

Georgia Association of Secondary School Principals

A Plan for Improvement and Service

"Lead, Now"

The Purpose of GASSP is to:

- Promote high professional standards;
- Focus attention on challenges for middle school and high school leaders;
- Provide a state and national voice for middle school and high school leaders;
- Build public confidence in public education;
- Strengthen the role of the instructional leader;
- Publicize the issues and interests of the organization's members;
- Provide unique member services, networking, and opportunities for collegiality to middle school leaders and high school leaders; and
- Work cooperatively with other organizations to promote public education.

To fulfill that purpose, the following mission drives the improvement plan:

GASSP is committed to the improvement and strengthening of middle level and high school education in Georgia.

On June 7, 8 and 9, 2009, members of the Executive Committee of GASSP met in retreat at Brasstown Valley Resort in Young Harris Georgia to review and revise the existing improvement plan. The following pages represent the plan that was developed. It was subsequently submitted to the Board of Directors at Summer GAEL and approved to set the direction for the organization for the next 3+ years. The plan begins on page 2 of this document.

GASSP Improvement Plan, 2009

Goal #1: Increase the membership of GASSP

Activities	Anticipated Date of Completion	Person(s) Responsible	Measurement of Progress
1.1 All middle level and high schools in Georgia will be represented with at least one member in GASSP	1.1 June 30, 2012	1.1 State Coordinators, Executive Board, District Directors, Middle School At-Large Representative (Bill Kruskamp)	1.1 Membership rolls = 100% of middle and high school levels, with: 50% by Summer, 2010 75% by Summer, 2011 100% by Summer, 2012
1.2 The diversity of membership in GASSP will increase	1.2 Evaluated annually	1.2 State Coordinators, Executive Board, District Directors, Middle School At-Large Representative (Bill Kruskamp)	1.2 Baseline established by Summer, 2010 with a match to diversity of all leaders in middle and high schools in Georgia by 2012.
1.3 Membership marketing techniques will be devised and implemented	1.3 Fall Conference, 2009	1.3 Second Vice-President (Mark Wilson), MS At-Large Representative (Bill Kruskamp), and Vice-President Alan Long	1.3 Artifacts and increased membership
1.3.1 A graphic organizer will be developed to eliminate confusion by demonstrating the relationship of GASSP to GAEL and NASSP with the dues structure included.	1.3.1 Fall Conference, 2009	1.3.1 Second Vice-President (Mark Wilson), MS At-Large Representative (Bill Kruskamp), and Vice-President (Alan Long)	1.3.1 Artifacts and increased membership
1.3.2 A flyer/brochure will be developed to demonstrate the benefits of membership in GASSP.	1.3.2 Fall Conference, 2009	1.3.2 Mark Wilson, Bill Kruskamp, and Alan Long	1.3.2 Artifacts and increased membership
1.3.3 Member benefits will be expanded.	1.3.3 Fall Conference, 2009	1.3.3 Mark Wilson, Bill Kruskamp, and Alan Long	1.3.3 Artifacts and increased membership

Goal #2: Provide leadership growth opportunities for middle level and high school leaders

Activities	Anticipated Date of Completion	Person(s) Responsible	Measurement of Progress
2.1 Fall Conference will be conducted each year.	2.1 November, 2009	2.1 Executive Director	2.1 Attendance and Fall Conference evaluations
2.2 Mentoring/coaching will be provided for new leaders.	2.2 June, 2010	2.2 Executive Director, Rhonda Tighe and Debra Harden	2.2 Participation and survey of participants
2.3 District level activities will be conducted.	2.3 January 1, 2010	2.3 District Directors under the leadership of the Executive Director	2.3 Written reports/minutes from Board of Director meetings
2.4 The New Leaders Workshop will be continued.	2.4 September, 2009	2.4 Executive Director	2.4 Participation and survey
2.5 District directors will be oriented at Spring Meeting	2.5 Spring, 2010	2.5 Past President (Molly Howard) and Middle School At Large Representative (Bill Kruskamp)	2.5 Surveys
2.6 Planners will ensure that Fall Conference presentations address 6-12 issues.	2.6 Fall, 2009	2.6 Middle School At Large Representative (Kruskamp), Middle School Coordinator (Dennis), and Secretary/Treasurer (Yonz)	2.6 Conference program and attendance
2.7 Professional Learning Units will be provided for conference sessions	2.7 Fall, 2009	2.7 Middle School At Large Representative (Kruskamp), Middle School Coordinator (Dennis), and Secretary/Treasurer (Yonz)	2.7 Participation

Goal #3: Advocate for policies that enhance student success

Activities	Anticipated Date of Completion	Person(s) Responsible	Measurement of Progress
3.1 Representation at the Georgia General Assembly will be continued.	3.1 January, 2010	3.1 Legislative Liaison (Jimmy Stokes)	3.1 Legislative Updates
3.2 Members' communication with legislators on an individual basis will be increased.	3.2 January, 2010 (systems will be in place)	3.2 Legislative Liaison (Jimmy Stokes)	3.2 Survey of members regarding numbers of contacts
3.3 An audience with the State School Superintendent will be requested and held.	3.3 September, 2009	3.3 Second Vice President (Mark Wilson)	3.3 Artifacts
3.4 Pre-session district events with legislators, congressmen and senators will be held.	3.4 January, 2010	3.4 District Directors and President (Jim Arnold)	3.4 District Reports
3.5 Educational issues will be discussed at a meeting with the Governor (or his designee).	3.5 January, 2010	3.5 President (Jim Arnold) with invited others	3.5 Artifacts
3.6 Meetings will be held with candidates for Governor and State School Superintendent to share positions of the organizations on educational issues	3.6 Summer, 2010	3.6 Legislative Liaison (Jimmy Stokes)	3.6 Artifacts

Goal #4: Enhance financial performance, organizational effectiveness, and governance

Activities	Anticipated Date of Completion	Person(s) Responsible	Measurement of Progress
4.1 GASSP will operate on a balanced budget so that revenues equal or exceed expenses.	4.1 Summer, 2009	4.1 Executive Director, Executive Committee, and Board of Directors	4.1 Budget presentation to Board of Directors and membership
4.2 Responses will be developed to audit recommendations.	4.2 February, 2010	4.2 Board of Directors	4.2 Board of Directors minutes
4.3 Transactions will be totally transparent.	4.3 Summer, 2009	4.3 Board of Directors	4.3 Budget presentation and/or report to members
4.4 GASSP's vision and mission will be communicated regularly to all stakeholders.	4.4 On-going	4.4 Executive Director, Legislative Liaison (Stokes), Executive Committee, and District Directors	4.4 Annual report to members
4.5 District effectiveness and clarification of responsibilities will improve.	4.5 June, 2010	4.5 President	4.5 Number of members and report at Spring members
4.6 The Board of Directors will review district alignment at the Spring meeting.	4.6 On-going (Districts will submit requests by Fall of each year)	4.6 Board of Directors	4.6 Artifact
4.7 GASSP will participate in Region 8 and NASSP national meetings.	4.7 January, 2010 and annually	4.7 State Coordinators (Dennis and Goseer), President (Arnold), and President-Elect (Long)	4.7 Artifact
4.8 GASSP will determine if operational participation in GAEL will be continued.	4.8 July, 2009	4.8 Board of Directors, President (Arnold) and Executive Director	4.8 Decision made/issue resolved

Goal #5: Enhance the member experience

Activities	Anticipated Date of Completion	Person(s) Responsible	Measurement of Progress
5.1 Middle and high awards programs will be continued	5.1 On-going	5.1 Executive Director	5.1 Artifacts
5.2 The Principal of the Year will be expanded to include an Assistant Principal of the Year and incorporate an interview.	5.2 Spring, 2010	5.2 Executive Director and Executive Committee	5.2 Minutes, number of applications, artifacts
5.3 The GASSP scholarship program will be continued	5.3 On-going	5.3 Scholarship Committee Chairperson	5.3 Artifacts, budget inclusion
5.4 Web communications will be expanded	5.4 Fall, 2009	5.4 Legislative Liaison (Stokes) and the Board of Directors	5.4 In place on the web
5.4.1 Legislative updates will be continued	5.4.1 Fall, 2009	5.4.1 Legislative Liaison (Stokes) and the Board of Directors	5.4.1 Publication and distribution of updates
5.4.2 Blogs and Twitter will be used to increase communications	5.4.2 Fall, 2009	5.4.2 Legislative Liaison (Stokes) and the Board of Directors	5.4.2 Artifacts on the Internet
5.4.3 The newsletter will be expanded to a monthly document.	5.4.3 Fall, 2009	5.4.3 Legislative Liaison (Stokes) and the Board of Directors.4.3	5.4.3 Artifacts
5.4.4 Conference Power Points will be posed on the web page.	5.4.4 Fall, 2009	5.4.4 Legislative Liaison (Stokes) and the Board of Directors	5.4.4 Artifacts on the Internet
5.5 Personal financial planning sessions will be developed and offered.	5.5 Fall Conference	5.5 Secretary/Treasurer (Yonz)	5.5 Fall Conference program and evaluations by survey