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| **YEAR: LIST OBJECTIVE AND ACTIONS TO BE TAKEN** | **DUE DATE** | **EXPENSES****ESTIMATE ACTUAL** | **PERSON(s)****RESPONSIBLE** | **IMPACT****(Measurable results\_** |
| 2021: **State**: Following suggestions in the 2020 Membership survey, four programs will be available virtually with high interest themes for individual chapter use for four of their meetings.1. Programs offered for chapter use with clock hours when

 possible.1. Service to State and Community: Guidelines that focus on helping all children with reading materials.
2. Political Education Issues: Current issues for schools, i.e. following COVID 2020/equity issues, etc.
3. Social Justice: Diversity in the Workplace-504, GLAD transgender, racial, disability, etc.
4. Personal Growth (Wellness & Technology): Introduce and learn new software/ Stress Relief through exercises, etc.

 1. Provide programs at the state Fall Board & Spring Convention from the survey feedback.

 **Chapters:**1. Implement programs from state adjusted for local use as virtually or in person as applicable.
 | July 2021August 2021 | ZoomZoom or in person | $0Programs suggestions sent out via email.email or in person | EEC Committee (Chapter Presidents or Area Liaisons)Chapter Executive Board Members | Electronic Survey created by EEC sent to Chapter Presidents and posted on the Web to measure impact and effectiveness from collected feedback on programs for the EEC Committee in March before the State Convention.Survey created by chapters for their members to evaluate programs measuring for effectiveness and interest. |
| 2022: **State**: Develop four virtual programs that follow high interest themes for chapters to use & offer clock hours as possible:1. Program Ideas, developed by the Education in Excellence committee for chapters, focus on four subject areas. Those themes are:1. Service to State and Community: Center on activities of joining children and elderly through volunteer efforts.
2. Political Education Issues: Examine the equity of student learning during COVID impact as measured with testing.
3. Social Justice: Teen Homelessness/Mental Health.
4. Personal Growth (Wellness & Technology): Review social media formats, yoga, homeopathy, and herbal (functional) medicine, etc.

2. Measure the impact of offering clock hours/evaluation results.**Chapters:**1. Implement Programs from the state adjusted for local use as virtually or in person as applicable.
 | July 2022August 2022 | ZoomZoom or in person | $0Programs suggestions sent out via email.email or in person | EEC Committee (Chapter Presidents or Area Liaisons)Chapter Executive Board Members | Electronic Survey created by EEC sent to Chapter Presidents and posted on the Web to measure impact and effectiveness from collected feedback on programs for the EEC Committee in March before the State Convention.Survey created by chapters for their members to evaluate programs measuring for effectiveness and interest. |
| 2023: **State**: Using survey results from State and Chapter Surveys (2021 & 2022), create four programs that follow high interest themes for all chapters to use. 1. Program Ideas, developed by the Education in Excellence committee for all chapters, focus on four subject areas. Those themes are:
2. Service to State and Community: Homeless teens,

 their living situations & service opportunities for DKG1. Political Education Issues: Educational programs

 affected by Federal changes and charter schools.1. Social Justice: Programs that center on adult, single

 parent household and stress on a one income family.1. Personal Growth (Technology & Wellness): Look for meditation or exercise patterns to reduce daily living and teaching stress; Review electronic devices for uses.

  2. Professional Development (clock hours) will be offered for programs dealing with social, educational, equity issues. EEC will work with providing credit depending on levels being offered. 3. At the 2023 State meeting, highlight outstanding chapter programs that have featured the four themes and measure the influence of those programs. **Chapters**1. Relate interest areas above to chapter localities and involve members in creating or presenting programs pertinent to current local concerns/needs.
2. Measure the impact of offering clock hours/evaluation results with local members
 | July 2023August 2023 | ZoomZoom or in person | $0Programs suggestions sent out via email.email or in person | EEC Committee (Chapter Presidents or Area Liaisons)Chapter Executive Board Members | Electronic Survey created by EEC sent to Chapter Presidents and posted on the Web to measure impact and effectiveness from collected feedback on programs for the EEC Committee in March before the State Convention.Survey created by chapters for their members to evaluate programs measuring for effectiveness and interest. |
| 2024: **State**: From the 2021-2023 survey results, create four virtual programs that follow high interest themes for chapters to use. 1. Develop four virtual programs with clock hours based upon survey results/feedback from evaluations in the areas of Service to State and Community, Political Education Issues, Social Justice, Personal Growth (Technology & Wellness).

 **Chapters**: Implement four programs that utilize your local chapter’s strengths.1. Measure the impact of offering clock hours by utilizing surveys to determine interest level of members and impacts in community.

2025: **State**: Research International and other State Successful programs, and replicate programs for State and Chapter use with permission.1. Provide ways to collect clock hours with programs from International and State based on Service to State and Community, Political Education Issues, Social Justice, Personal Growth (Technology & Wellness).
2. Measure the impact through evaluations and participation numbers.

**Chapters:** Implement four programs that utilize International and State Successful programs. | July 2024August 2024July 2025August 2025 | ZoomZoom or in personZoomZoom or in person | $0Program suggestions sent out via email.email or in person$0 Program suggestions sent out via email.email or in person | EEC Committee (Chapter Presidents or Area Liaisons)Chapter Executive Board MembersEEC Committee (Chapter Presidents or Area Liaisons)Chapter Executive Board Members | Electronic Survey created by EEC sent to Chapter Presidents and posted on the Web to measure impact and effectiveness from collected feedback on programs for the EEC Committee in March before the State Convention.Survey created by chapters for their members to evaluate programs measuring for effectiveness and interest.Electronic Survey created by EEC sent to Chapter Presidents and posted on the Web to measure impact and effectiveness from collected feedback on programs for the EEC Committee in March before the State Convention.Chapter can evaluate programs by attendance and participation. |

**2021 WSO DKG Strategic Action Plan Excellence in Education**

**SMART Goal: Annually implement and measure the impact/effectiveness of four programs that provide professional development, advance educational excellence, social justice/equity, enhance personal growth/well-being, and encourage service/global awareness.**