



## 2017- 2019 DKG NY State Strategic Plan UPDATE 4.27.19

In April 2017, President-Elect Mary-Martha Harvey’s Acceptance Address stated: “*Our newly adopted 2017 Pi State Strategic Plan provides a roadmap to our future and challenges for achievement in the present. Recommendations include implementing the International Membership Plan, instituting Area Leadership Trainings, developing strategies and resources to support initiatives, maintaining and increasing communication on all levels of our State Organization from Chapters, State Committees, Areas and most importantly members. These recommendations will guide my leadership in Pi State this biennium. I encourage you to share ideas to meet these challenges. Communication and collaboration on all levels will be priorities.*” That is indeed the direction of our 2017-2019 Biennium. State Committees and members focused their work toward achieving these Areas of Focus, Goals and Objectives.

**The following ACTIVITY UPDATE 2017-2019 summarizes the work of the Executive Committee and State Committees during the 2017-2019 Biennium by Areas of Focus, Goals and Objectives includes responsibilities and recommendations.**

**I. Area of Focus: Membership**  
**Goal 1: Recruit new members**

Activity UPDATE 2017-2019	Responsibility	Recommendation
<p><b>Objective 1. Provide Chapters with strategies and resources to support their own discussions about how to market DKG and recruit members</b></p> <ul style="list-style-type: none"> <li>* Provided training through informative articles in <i>Pi Lights</i>, written by Membership Committee members: “Fall is a Great Time to Search for New Members;” “What’s New on Pi State’s Website for Membership;” “Membership Necrology Reports Due February 1;” “Coming Soon Pi State Membership Survey;” “Benefits of Membership;” “New York State Membership Committee Survey Results;” “Levels of Membership;” “A Great Idea for Honoring Deceased Chapter Members;” “NY State Necrology Report;” “Congratulations to our Pi State 25- and 50- Year Members.”</li> <li>* Included information about membership in NY State <i>President-to-President</i> newsletters for Chapter members</li> <li>* Offered two workshops both titled “Chapter Resources to Recruit, Retain and Reinstate Members” at State Meetings and provided information for NYS brochure <i>Connect, Collaborate, Communicate</i></li> <li>* Gave training about membership plan in State Chairs and New Presidents’ Leadership Development Seminars</li> <li>* Presented Info Fair displays about Membership and Communications &amp; Marketing at State Meeting</li> <li>* Surveyed Chapters on International’s new recruitment plan</li> <li>* Created a new Membership section on the NYS website with forms and resources</li> <li>* Created and published book about State History, <i>Pi State Fourth Twenty Years 1995-2015</i></li> <li>* <b>Recommendation:</b> Area Councils include Membership information as part of Area Conferences</li> <li>* <b>Recommendation:</b> State Visitations include encouragement for membership recruitment, retainment and reinstatement</li> </ul>	<p>Executive Committee</p> <p>Membership Committee</p> <p>Communications &amp; Marketing Committee</p>	<p><b>Continue OBJECTIVE 1</b></p> <p>Ongoing</p> <p>Evaluate at the end of 2019-2021 Biennium</p>
<p><b>Objective 2. Market DKG in various educational venues including schools, colleges, instructional facilities outside of the traditional school setting, corporate environments and anywhere educators work to educate others</b></p> <ul style="list-style-type: none"> <li>* Used International’s <i>Pride in the Big Picture</i> at New President’s Leadership Development Seminar</li> <li>* Used International’s Brochure at New President’s Training and included it in State Meetings participant folders</li> <li>* Offered State Meeting Workshops showcasing the International Recruitment Plan</li> <li>* Information about membership included in new NYS brochure <i>Connect, Collaborate, Communicate</i></li> <li>* Created rack card template for use by Chapters for advertising</li> <li>* Created template for tri-fold for Chapter use</li> </ul>	<p>Executive Committee</p> <p>Membership and Communications &amp; Marketing Committees</p>	<p><b>Continue OBJECTIVE 2</b></p> <p>Ongoing</p> <p>Evaluate at the end of 2019-2021 Biennium</p>

<ul style="list-style-type: none"> <li>* Showed the International Guidelines for Membership Committee Chairs at New President’s Leadership Development Seminar</li> <li>* Created a “map” of International website to help locate membership materials and a “map” of NYS website to locate membership materials</li> <li>* Created an <i>Inductee</i> Slideshow on HOME PAGE of NYS Website to share new member photos, names and Chapters</li> <li>* Informed Chapters and members of the materials on both International and New York State websites to help with recruiting, retaining and reinstating members through workshops, <i>Pi Lights</i> articles and archives, <i>NYS President’s News &amp; Notes</i> and archives, at Leadership Development Seminars, and Info Fair</li> <li>* <b>Recommendation:</b> Show <i>Pride in the Big Picture</i> and <i>Sustaining Pride in the Big Picture</i> in Chapter Meetings, Inductions, prospective new members’ presentations and to State Leadership Development Seminars for Presidents and State Chairs</li> </ul>		
<p><b>Objective 3. Market DKG to millennials including Early Career Educators and students pursuing careers as professional educators</b></p> <ul style="list-style-type: none"> <li>* Established collaboration with Greater Capitol Region Teachers Center for State members to register on their My Learning Plan (MLP) /Frontline account for CTLE credit offerings by State EEC</li> <li>* Offered workshops at State Meetings and Convention on current educational trends and classroom instruction</li> <li>* Created new NYS Brochure <i>Connect, Collaborate, Communicate</i></li> <li>* Developed closed <i>Facebook</i> group for Chapter Presidents to discuss important common issues, topics and interests</li> <li>* Created sharing Convention photographs and information on State <i>Facebook</i> to market DKG to potential younger members</li> <li>* Collaborated with Albany Teacher Center to provide opportunities for CTLE credit by highlighting topics of interest to Early Career Educators in State Meetings and Convention Workshops</li> <li>* Offered Pre-Convention Institute for three CTLE credits at Convention</li> <li>* Offered workshops at Convention for CTLE credits</li> <li>* Provided Chapter Presidents with information about new collegiate membership</li> <li>* <u>Recommendations for CHAPTERS:</u> <ol style="list-style-type: none"> <li>a. Utilize school district mentor coordinators to identify Early Career Educators as potential members</li> <li>b. Form collaborative relationships with teacher training colleges and universities to identify pre-service teachers who may become potential members and encourage Collegial membership</li> <li>c. Reach out to Early Career Educators and pre-service teachers to invite them to participate in Chapter activities, especially those that will support their professional development</li> <li>d. Encourage Collegiate Membership</li> <li>e. Provide opportunities for service, professional growth, mentoring, networking and collaboration for new Chapter members</li> </ol> </li> <li>* <b>Recommendation:</b> Continue *a-e recommendations for Chapters and implement method to report ideas used</li> </ul>	<p>Executive Committee</p> <p>Membership Committee</p> <p>Communications &amp; Marketing Committee</p> <p>Educational Excellence Committee</p> <p>Chapters</p>	<p><b>Continue OBJECTIVE 3</b></p> <p>Ongoing</p> <p>Evaluate at the end of 2019-2021 Biennium</p>
<p><b>Objective 4. Implement the 2015 DKG Recruitment/ Membership Plan in NY State Chapters</b></p> <ul style="list-style-type: none"> <li>* Surveyed Chapters regarding their efforts to market DKG, published the results in <i>Pi Lights</i> and included results in Workshops</li> <li>* Will evaluate data on number of new members recruited and members reinstated to determine effectiveness</li> <li>* Included new section on membership in NYS website as a resource for Chapters with forms, articles and information</li> </ul>	<p>Executive Committee</p> <p>Membership Committee</p>	<p><b>Continue OBJECTIVE 4</b></p> <p>Ongoing</p> <p>Evaluate at the end of 2019-2021 Biennium</p>

**I. Area of Focus: Membership**  
**Goal 2: Retain Current Members and Future Initiates**

Activity UPDATE 2017-2019	Responsibility	Recommendation
<p><b>Objective 1. Provide Chapters with strategies and resources to support their own discussions about issues of structure and culture that impact member retention</b></p> <ul style="list-style-type: none"> <li>* Workshops given and articles written for <i>Pi Lights</i> were listed in Goal 1:1:1a</li> <li>* Updated the resources and information available on the NYS website</li> <li>* Included <i>Healthy Chapters Checklist</i> in the <i>President's News &amp; Notes</i></li> <li>* Developing new <i>Chapter Website Development Tutorial</i> to be posted on State website</li> <li>* Posted Chapter Presidents closed <i>Facebook</i> group for discussions and information</li> <li>* <b>Recommendation:</b> Area Councils include a section on membership in their Area Council Conferences</li> <li>* <b>Recommendation:</b> Continue to explore social media appropriate to addressing member communication (excluding Pinterest)</li> </ul>	<p>Executive Committee</p> <p>Membership Committee</p> <p>Communications &amp; Marketing Committee</p>	<p><b>Continue OBJECTIVE 1</b></p> <p>Ongoing</p> <p>Evaluate at the end of 2019-2021 Biennium</p>
<p><b>Objective 2. Implement strategies to nurture members so that they feel valued, affirmed and involved by their membership in DKG</b></p> <ul style="list-style-type: none"> <li>* Added resources for Chapter meetings and program topics on NYS website</li> <li>* Included information at State Meetings participant folders, workshops, <i>Pi Lights</i> articles, leadership training</li> <li>* Celebrated Chapter and member accomplishments in every issue of <i>Pi Lights</i> and on NYS website</li> <li>* Honored Chapter members that were nominated as Chapter Woman of Distinction and were 25- and 50-year members at State Meetings and in <i>Pi Lights</i></li> <li>* Commenced recognition of members achieving NBCT (National Board Certified Teachers) certification</li> <li>* <u>Encouraged Chapters to:</u> <ol style="list-style-type: none"> <li>a. Create opportunities for collaboration through delegation of leadership, committee, fundraising and service project duties</li> <li>b. Encourage member involvement as workshop presiders and presenters at State Meetings, Seminars and Area Conferences</li> <li>c. Honor long term members by recognizing them at Chapter meetings and by providing certificates and pins for years of membership</li> <li>d. Recognize members' accomplishments through press releases, on Chapter websites, in Chapter newsletters and at Chapter meetings</li> </ol> </li> </ul> <p><b>Recommendation:</b> Continue *a-d encouragement for Chapters</p>	<p>Executive Committee</p> <p>Membership Committee</p> <p>Communications &amp; Marketing Committee</p> <p>Chapters</p>	<p><b>Continue OBJECTIVE 2</b></p> <p>Ongoing</p> <p>Evaluate at the end of 2019-2021 Biennium</p>
<p><b>Objective 3. Engage new members in the life of their Chapters, Area Councils, NY State and DKG International to develop them as leaders and help them grow professionally</b></p> <ul style="list-style-type: none"> <li>* Created slide show on NYS website HOME PAGE to honor Inductees for biennium</li> <li>* Included photos of Inductees with Chapter name and Inductee name, subject/grade and district to honor new members in <i>Pi Lights</i></li> <li>* Posted link on NYS website to International's document <i>Engaging New Members</i></li> <li>* Encouraged members to participate in Communities on International website and included information in the "map" of locations of membership resources on International website</li> <li>* Included information in workshops, <i>Pi Lights</i> articles, leadership trainings and <i>President's News &amp; Notes</i>, encouraging</li> </ul>	<p>Executive Committee</p> <p>Membership Committee</p> <p>Chapters</p>	<p><b>Continue OBJECTIVE 3</b></p> <p>Ongoing</p> <p>Evaluate at the end of 2019-2021 Biennium</p>



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<p>participation at all levels of DKG</p> <ul style="list-style-type: none"> <li>* Provided members with information about Area Council Conferences, State Meetings, International and Regional Conferences in President’s News &amp; Notes and posted on NYS website and encouraged attendance</li> <li>* Provided free registration drawing for NYS Convention at State Executive Board Meeting</li> <li>* <u>Encouraged Chapters to:</u> <ol style="list-style-type: none"> <li>a. Provide orientation for prospective members and Initiates</li> <li>b. Maintain a network for new members</li> </ol> </li> <li>* <u>Recommendation:</u> <ol style="list-style-type: none"> <li>a. Develop methods to encourage and document engagement of new members and to share results</li> <li>b. Utilize the DKG International Mentoring Conversations initiative to connect Early Career Educators and members new to DKG with more experienced members</li> <li>c. Encourage Past Chapter Presidents and Chairs to be mentors</li> </ol> </li> </ul>		
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**I. Area of Focus: Membership**  
**Goal 3: Reinstate former members**

Activity UPDATE 2017-2019	Responsibility	Recommendation
<p><b>Objective 1. Provide Chapters with resources to support their own discussion about why members have left their Chapters</b></p> <ul style="list-style-type: none"> <li>* Provided information at workshops, in <i>Pi Lights</i> articles, in <i>President’s News &amp; Notes</i> and resources added to the NYS website</li> <li>* <b>Recommendation:</b> Develop a plan for reinstatement that will help Chapters by giving them a process to use</li> </ul>	<p>Executive Committee</p> <p>Membership Committee</p>	<p><b>Continue OBJECTIVE 1</b></p> <p>Ongoing</p> <p>Evaluate at the end of 2019-2021 Biennium</p>
<p><b>Objective 2. Provide Chapters with strategies and resources to find, contact, reach out and reinstate former members</b></p> <ul style="list-style-type: none"> <li>* Sent letters and/or emails to members of dissolving Chapters about transferring their membership to other nearby Chapters</li> <li>* Posted forms for reinstatement and transfer of membership on NYS website</li> <li>* Posted letter template on NYS website for Area Chapter Presidents to use to contact members of dissolved Area Chapters</li> </ul>	<p>Executive Committee</p> <p>Membership Committee</p> <p>Chapters</p>	<p><b>Continue OBJECTIVE 2</b></p> <p>Ongoing</p> <p>Evaluate at the end of 2019-2021 Biennium</p>
<p><b>Objective 3. Implement the 2015 “Reinstatement Plan for the Chapter” as recommended by the International Membership Committee</b></p> <ul style="list-style-type: none"> <li>* Examined results of International’s <i>2015 Dropped Members Survey Results</i></li> <li>* Used and posted information, strategies and resources provided by the International Membership Committee including:               <ol style="list-style-type: none"> <li>a. The “<i>Reinstatement Plan for the Chapter</i>”</li> <li>b. The “<i>DKG Membership Data 2015 Report</i>”</li> <li>c. Ideas gleaned from State Membership Chairs during round table discussion at NERC 2015</li> <li>d. Applicable resources available on the Membership Committee page of the DKG International website</li> <li>e. Posted information from State Membership Development Workshops group discussions</li> </ol> </li> </ul>	<p>Executive Committee</p> <p>Membership Committee</p> <p>Chapters</p>	<p><b>Continue OBJECTIVE 3</b></p> <p>Ongoing</p> <p>Evaluate at the end of 2019-2021 Biennium</p>



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<ul style="list-style-type: none"> <li>* Encouraged Chapters to complete and send Form 18a to NYS Treasurer</li> <li>* <b>Recommendation:</b> Develop a plan, using data from Form 18a about NYS dropped members, and distribution of results to Chapters through <i>President's News &amp; Notes</i> and <i>Pi Lights</i></li> </ul>		
<p><b>Objective 4. Promote membership recovery after Chapter dissolution</b></p> <ul style="list-style-type: none"> <li>* Shared transfer forms with Chapter Officers and promoted sharing with Chapter members</li> <li>* Maintained contact with members of dissolved Chapters</li> <li>* Contacted members of dissolving Chapters individually by letter and email</li> <li>* Contacted Area Chapter Presidents to support transfer of members from dissolved Chapters</li> </ul> <p><b>Recommendation:</b> Create postcards to send to former members that explain reinstatement and identify the process with contact information and invitations to Chapter meetings (date, location and time)</p>	<p>Executive Committee</p> <p>Chapters</p>	<p><b>Continue OBJECTIVE 4</b></p> <p>Ongoing</p> <p>Evaluate at the end of 2019-2021 Biennium</p>

### I. Area of Focus: Membership

#### Goal 4: Prevent Chapter Dissolution, Promote Reinstatement and Membership Recovery after Chapter Dissolution

Activity UPDATE 2017-2019	Responsibility	Recommendation
<p><b>Objective 1. Implement a plan to identify and reach out to struggling Chapters</b></p> <ul style="list-style-type: none"> <li>* Identified Chapters in need and supported discussions and exploration of possibilities to prevent dissolution</li> <li>* Provided ideas for alternatives to Chapter dissolution</li> <li>* Utilized Executive Committee members to visit Chapters and provide alternatives to dissolution</li> <li>* Communicated <i>Dissolution Procedures and Requirements</i> when requested and maintained communication throughout the process</li> <li>* Shared information on the new Collegial Membership level in <i>Pi Lights</i> article “Levels of Membership” and in <i>President's News &amp; Notes</i> in the hope that this would provide a new alternative for Chapter health</li> <li>* Posted resources for Chapters to assess their health on NYS website</li> <li>* Recommended to State Executive Committee that an Ad Hoc Committee be formed to look at how Area Councils could be helpful to struggling Chapters</li> </ul> <p><b>Recommendation:</b> Develop a plan to involve Chapters in Area Councils in leadership roles to assist struggling Chapters</p>	<p>Executive Committee</p> <p>Membership Committee</p> <p>Area Councils</p> <p>Chapters</p>	<p><b>Continue OBJECTIVE 1</b></p> <p>Ongoing</p> <p>Evaluate at the end of 2019-2021 Biennium</p>

### II. Area of Focus: Programs

#### Goal 1: Promote programs to meet the needs of active and retired members

Activity UPDATE 2017-2019	Responsibility	Recommendation
<p><b>Objective 1: Support Chapter Educational Excellence Committees (EEC) in developing programs that promote DKG Purposes</b></p> <ul style="list-style-type: none"> <li>* Provided workshops at State Meetings and Convention through Educational Excellence Committee</li> <li>* Included information in program ideas for Chapters in Leadership Development Seminars</li> <li>* Published Chapter programs in State Directory</li> </ul> <p><b>Recommendation:</b> Highlight best practices with State recognition</p>	<p>Educational Excellence Committee</p> <p>Chapters</p>	<p><b>Continue OBJECTIVE 1</b></p> <p>Ongoing</p> <p>Evaluate at the end of 2019-2021 Biennium</p>



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<p><b>Objective 2. To promote programs that encourage STEAM (Science, Technology, Engineering, Arts and Mathematics)</b></p> <ul style="list-style-type: none"> <li>* Held Members’ SHOWCASE at Convention</li> <li>* Established DKG International Gallery of fine Arts Liaison on State Educational Excellence Committee</li> <li>* Included articles in <i>Pi Lights</i> about programs and program development</li> <li>* Included member program ideas in <i>Pi Lights</i></li> <li>* Included Chapter programs in two-year State Directory and biannual Directory Supplement</li> </ul> <p><b>Recommendation:</b></p> <ol style="list-style-type: none"> <li>a. Create a Biennial Arts Retreat that would promote member talents in collaboration with regional agencies</li> <li>b. Showcase members’ research and program development</li> </ol>	<p>Executive Committee</p> <p>Educational Excellence Committee</p> <p>Chapters</p>	<p><b>Continue OBJECTIVE 2</b></p> <p>Ongoing</p> <p>Evaluate at the end of 2019-2021 Biennium</p>
<p><b>Objective 3. Collaboration with area institutions, colleges and organizations to fund and develop programs</b></p> <ul style="list-style-type: none"> <li>* Provided opportunities for CTLE credits at State Meetings and Convention</li> <li>* Provided information about new Collegiate membership and encouraged Chapters to include information in Standing Rules</li> <li>* Included Collegiate Membership in revised Chapter Standing Rules Checklist</li> <li>* Provided leadership training skills through accredited professionals in State workshops and trainings</li> </ul> <p><b>Recommendation:</b> Develop webinars for professional development that promote leadership skills and DKG purposes</p>	<p>Executive, Leadership Development and Educational Excellence Committees</p>	<p><b>Continue OBJECTIVE 3</b></p> <p>Ongoing</p> <p>Evaluate at the end of 2019-2021 Biennium</p>

### III. Area of Focus: Communication

#### Goal 1: Develop internal marketing strategies to increase visibility, pride in and knowledge of Society and Member benefits

Activity UPDATE 2017-2019	Responsibility	Recommendation
<p><b>Objective 1. Maintain contact with members through Area Council Representatives on the State Communication and Marketing Committee</b></p> <ul style="list-style-type: none"> <li>* Surveyed all Chapters for examples of <i>Supporting Education</i> (“Promoting Literacy,” “Fundraising”), <i>Supporting Communities</i> (“Supporting Community Efforts,” “Supporting Programs for Children and Families”), <i>Supporting New Educators</i> (“Providing Scholar Awards for Members and Students” “Supporting Early Career Educators”), <i>Communications</i> (“Creative Communications,” “Informing Members about DKG”)</li> <li>* Developed new State brochure describing Chapter activities using survey information and distributed at State Meetings, Leadership Development Seminars and Convention</li> <li>* Made new brochure copies available for purchase to use as marketing tool</li> <li>* Posted additional information from survey on the NYS website by category</li> <li>* Continued to share information to Chapter members through Area Council Representatives</li> </ul>	<p>Communication and Marketing Committee</p>	<p><b>Continue OBJECTIVE 1</b></p> <p>Ongoing</p> <p>Evaluate at the end of 2019-2021 Biennium</p>
<p><b>Objective 2. Create branding and materials that promote leadership skills in DKG</b></p> <ul style="list-style-type: none"> <li>* Designed new products through FDF Administrator and made products available for sale at State Meetings, Leadership Development Seminars and Convention</li> <li>* Created Key Card template for Chapter use and posted on NYS website</li> <li>* Created Chapter brochure template for Chapter use and posted on NYS website</li> <li>* Posted templates for press releases and letters on NYS website</li> </ul>	<p>Communication and Marketing Committee</p> <p>FDF Sales</p>	<p><b>Continue OBJECTIVE 2</b></p> <p>Ongoing</p> <p>Evaluate at the end of 2019-2021 Biennium</p>





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<p>NYS State, Parliamentary procedure, State and International websites, benefits, Awards/Scholarships/Grant(s)-in-Aid, BYLAWS &amp; Standing Rules, Pi State Educational Foundation and discussions of Chapter challenges. * Analyzed data from Seminars and workshops to identify Chapter leadership potential, needs and contacts</p>	<p>Leadership Development Committee</p>	<p>Evaluate at the end of 2019-2021 Biennium</p>
<p><b>Objective 3. Nurture prospective members by maintaining personal contact between State Executive Committee members and Chapter members</b> * Maintained personal contact with members through emails, phone calls and State Visitations * Emailed monthly and seasonal <i>President's News &amp; Notes</i>, including State information, forms and highlights to Chapter Presidents to forward to members and to share with prospective members * Provided Chapters with resources to share with prospective members on State website</p>	<p>Executive Committee</p>	<p><b>Continue OBJECTIVE 3</b> Ongoing  Evaluate at the end of 2019-2021 Biennium</p>
<p><b>Objective 4. Value the members that we have in NY State through use of internal and external communication methods to recognize and develop leadership among Chapter members</b> * Encouraged Chapters and members to mentor members interested in leadership roles * Encouraged Chapters to share member achievements in Chapter newsletters and websites and in State <i>Pi Lights</i> and website * Encouraged Chapters to recognize potential leaders by providing acknowledgement and recognition activities * Featured member and Chapter accomplishments in <i>Pride of NY</i> section of <i>Pi Lights</i> * Recognized members with State Awards and Scholarships * Offered "Comments" display at Convention for members to add their thoughts about DKG and published member comments in <i>Pi Lights</i> <b>Recommendation:</b> Organize "Chapter Town Hall Meetings" in Areas Councils to discuss member ideas and concerns</p>		<p><b>Continue OBJECTIVE 4</b>  Ongoing  Evaluate at the end of 2019-2021 Biennium</p>

**V. Area of Focus: Area Councils**

**Goal 1: Improve Communication at all levels: Executive Committee to Area Council; Liaison to Area Councils; Area Chair to Chapters**

Activity UPDATE 2017-2019	Responsibility	Recommendation
<p><b>Objective 1. Revise and update current job descriptions for Area Council Chairs, Treasurers and Representatives</b> * Revised and/or updated job descriptions and reporting forms for Area Councils * Communicated with Area Council Chairs to determine plans and appropriate assistance * Included Executive Committee Liaison in State Committee Meetings and when requested, Area Council Meetings * Created section on State website for Area Councils and posted: a. Area Council Information, including <i>Guidelines for Area Conferences, Area Council Conference Date Request, Area Council Visitation Request Form, Area Council Visitation Guidelines, State Map Showing Chapter Areas, Area Councils and Conference Chart, Area Councils Rotation Chart 2015-2024</i> b. Flyers and Registration Forms for Area Council Conferences c. Area Council Financial Form and Sample Area Council Evaluation Form d. Nomination Forms for State Finance and Nominations Committees due November 15 e. Area Council Chart for Nominations and Finance Committee Terms of Office</p>	<p>Executive Committee</p>	<p><b>Continue OBJECTIVE 1</b>  Ongoing  Evaluate at the end of 2019-2021 Biennium</p>





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**V. Area of Focus: Area Councils**

**Goal 2: Utilize Area Council Conferences to promote professional workshops pertaining to DKG purposes**

Activity UPDATE 2017-2019	Responsibility	Recommendation
<p><b>Objective 1. Involve NY State Educational Excellence, Membership and Leadership Development Committees in providing training and membership information to Area Councils</b></p> <ul style="list-style-type: none"> <li>* Used International and State Committees and Society members as a resource to provide workshop topics and presenters at Area Council meetings when requested</li> <li>* Approved Area Council requests for State Visitations</li> <li>* Approved Area Council requests for dates/themes for Conferences</li> <li>* Scheduled Go-to-Meetings when requested for Area Council Meetings for their Chapters</li> <li>* Involved State Committees when requested</li> </ul>	<p>Executive Committee</p> <p>Educational Excellence, Membership &amp; Leadership Development Committees</p>	<p><b>Continue OBJECTIVE 1</b></p> <p>Ongoing</p> <p>Evaluate at the end of 2019-2021 Biennium</p>
<p><b>Objective 2. Empower individual Chapters in making the final determination of designated Area Council</b></p> <ul style="list-style-type: none"> <li>* Developed Area Council survey for members to complete online and at Convention to gather data</li> <li>* Utilized evaluation forms completed at Area Council Conferences to determine future actions and plans and to share with all Area Council Chairs</li> </ul> <p><b>Recommendations:</b></p> <ul style="list-style-type: none"> <li>a. Continue work of Ad Hoc Committee on Area Councils</li> <li>b. Aggregate data to help make decisions</li> <li>c. Schedule Go-to-Meetings with Area Council Chairs</li> </ul>	<p>Executive Committee</p> <p>Ad Hoc Committee on Area Councils</p>	<p><b>Continue OBJECTIVE 2</b></p> <p>Ongoing</p> <p>Evaluate at the end of 2019-2021 Biennium</p>

**V. Area of Focus: Area Councils**

**Goal 3: Investigate reconfiguration of Area Councils**

Activity UPDATE 2017-2019	Responsibility	Recommendation
<p><b>Objective 1. Involve Area Councils and Chapters in reviewing configurations to assess their effectiveness</b></p> <ul style="list-style-type: none"> <li>* Appointed by State President a new Ad Hoc Committee on Area Councils</li> <li>* Developed Area Council survey for members to complete online and at Convention to gather data</li> </ul> <p><b>Recommendations:</b></p> <ul style="list-style-type: none"> <li>a. Continue work of Ad Hoc Committee on Area Councils</li> <li>b. Aggregate data to help make decisions</li> <li>c. Schedule Go-to-Meetings with Area Council Chairs</li> </ul>	<p>Executive Committee</p> <p>Ad Hoc Committee on Area Councils</p>	<p><b>Continue OBJECTIVE 1</b></p> <p>Ongoing</p> <p>Evaluate at the end of 2019-2021 Biennium</p>
<p><b>Objective 2. Empower individual Chapters in making the final determination of designated Area Council</b></p> <p><b>Recommendations:</b></p> <ul style="list-style-type: none"> <li>a. Present Area Council survey data to individual Chapters in a nonbiased format when ready</li> <li>b. Develop a voting system to allow Chapters and their membership to vote on Area Council reconfiguration if determined and insure a quorum of their members participated</li> <li>c. Publish results of survey in <i>Pi Lights</i>, <i>President's News &amp; Notes</i> and on State website</li> </ul>	<p>Executive Committee</p> <p>Ad Hoc Committee on Area Councils</p>	<p><b>Continue OBJECTIVE 2</b></p> <p>Ongoing</p> <p>Evaluate at the end of 2019-2021 Biennium</p>