



Revisions approved on 11-29-17

## MAEMSP Strategic Plan with Strategic Objective Actions

For each of the 4 goals, identify:

1. What needs to be done to achieve the Strategic Objectives?
2. Who is going to do the work to achieve the Strategic Objectives?
3. What is the timeline or deadline to achieve the Strategic Objectives?

### 1. MAEMSP will empower leaders by recruiting quality educators into the principalship, developing induction practices, and promoting the importance of the principalship.

<u>Deadlines</u>	<u>Strategic Objectives focused on Recruiting, Developing and Promoting the Importance of the Principalship</u>	<u>What</u>	<u>Who</u>
01/02 of each year	1.1 Regional Directors will work directly with the SAM office and existing membership to identify, recruit, and retain leaders within their region.	Email, Phone, Text, Face to Face, Meetings, One Story Initiative	SAM, Regional Directors
Ongoing	1.2. Regional Directors will develop an induction process within their region.	Regional Director will contact chair of "local" Ed. Leadership Program/Possible Presentation	Regional Director
Ongoing	1.3. How do we promote the importance of the principalship? IDEAS: Continuing local, regional, and national awards. SAM office assists with drafting and distributing appropriate press releases re: awards.	Celebrating the work of principals through the One Story Initiative, Awards, Years of Service, Social Media - twice a year	SAM, Board Members, MAEMSP Board Members

## 2. MAEMSP will promote and facilitate quality professional development.

<u>Deadlines</u>	<u>Strategic Objectives focused on Promoting and Facilitating Quality Professional Development</u>	<u>What</u>	<u>Who</u>
Annual MAEMSP Winter Conference	2.1. Utilize the SAM needs assessment to provide research-based professional development for principals on successful strategies for instructional leadership.	1-Pull all data together in order to analyze for needs. 2-MAEMSP Board discusses and proposes ideas. 3-MAEMSP Board decides on types of professional development and persons who can deliver. <i>4-Utilize Data from the MAEMSP Conference Eval/Survey</i> <i>5-Develop a shared document where all board members could access to list good speakers for conferences</i>	1-SAM Office 2-MAEMSP Board 3-MAEMSP Board
Annual MAEMSP Winter Conference to End of February	2.2. Explore collaboration opportunities with other SAM affiliate organizations to provide professional development.	1-MCEL 2-Partner with OPI to provide PD for more than MAEMSP (Teacher Learning Hub) 3-Using social media to promote collaboration (Twitter, Email List Serves, Facebook, Blogs, YouTube Videos, etc...) 4-SAM Summer Institute <i>5-Collaborate with MCASE-Special Education for Conferences and Regional Meetings</i>	1-SAM Board 2-MAEMSP Board and OPI 3-MAEMSP Board and SAM Board 4-MAEMSP Board and SAM Board
Ongoing	2.3. Deliver professional development using a variety of methods including: social media, technology, and face-to-face trainings.	1-Promote collaboration using social media to extend the learning (Twitter, Email List Serves, Facebook, Blogs, YouTube Videos, etc...)	1-10: MAEMSP

		2-Winter Conference 3-Regional Meetings 4-MCEL 5-SAM Summer Leadership Institute 6- SAM LPLP 7-SAM 21st CLI 8-NAESP Conference 9-Promoting future collaborations with other organizations 10. Collaboration with SAM on Articles/Posts	
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**3. MAEMSP will train principals to advocate for state and national legislation to ensure Montana students will receive a quality **public** education.**

<u>Deadlines</u>	<u>Strategic Objectives focused on Advocacy</u>	<u>What</u>	<u>Who</u>
Ongoing	3.1. Regional directors will promote advocacy during regional meetings with discussion, training, and opportunities to empower principals to advocate for state and national legislative issues.	*Every regional meeting will have an advocacy agenda item on national and state issues. *Regional directors should invite Federal Relations Coordinator, State Representative, or SAM representative to at least one meeting per year.	Regional Directors
Ongoing	3.2. Executive director will regularly provide MAEMSP membership timely updates on the state of education.	*Executive Director will send out SAM updates on a weekly basis. *Executive Director will make personal visits to each region meeting throughout the year.	Executive Director
Ongoing	3.3. Federal Relations director will be informed of legislative issues and will be able to communicate and advocate for those issues.	*Federal Relations Coordinator will use information provided by NAESP and SAM office through informational emails to communicate federal and state issues to the membership. *The Federal Relations Coordinator will advocate at both the state and national levels.	Federal Relations Coordinator

Ongoing	3.4. SAM Legislative Network will be used to advocate for educational issues at the legislative sessions.	*Legislative Network team will forward advocacy emails from SAM to membership. *Legislative Network team will make personal contacts with their local legislators on advocacy issues.	SAM Legislative Network Team
Ongoing	3.5. MAEMSP will collaborate with other educational affiliates in an effort to support key legislative activities.	*Delegate assembly will provide a platform for collaboration on key legislative activities.	*Delegate Assembly Steering Committee *MAEMSP Delegates

**4. MAEMSP will promote and demonstrate the highest level of integrity and professionalism.**

<u>Deadlines</u>	<u>Strategic Objectives focused on Promoting Highest Level of Integrity and Professionalism</u>	<u>What</u>	<u>Who</u>
Ongoing	4.1. MAEMSP will serve as the voice of the principal.	Web publications, such as SAM website, social media, etc.), SAM Leader link, Regional Meetings, State and Nat'l Conferences, Legislation advocacy local and Nat'l <b>Always within the guidelines of our professional code of ethics</b>	Membership, MAEMSP Board, SAM Professional Staff, Conference Attendees
	4.2. Principal's, in turn, will serve as the voice of quality <b>public</b> education.	*Legislation advocacy – Local and National; Community group participation (civic groups, neighborhood councils, parent organizations, etc.) <i>*Promote and showcase the educational strides that their</i>	SAM Professional Staff, MAEMSP Board of Directors, Individual Members, Federal Relations Coordinator, State Representative

		<p><i>schools have made on impacting student learning.</i></p> <p><b>Always within the guidelines of our professional code of ethics</b></p>	
	<p>4.3. Advance the professional standards for principal practice and professional learning.</p>	<p>Commitment to professional growth; Advocate for PD for self and others; Support SAM LPLP: 21 CLI and Mentor Program; Attend state and regional conferences – BE ACTIVE</p> <p><b>Always within the guidelines of our professional code of ethics</b></p>	<p>Individual members; MAEMSP Board of Directors</p>