

# 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 July 9, 2010, members of the Executive Committee of GASSP met prior to the GAEL Conference 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 Executive Committee charged the Executive Director and President to drive and monitor the plan during the year. The plan begins on page 3 of this document.

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Activities	Anticipated Date of Completion	Person(s) Responsible	Measurement of Progress	Summer 2010 Status
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	1.1 Membership rolls = 100% of middle and high school levels, with: 50% by Summer, 2010 75% by Summer, 2011 100% by Summer, 2012	255 of 431 high schools = 60%  68 of 451 middle schools = 15%
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	1.2 Baseline established by Summer, 2010 with a match to diversity of all leaders in middle and high schools in Georgia by 2012.	Board is diverse. Need to collect baseline data— District Directors to compile lists for schools in district.
1.3 Membership marketing techniques will be devised and implemented	1.3 Fall Conference, 2009	1.3 Second Vice-President, MS At-Large Rep., and Vice-President	1.3 Artifacts and increased membership	Completed— continue to use
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, 2010	1.3.1 Second Vice-President, MS At-Large Representative, and Vice-President	1.3.1 Artifacts and increased membership	Not complete— extended to Fall Conference, 2010

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1.3.2 A flyer/brochure will be developed to demonstrate the benefits of membership.	1.3.2 Fall Conference, 2009	1.3.2	1.3.2 Artifacts and increased membership	COMPLETE
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	Added death and legal benefits-- COMPLETE
1.3.4 Acquire home addresses of all middle and high principals to use for personalized mailings	1.3.4 September 1, 2010	1.3.4 District Directors to secure all they can; Middle School Coordinator will complete the list.	1.3.4 Increased membership	Added

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

Activities	Anticipated Date of Completion	Person(s) Responsible	Measurement of Progress	Summer2010 Status
2.1 Fall Conference will be conducted each year with incentives to turn in evaluation forms	2.1 Ongoing, with evaluation results due at February Board meetings	2.1 Executive Director	2.1 Attendance and Fall Conference evaluations with distribution of results	Complete for 2009; distribution of results added for 2010.
2.2 Mentoring/coaching will be provided for new leaders.	2.2 Ongoing	2.2 Executive Director, Pat Stokes	2.2 Participation and survey of participants	4 tried; 2 in progress; more promotion with superintendents needed
2.3 District level activities will be conducted.	2.3 Ongoing	2.3 District Directors under the leadership of the Executive Director	2.3 Written reports/minutes from Board of Director meetings	In progress
2.4 The New Leaders Workshop will be continued.	2.4 September, 2009	2.4 Executive Director	2.4 Participation and survey	Not done—combine with next goal
2.5 District directors and Executive Board members will be oriented at Spring Meeting	2.5 Ongoing	2.5 Executive Director and President	2.5 Surveys	In progress
2.6 Planners will ensure that Fall Conference presentations address 6-12 issues.	2.6 Ongoing	2.6 Middle School At Large Representative, Middle School Coordinator, and Secretary/ Treasurer	2.6 Conference program and attendance	In progress

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2.7 Professional Learning Units will be provided for conference sessions	2.7 Ongoing	2.7 Middle School At Large Representative, Middle School Coordinator, and Secretary/ Treasurer	2.7 Participation	In place to continue
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**Goal #3: Advocate for policies that enhance student success**

Activities	Anticipated Date of Completion	Person(s) Responsible	Measurement of Progress	Summer, 2010 Status
3.1 Representation at the Georgia General Assembly will be continued.	3.1 Ongoing	3.1 Legislative Liaison	3.1 Legislative Updates	In progress
3.2 Members' communication with legislators on an individual basis will be increased.	3.2 Ongoing	3.2 Legislative Liaison	3.2 Survey of members regarding numbers of contacts	Survey not yet conducted; in progress
3.3 An audience with the State Superintendent will be requested and held.	3.3 Annual	3.3 Second Vice President	3.3 Artifacts	Completed for 2010; in progress for future
3.4 Pre-session district events with legislators, congressmen and senators will be held.	3.4 Ongoing	3.4 District Directors and President	3.4 District Reports	Spotted completion for 2010 session

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3.5 Educational issues will be discussed at a meeting with the Governor (or his designee).	3.5 Ongoing	3.5 President with invited others	3.5 Artifacts	Attempted; denied access
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	3.6 Artifacts	Complete with panel at GAEL and event with PAGE for General Election candidates

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

Activities	Anticipated Date of Completion	Person(s) Responsible	Measurement of Progress	Summer 2010 Status
4.1 GASSP will operate on a balanced budget so that revenues equal or exceed expenses.	4.1 Ongoing	4.1 Executive Director, Executive Committee, and Board of Directors	4.1 Budget presentation to Board of Directors and membership	In place
4.2 Responses will be developed to audit recommendations.	4.2 Ongoing	4.2 Board of Directors	4.2 Board of Directors minutes	In place
4.3 Transactions will be totally transparent.	4.3 Ongoing	4.3 Board of Directors	4.3 Budget presentation and/or report to members	In place

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4.4 GASSP's vision and mission will be communicated regularly to all stakeholders.	4.4 On-going	4.4 Executive Director, Legislative Liaison, Executive Committee, and District Directors	4.4 Annual report to members	Annual report yet to be developed
4.5 District effectiveness and clarification of responsibilities will improve.	4.5 Ongoing	4.5 President	4.5 Number of members and report at Spring Conference	In progress
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	In progress—no requests to date
4.7 GASSP will participate in Region 8 and NASSP national meetings.	4.7 January, 2010 and annually	4.7 State Coordinators, President, and President-Elect	4.7 Artifact	Attended in 2010
4.8 GASSP will determine if operational participation in GAEL will be continued.	4.8 July, 2009	4.8 Board of Directors, President and Executive Director	4.8 Decision made/issue resolved	Issue resolved

**Goal #5: Enhance the member experience**

Activities	Anticipated Date of Completion	Person(s) Responsible	Measurement of Progress	Summer 2010 Status
5.1 Middle and high awards programs will be continued	5.1 On-going	5.1 Executive Director	5.1 Artifacts	In progress
5.2 The Principals of the Year will continue to include an Assistant Principal of the Year and incorporate an interview.	5.2 Ongoing	5.2 Executive Director and Executive Committee	5.2 Minutes, number of applications, artifacts	In progress
5.3 The GASSP scholarship program will be continued	5.3 On-going	5.3 Scholarship Committee Chairperson	5.3 Artifacts, budget inclusion	In progress
5.4 Web communications will be continued	5.4 Ongoing	5.4 Legislative Liaison and the Board of Directors	5.4 In place on the web	In place and in progress
5.4.1 Legislative updates will be continued	5.4.1 Ongoing	5.4.1 Legislative Liaison and the Board of Directors	5.4.1 Publication and distribution of updates	In place and in progress
5.4.2 Blogs, Facebook and Twitter will be used to increase communications	5.4.2 Ongoing	5.4.2 Legislative Liaison and the Board of Directors	5.4.2 Artifacts on the Internet	In place and in progress
5.4.3 The newsletter will be expanded to a monthly document.	5.4.3 Ongoing	5.4.3 Legislative Liaison and the Board of Directors.4.3	5.4.3 Artifacts	In progress

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5.4.4 Conference Power Points will be posted on the web page.	5.4.4 Ongoing	5.4.4 Legislative Liaison and the Board of Directors	5.4.4 Artifacts on the Internet	Not yet done, but anticipated for Fall, 2010
5.5 Personal financial planning sessions will be developed and offered.	5.5 Fall Conference, 2009	5.5 Secretary/Treasurer	5.5 Fall Conference program and evaluations by survey	COMPLETED