, set up an Instagram and /or Twitter account for our chapter and/or state.
* Encourage Collegiate members to join the CTSO “Next-Gen” committee to suggest program topics or activities that would work for the Chapter’s Planning committee.
* Encourage friends majoring in education to join DKG with them.
* Could attend Zoom, as well as in-person meetings.

**Mentoring New and Disengaged Members Action Plan**

**Strategic Goal 1: Support Members**

**1.A. Create new membership opportunities**

**1.A.2. Use technology, scholarships, mentoring and community partnerships to recruit and promote DKG as an international professional organization.**

**1.B. Enhance existing membership opportunities.**

**1.B.1. Strengthen personal and professional growth.**

**1.B.2 Strengthen individual chapters.**

**1.B.4. Provide mentoring of new members.**

**1.B.5. Promote and strengthen communication.**

**SMART Goal: The number of disengaged and new members who have had a mentor and remain as members by October 1st of the following year.**

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| **Strategy** | **Who is the person responsible?** | **Evidence of accomplishment** | **Notes, modifications to the strategy** | **Timeline:** |
| Ensure that each new member has a mentor who will assist with the completion of the New Member application. The mentor should get to know the new member and answer questions. | Chapter Membership Chair to assign and orient mentors to their responsibilities. | The mentor can keep a brief calendar of contacts with new member. |  | By New Member Orientation |
| Help the new member determine a small job or committee she would like to join. Acquaint the new member to the various Committees and introduce her to the committee chair. | Mentor | The new or disengaged member feels connected to the chapter. |  | At Annual kick-off meeting. |
| During the Induction Ceremony introduce the new member to the chapter and accompany her through the meeting and introduce her to new members. | Mentor | Mentor notes |  | Induction Ceremony date. |
| For the first meeting, call the new member a week ahead of time to make sure she knows the details, offer a ride to the meeting, or plan to meet her there and introduce her to one or two members. | Mentor | New members develop ease and comfort with meeting the chapter members. |  | About a week before an upcoming meeting. |
| Throughout the member’s first year. Remind her of the upcoming meetings and details, introduce her to members, | Mentor | Mentor notes |  | Throughout the first year. |

**Relevance and Planning:**

**Annual Planning Committee:** This annual meeting should include the Executive Committee and any other interested members.

1. Active members should bring a copy of their school calendar for the upcoming school year, with contractual hours and dates/times of staff meetings for the year or any other after-school meetings they regularly attend. This will help the committee in developing a schedule to ensure that most members are free to attend meetings.
2. Vary programs to ensure they are relevant to today’s members.
3. Vary the meeting dates and times to ensure as many members as possible can attend.
4. Most active teachers would like to limit the number of in-person meetings but prefer after school (4:30) rather than evening meetings.
5. Consider religious observances for some members that prevent them from attending meetings on Friday or Saturday.
6. Avoid scheduling chapter meetings during months when a Connecticut State Organization Conference and Convention is held, for example, the CTSO Fall Conference in November and the CTSO Spring Convention in April or May. In addition, ensure that scheduled chapter meetings do not conflict with CTSO Executive Board meetings.
7. In planning the agenda ensure there is a social period with refreshments and streamline the business portion. Plan a program that has broad appeal for a range of interests and career stages. Incorporate fun activities such as an auction, art activity or an engaging speaker or author.

**Distributing the calendar:**

1. Members should be given a calendar of meetings at the beginning of the school year.
2. Ensure that members are provided with a calendar, and inform members of upcoming chapter, state, and international events and meetings in every agenda.

* If dates have been changed, notify the membership, and announce the change in the agenda.
* Meeting format: Zoom, hybrid, and in-person should be indicated on the calendar. Generate thematic topics with break-out rooms with topics for various stages in life.

**Sample Planning Schedule: Please note that this should be personalized for your chapter.**

**August:** **Welcome Back Picnic**.

Distribute the **Chapter annual calendar** with CTSO Executive Board meetings and the CTSO Conference and Convention listed. Also include, International Conferences and Conventions. The Chapter newsletter with the president’s welcome back letter, a list of the Chapter committees with a brief description of the committee’s purpose with each committee chair’s name, photo, and contact information. In addition, a Chapter Membership Directory could be distributed. Hold a brief business meeting (#1) to adopt a budget for the coming year.

**Late September:**

Hold a Fall Fun Fest social and brief business meeting (#2). This gives members a chance to get to know new members better. Poster board displays of committees and a chance to donate items for a select cause. Committee signups or requested donations can be collected at the Welcome Table. Talk about ideas for the theme for your chapter CTSO Raffle Basket at the Spring Convention. Raffle tickets ($1.00) can be paid by each member in advance with chapter dues. Additional tickets can be purchased before or at the Convention.

**October Zoom Meeting**: This is typically the month of working at the local Soup Kitchen. When planning, check to see if the manager would also like donations of food or gently used winter coats, hats, and gloves donated, that could be dropped off at the Soup Kitchen.

**November:**  **No meeting**. Don’t schedule a meeting. Active teachers are busy with report cards, and parent-teacher conferences. In addition, the CTSO Fall Conference is held in November. This is a good time to post a reminder to members about an upcoming fundraiser such as the “No Bake-Bake Sale”.

**December: No meeting or plan a chapter social event**- Donate holiday gift boxes.

**January:** On Dr. Martin Luther King’s birthday invite another chapter to meet together and plan a book talk event open to the public and include the author (if feasible) or select a Ted Talk from YouTube of an author interview to share with the attendees. Be sure to include a Business Meeting (3) at the end for each chapter to meet.

**February:** Provide fun, chapter meetings on Zoom such as a Happy New Year Wine and

Cheese Social.

**March: Regular Business Meeting (#4)**

Submit **new member** nomination forms for a chapter vote. Plan **Orientation** in future.

**April or May:** Be sure to begin collecting dues from members.

Plan an optional field trip or indoor social/art activity such as a local history tour, art museum, Ct Landmark, or museum tour with lunch. Plan a “Paint and Sip” with mocktails. Grandparent/grandchild or mother/child member special friend experience.

Build a float or march with your local Memorial Day parade.

**Early June:** Annual chapter banquet with Induction of new members.

**Late June: Executive Board Planning Committee-Open to all members.**

**Mid-Summer:** Hold a Chapter Finance Committee meeting to review the year-end budget and plan the proposed budget for the coming year.

**Late June:** State Leadership Training (even years)-every other year.

**Planning for chapter meetings**

1. Provide opportunities for socialization at meetings.
2. Encourage active teachers to join the CTSO “Next-Gen” Committee.
3. Schedule Zoom or chapter meetings, “Break-out sessions” by Career or Life Stages: Next-Gen, Active Teachers, Retired, Homebound, or Q & A with the President, Treasurer, Membership Committee Chair, or Standing Committee Chairs.
4. Streamlined business meetings.

* Train Chapter Presidents during Leadership Training how to be succinct during chapter meetings.
* Start the Business Meeting when members are settled in with their refreshments. Allow 30 minutes for socialization and getting refreshments prior to 30 minutes for the business meeting.

1. Finish the meeting with the 30–45-minute program.

**Relevance and Planning Action Plan #1**

**Strategic Goal 1: Support Members**

**1.A. Create new membership opportunities**

**1.A.2. Use technology, scholarships, mentoring and community partnerships to recruit and promote DKG as an international professional organization.**

**1.B. Enhance existing membership opportunities.**

**1.B.1. Strengthen personal and professional growth.**

**1.B.2 Strengthen individual chapters.**

**1.B.5. Promote and strengthen communication.**

**SMART Goal: Design innovative programs to interest a broad range of members to maintain or increase membership in DKG as measured by the number of members who pay dues by October 1st of each calendar year and attend at least 50% of chapter meetings per year.**

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| **Strategy**  *Improve the relevance of DKG to new members*. | **Who is the person responsible?** | **Evidence of accomplishment** | **Notes, modifications to the strategy** | **Timeline:**  **Annual, October 1st** |
| Design Chapter Programs to consider the varied interests of members Collegiate, Active teachers, and Retired. | Chapter President and Planning Committee | Chapter calendar that reflects programs that appeal to the varied interests of members. |  | Annually, June 30th Planning Committee |
| Survey the membership to determine their preferred meeting format (in-person or Zoom) day of the week and time. | Chapter President | Chapter Calendar should show a range of in-person and Zoom meetings. Some meetings should be after school (4:30-6:00) or in the evening on Zoom (7:00-8:00).  Survey members to determine preferred days/times/format for chapter meetings.  Summarize results for the Planning Meeting. |  | Survey as needed in May so that information is gathered in time for the scheduled Planning Meeting. |
| Publish an annual meeting calendar to enable the maximum number of members to attend. | Planning Committee | Provide 2 weeks’ notice with an agenda and attachments to all members before the upcoming meeting. Post reminders on Facebook and Instagram. |  | Annually by July 30th. |

**Relevance and Planning #2 Action Plan**

**Strategic Planning Goal 1: Support Members**

**1. B Enhance existing membership opportunities**

**1.B.5 Promote and strengthen communication**

**SMART Goal**

**1.B. Maintain membership in DKG through strategic scheduling and communication as measured by a reduction in the number of dropouts from the Connecticut State Organization who pay dues by October 1st of each calendar year.**

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| **Strategy**  Plan meetings that appeal to a range of members. | **Who is the person responsible?** | **Evidence of accomplishment** | **Notes, modifications to the strategy** | **Timeline:** |
| Consider offering Zoom or Hybrid meeting option for members, where feasible. | Chapter Webmaster | Attendance on Zoom or in-person. |  | Flexible-Note on calendar when produced by mid-August. |
| Email or mail State and Chapter agendas, attachments, and Keynote Newsletters to keep all members informed. | Chapter President or designee. | Provide notice to all members at least two weeks before the upcoming meeting. |  |  |
| Schedule meetings at a variety of dates/times to ensure as many members as possible are free to attend, whether active teachers, retired teachers, or collegiate members. | Planning Committee | Calendar demonstrates consideration for varied member schedules. |  |  |
| In planning the meeting agenda, ensure that there is a social period with refreshments, streamline the business portion, plan a program that has “broad appeal” for a range of interests and career stages. Incorporate fun into the Program or meetings, such as an auction, art activity. | Chapter President and 2nd Vice President and Next-Gen chapter representative. |  |  |  |
| Be sure to recognize the work of members in your chapter. | Chapter President and Executive Board | Make “Appreciation” an agenda Item under President’s Report. |  | As scheduled on the Chapter Calendar. |

**Leadership Opportunities**

**DKG International opportunities**

1. Follow or join DKG at the United Nations and CTAUN: Committee about Teaching About the United Nations.
2. Present workshops or volunteer at International Conferences and Conventions
3. DKG (Golden Gift) “Ignite”-Leaders Empowering Leaders for inspiring State and International leaders. Offered every other summer in the even years in Austin.
4. International Leadership Training for CTSO Officers
5. Connection with International and Domestic DKG organizations and travel
6. Opportunities to publish in DKG International, Collegiate Exchange and submit work for selection to the DKG Fine Arts gallery. Due dates are on the dkg.org website.

**Connecticut State Organization leadership opportunities**

1. State leadership training for chapter leaders
2. Serve as a chapter president and member of the CTSO Executive Board
3. Serve as the member or Chair of a State Committee
4. Attend and present at CTSO Conferences
5. Attend Conventions
6. Attend CTSO Executive Board Meetings as the “extra chapter vote” guest
7. Join the Curriculum of Hope for a Peaceful World

**Chapter Leadership**

1. Chapter President
2. First Vice President
3. Second Vice President
4. Treasurer
5. Parliamentarian
6. Recording Secretary
7. CARE or Sunshine
8. Corresponding Secretary
9. Committee Chairs
10. Chapter Webmaster

**Leadership Action Plan**

**Strategic Goal 1: Support Members**

**1.B. Enhance existing membership opportunities.**

**1.B.1. Strengthen personal and professional growth.**

**1.B.2 Strengthen individual chapters.**

**1.B.5. Promote and strengthen communication.**

**Strategic Goal 2: Develop Leaders**

**2.A. Create leadership opportunities for ALL members**

**2.A.1. Provide leadership training through a variety of media.**

**2.A.2. Empower members to take on leadership roles.**

**2.B. Establish leadership training for all members.**

**2.B.1 Create diverse ways to conduct leadership training.**

**2.B.2. Offer mentoring opportunities for emerging leaders**

**SMART Goal:**

**Maintain or increase membership in DKG by deepening interest and commitment to leadership opportunities as measured by the number of members who pay dues by October 1st of each calendar year and complete State or International Leadership training.**

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| **Strategy**  ***Retain members through leadership development*** | **Who is the person responsible?** | **Evidence of accomplishment** | **Notes, modifications to the strategy** | **Timeline:** |
| Identify members who have exhibited potential for leadership to participate in CTSO Leadership Training. | Chapter President and Executive Board | Number of members new to leadership or ready to learn more. |  | Annually, May 30th. |
| Invite potential state or chapter leaders to attend the CTSO Executive Board meetings. This serves as an extra vote for your chapter. | Chapter President | Attendance at Executive Board meeting. |  | As scheduled by CTSO. |
| Publish an annual meeting calendar and include the dates for CTSO Executive Board meetings, Conference and Convention and CTSO Leadership Training. | Chapter President | Provide notice with an agenda and attachments to all members by position at least one week before the upcoming meeting. Post reminders on Instagram/Facebook. |  |  |