

Inclusive Thanksgiving Practices

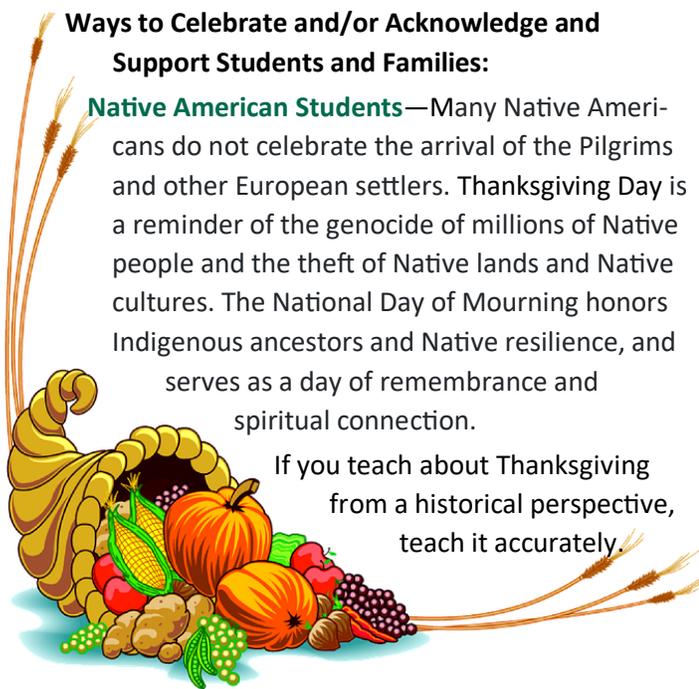
By Martha Little, Alpha Sigma Kitsap, member WSO EEC

Thanksgiving is traditionally a time to gather with family, friends and loved ones. It's a time to celebrate the harvest, each other, and to give thanks for what we have. But Thanksgiving does not mean the same thing to everyone. For some students, it's a joyful time to gather with family; for others it's an emotional hardship as they miss loved ones who are away from home, or feel the impact of trauma and loss of safety. As educators we need to recognize these varying experiences are valid and need to be celebrated and/or acknowledged and supported.

Ways to Celebrate and/or Acknowledge and Support Students and Families:

Native American Students—Many Native Americans do not celebrate the arrival of the Pilgrims and other European settlers. Thanksgiving Day is a reminder of the genocide of millions of Native people and the theft of Native lands and Native cultures. The National Day of Mourning honors Indigenous ancestors and Native resilience, and serves as a day of remembrance and spiritual connection.

If you teach about Thanksgiving from a historical perspective, teach it accurately.



Avoid teaching the terms “Indians” and “Pilgrims,” making grocery bag vests, paper “Indian” headbands, drums, or items with “Indian writing.” Educators need to be mindful of the language they use, such as “sitting Indian-style,” singing culturally blind songs (“Ten Little Indians,” etc.).

Instead, educators can use specific names: Wampanoag, English or Separatists. They can invite Native American cultural presenters to classrooms or teacher workshops. Historical documents, such as Thanksgiving Proclamations by George Washington, Abraham Lincoln and Franklin Roosevelt, and tribal histories and maps, can provide students an accurate understanding of the holiday which goes far beyond the Plymouth Settlement in 1621.

Students with active duty military members—Active duty service members deploy at various times of the year, including holidays. For families with active duty family members, Thanksgiving might be celebrated at a different time of the year, which can create a sense of anxiety and sadness for our students who are not celebrating it on Thanksgiving, or who plan to celebrate it during the deployment of a loved one. Students can experience trauma as they listen to their peers or teachers share plans or stories of celebrations with loved ones.

See **Thanksgiving**, Continued on page 3

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Building Community: Create a Sense of Belonging and Inclusion

Pat Bennett-Forman, WA State Org. President 2021-2023

Note: This is the second in a four part series about strategies for (re)vitalizing our DKG community to be stronger, with growing membership, and focused on advancing our purposes: (1) connecting with and supporting members; (2) creating and sustaining a sense of belonging; (3) promoting relevant programs of action; and (4) nurturing the leadership capabilities of our members.

In my last column (*WSO*, August 2021), I wrote about the importance of **connecting** with and finding ways to **support** our members as a means to “Come Together to Build Community and Advance our Purposes,” especially due to the disconnect many feel because of COVID isolation. Helpful as they are, Zoom meetings fail to fully replace in-person fellowship. In order to grow as an organization, we need to seek new and different ways to connect and support. We need to re-energize our members to continue carrying out our purposes and to invite new members.

I have often heard chapter presidents complain that even if they get new members, many don’t retain membership for more than a few years. This brings me to the second strategy that forms the foundation for building community and advancing our purposes: creating a **sense of belonging and inclusion**. Research abounds giving validity to the notion that people who feel included and have a sense of belonging commit to the organization and engage in its work. How do we as chapters and the state organization create and sustain a sense of belonging for our members so that they, in all their diversity, want to be contributing and long-term members?

Belonging is a feeling of security felt when there is a sense of acceptance, value, support, and inclusion. It is much more than being acquainted with members of the chapter or *WSO*. Belonging centers on shared beliefs, a safe and supportive environment, opportunities for interaction and a recognition of contributions.

Please reread the preceding paragraph. Within it lies clues as to how we, at the chapter and the state level, can work to create a sense of belonging for all our members. Do we, for example, create a safe place for expressing diverse views? Do we give everyone the chance to give input, give them the opportunity to contribute to the work of the organization? Do we create activities that

promote inclusion and active participation? Does the chapter use something as simple as name tags so that new members can begin to establish relationships? Do we partner new members with more experienced so they can learn the unwritten rules of the chapter, the meaning of traditions, the expectations, the jargon, etc.? Are new members invited to share information about themselves and their areas of expertise? To feel included and a sense of belonging, members need to feel valued. Do we recognize member contributions, even in small, silly ways?

At a recent webinar sponsored by DKG International, Dr. Belle Wheeler, in speaking about diversity, equity and inclusion, indicated that we can’t just “wish” it to happen. Inclusion, a sense of belonging, has to be “intentionalized.” We may need to re-think how we do things, whether our actions, traditions, “just how we’ve always done it” routines, and the very language we use may be putting up barriers to creating a sense of belonging. Do we unintentionally have biases, microaggressions, and unconsidered behaviors that exclude members (who eventually will drop membership)? Over the coming months, the *WSO* Educational Excellence Committee will be sponsoring some workshops to help us look at these issues in depth.

DKG is a special organization. Our chapter members have identified as the number one value of our Society, that makes us most unique, to be the “fellowship, friendships, collegiality and the supportive community” that encourages and stimulates our personal and professional growth. Let us have the courage to examine our behaviors and actions, to reflect on that number one value and see if we are doing all we can to extend it – a true sense of belonging – to all our members, current and future.

Thank you for your consideration of these ideas and, please, as always, I welcome your feedback.

Thanksgiving, *continued from page 1*

Students in foster care—the holiday season can remind them of a family or community that they've lost, leaving them feeling vulnerable, isolated, or forgotten. Consider their needs and feelings of loss as we approach this holiday.

Students experiencing homelessness—Consider how listening to plans for celebrations and family gathering might impact a student with food insecurities and/or a student experiencing homelessness-- for them, Thanksgiving is another day of hardship, not a day of celebration.

Students from diverse cultural backgrounds and/or religious beliefs—Some of our linguistically and culturally diverse students experience unfamiliar customs and/or observances, and the new American traditions feel different and awkward. Please remember to be mindful that for some students Thanksgiving traditions create a sense of confusion and a feeling of not belonging, especially when the foods and traditions in their households do not align with majority culture.

Thanksgiving can be a wonderful time to spend with loved ones. As preparations are made to celebrate the holiday, please consider how we teach the content: keep it fun, interactive and accurate, honor Native American communities, and consider the cultural, social-emotional and other needs of all students and families.



Scholarships and stipends are available July 1, 2021-June 30, 2022



We have some money and we would like to give it to some deserving WSO DKG members.

Have you been a member of a DKG chapter for 2 years?

- Are you working on a Masters degree; Nat'l Board Certification or renewal; working on graduate studies or degrees, certifications and endorsements?

We offer scholarships!

- Are you looking for workshops and specialized studies that support your classroom or management style;
- Are you seeking professional and personal growth activities or wanting to see new places through Road Scholar?

We have stipends available!

Visit our website www.dkgwa.org and click on Scholarships for Guidelines for Stipends and Scholarships, and applications for both.

DEADLINE for applications is FEBRUARY 1, 2022. Don't wait, get started!

Send application and letter of recommendation to:

Chairman: Linda Johnson, 6 Wooded Ln, Goldendale, WA 98620
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2021-2023

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Education Policy/Legislation Committee Connections

by Marge Lofstrom, Chair

“Finding Your Voice and Connecting to Legislators” was the workshop title of a presentation given by the Education Policy/Legislation (EP/L) committee at the 2021 Fall Board. This newly formed committee actively supports involvement in non-partisan legislation that advocates for women, children, and educational issues. Trainings, such as the one given at Fall Board, is the beginning step for DKG members to learn about and advocate for issues that concern our communities. Now the committee plans to reach out to all of our WSO DKG members.

The EP/L committee is excited to announce that they hosted their first quarterly Zoom meeting in November for chapter legislative contacts, presidents, and Area liaisons. The goal of these meetings is to train contacts so that they can help keep all of our WSO DKG

members informed about pending legislation and how to take action needed by our DKG members. Who are my legislators? How do I find out? What are the bills they are introducing and supporting? Where is the money coming from that supports their campaign? These are some of the questions this workshop helped participants answer.

Detailed notes about the November 10 meeting will be sent to chapter presidents and legislation contacts, and Area Liaisons.

If you are interested in becoming a chapter legislative contact, please talk to your chapter president. All chapter presidents need to submit the name of their legislative contact to:

WSO president Pat Bennett-Forman,
p.bennettformandkgwa@gmail.com

WA State Achievement Award Nomination Information

It's time to think of nominating someone in our Washington State DKG Organization for the Achievement Award which will be presented at the state convention in 2022. This award was created to honor outstanding DKG women who have given distinguished service at a variety of levels. Who do you know who has made vital & notable contributions to education and to her community, someone who deserves special recognition.

Now is the time to consider nominating that special someone. The deadline is only 3 1/2 months away, February 1, 2022. The award guidelines can be found in the [WSO Standing Rules](#) Section 10 Awards. The guidelines and nomination form can be found and printed from our state website (www.dkgwa.org). Please send your nomination forms to:

Susan Fritts, Immediate Past President
8220 Hansen Rd. N.E.
Bainbridge Island, WA 98110

Your Voice Matters!

Have you ever had the desire to become involved in the legislative process? Well, here is your chance. The 2022 National Legislative Seminar will take place in Washington, DC on March 6-8, 2022. You will be able to listen to national speakers and learn about key legislation, visit the Capitol and contact your legislators. Build key advocacy skills whether used at the local, state, and federal levels.

Some topics of interest printed in the ***US Forum Connection*** Summer 2021: Improving Mental Health Access for Students Act, Equality Act, Public School Spending per Student, Teacher Depression, Importance of Extracurricular Activities, Women and Children Issues in Childcare, Human Trafficking

Check out information at www.dkgusforum.com or contact Susan Fritts, U.S. Forum Rep. for DKGWA



Teri King
Second Vice President
Membership Chair

Ed-u -ca-tor /'ejə,kādər/

The Oxford Languages Dictionary defines an educator as ‘a person who provides instruction or education’. You might immediately translate that definition in your mind as a public school K-12 teacher. An educator includes public school K-12 teachers, it also includes private school K-12

teachers, para-educators, university professors, museum educators, corporate trainers, hospital health educators, your local extension agent, etc.

Our Fall Board workshop brought together members from all across the state to embrace our Vision ‘Leading Women Educators Impacting Education Worldwide’ and to think outside of the box regarding membership. The interactive session, Hiding in Plain Sight, allowed for participants to gather in break out rooms to talk about and identify the different types of educators that could be found in their communities. Together we generated a long list of educators, people that we have often overlooked to include in our organization. Ski school instructors, sailing instructors, conservation district educators, the various state agencies outreach educators all made the list, there are many, many more and the list keeps

growing as we continue to think about the educators in our community. DKG is a diverse organization full of educators, how is your chapter representing all of the amazing female educators in your community?

As follow up to our Fall Board session, the Membership Committee established the Membership Team. The Team will consist of Membership Committee members and the Membership chair or designee from each chapter. The goal of the committee is to get together virtually throughout the year to share successes, learn new techniques, and support each other as we work toward membership retention and enhancement. The first Membership Team meeting will be held on **Saturday, December 11, from 3 pm to 4:30 pm**. Our speaker will be Membership Committee member and Immediate Past President Susan Fritts providing techniques on Chapter Health and a round table discussion by team members identifying membership needs. If you are a membership chair or lead for your chapter, look for an invitation to the Membership Team meeting by email for more details. If your Chapter doesn’t currently have a membership chair or lead, please contact your Chapter President and ask to represent your chapter at the upcoming meeting.

Welcome New Members

Congratulations and welcome to the following members newly inducted or reinstated into DKG.



- Kaye Kamp – Eta Spokane
- Debbie Mitchell – Eta Spokane
- Jaime Stacy – Eta Spokane
- Larissa Reza – Psi Kennewick
- Marta Gomez-Buckley – Rho Seattle
- Pam David – Theta Yakima

White Roses of Remembrance



The list below shows our members we have lost since April. They will be honored in the Celebration of Life at the 2022 WSO State Convention.

- Frances Kwapil - Alpha Delta
- Kathryn Knaack – Alpha Delta
- Joanne Kilian – Alpha Lambda Lower Yakima Valley
- Janice Jewell – Alpha Tau Tacoma Puyallup
- Doris Twiford – Beta Seattle
- Charlotte Kohnhorst – Zeta Wenatchee
- Grace Lynch – Zeta Wenatchee



Rachel Royston Permanent Scholarship Foundation Scholarship can change your future

Laurie Dolan, State Representative, 22nd Legislative District

It is my pleasure to write this article for the Washington State Organization News regarding my own life-changing experience as a recipient of the Rachel Royston Permanent Scholarship Foundation award.

I received my first RRPSF award in 1980. I had been accepted into the first class of the “fledgling” EdD program at Gonzaga University.* I was six months pregnant with my first child, 28 years old, and didn’t have a clue how I was going to pay my tuition. I had heard about Delta Kappa Gamma and the RRPSF from my mother’s friend who was an active member, from Spokane, on the RRPSF board. When I received that first award, my own life door opened for me to enter. The next year I received an additional award.

Thanks to the RRPSF, I received my doctorate from Gonzaga University in May of 1983. I signed off my dissertation from a hospital bed, having just given birth to my second child that same week. Between two children and a PhD, I have always thought 1980-83 were the most productive years of my life!

My education has been foundational to my life’s work, and it never would have happened without the Rachel Royston Scholarship Foundation and Delta Kappa Gamma.

My doctoral dissertation was a quantitative comparative study of the leadership styles of female and male principals across the state of Washington. Fifty-two principals participated; twenty-six female and twenty-six male. In 7 of the 8 subtests there was no significant

difference. The one significant difference was in engagement of staff. When male principals had to make a big decision they would say, “I have to make a big decision, I’m going to do _____.” When female principals had to make a big decision they would say, “We need to make a big decision, what do you think we should decide?”

I did this research in 1982-83. . . a long time ago. It always makes me laugh when I explain to audiences why women still make the best leaders! Women tend to engage their staff in important decisions more readily than many men.

Thanks to my doctoral degree, I spent nineteen years as an “area director” in the Spokane Public Schools. In Spokane, that is the job that supervises school principals.

In 2004 I retired and moved to Olympia to serve as the Director of Policy for Governor Christine Gregoire. Then in 2016 I was elected to the House of Representatives from the 22nd Legislative District.

My life’s career path has been a direct result of the RRPSF, and a group of dedicated Delta Kappa Gamma members who make it possible for potential women leaders to accomplish their dreams.

Might you or someone you know be the next RRPSF recipient? The scholarship application period is open for the 2022-2023 fiscal year (deadline is December 1, 2021). Here is the link, should you want to apply or share it: <https://www.dkgwa.org/royston-scholarship.html>.

*The Gonzaga program had applied to be a PhD program, but that takes time for the approval process. A few years later the initial EdD degrees were changed to PhD degrees.

What is a QR code and what do I do with it?



We see these little squares of dots everywhere. They are shortcuts to web pages. To use a QR code just point your cell phone camera at the square and a popup link will appear. (Older cell phones may require a QR app.) Give it a try! This QR code will take you to the Washington State Organization’s website, www.dkgwa.org. QR codes can be created by your browser, like Google Chrome, or using free websites like qrcode-monkey.com

WSO DKG members highlight core values

As WSO DKG chapters began this year, members were asked to identify what they believed were the core beliefs or values of DKG. What made DKG unique? Some members asked why we were doing this exercise and others wanted to know how the information would be used.

In answer to the second question, chapters were asked to submit their top three values to Teri King, 2nd Vice president/membership, so that responses from all the chapters could be collated into a word cloud. That summary information was presented at Fall Board and is also pictured here. The information is included on the 2021 – 2026 WSO Strategic Action Plan summary page.

More important is the reason for asking members about the core values or beliefs of DKG and why those values are being listed on the SAP visual. Simon Sinek, author of *Starting with the WHY*, and a consultant on successful organization, says that “people don’t buy your what; they buy your why.” Sinek means that it is not the activities done or products that an organization has that make it successful; it is actualizing the purpose or WHY that “sells” an organization.

Sometimes DKG chapters get so tied up in traditions, projects or activities that have been done for years, “the way it has always been done,” that the “why” – the core values or beliefs of DKG – can be overlooked. Core values are fundamental beliefs of an organization, the guiding principles that dictate behaviors. Successful organizations not only know their core values but use those



beliefs and values. They determine if an action or program should be implemented by how well that actions aligns to the core beliefs/values. Refocusing attention on those core values and beliefs can help chapters to re-energize and be more relevant to current and prospective members.

WSO members identified the following core values:

1. **Fellowship** – also referred to as collegiality, friendship and community;
2. **Service** – both locally and internationally;
3. **Life-long Learning** – benefiting members both personally and professionally;
4. **Supporting and advancing education** and educators – through scholarships, leadership development, and professional development opportunities;
5. **Advocacy** – for women and children and excellence in education; and
6. **Diversity/equity/inclusion** – valuing, respecting and promoting diversity to enrich DKG.

These core values and beliefs form the foundation for state and chapter work in the coming biennia. They are the lens through which judgements are made about activities, programs, and use of resources. They are the foundation for “elevator speeches” as members engage in recruitment and retention and as members take pride in DKG. Thank you to all who participated in reaffirming our WSO core values.

What are you reading?

Books recommended by members at the 2021 Fall Board Book Share

Caryn Mears-PSI Kennewick: **Together Always** by Caryn Mears

Kristen Hotchkiss: **Wintering** by Katherine May

Sherrri Wagemann -Eta Spokane: **The Search** by Nora Roberts

Nancy Sheng: **Educated** by Tara Westover

Karen Pace Grand Coulee: **Unbroken** by Laura Hillenbrand.

Barbara Clausen, NW Reg Dir.: **Peril** by Bob Woodward

Nancy Sheng: **Biased** by Jennifer Eberhardt

Monique Harrison, Beta Sigma Seattle: **A kids book about...** (akidsco.com)

Mark Your Calendar Now!

RAINBOW LODGE RETREAT

Let's Go "ALL In!" Affirmations Leadership Literacy



Would you like a brief getaway? Are you interested in engaging in a variety of relaxing activities and exploring? Enjoy the opportunity to recharge yourself among good friends and the serenity of Rainbow Lodge. Join us for outstanding speakers, fellowship and the opportunity to simply **be**. Guests are welcome - bring your best friend or potential new member along and enjoy this peaceful place together!

WHEN: **June 21-23, 2022**

WHERE: Rainbow Lodge Retreat Center, North Bend

When asked, "Did we meet your expectations?" past retreat participants responded: "Wonderful! Really great to interact with women across the state." "Yes, even beyond my expectations!"

When asked, "How may we improve?" past participants responded: "Encourage participation from new members." "Encourage participation from younger members."

We need your help! Please encourage new, seasoned, older, younger, past and first-timers to attend this retreat.

Save the Dates!



Webinars Available for Educators and Students of all Ages

by Susan Fritts, Education Policy/Legislation Committee member

Education is a powerful tool for change. How can we create active global citizens who can communicate across cultures, function in the global marketplace, respect diversity, prevent the conflicts that arise from environmental destruction and limited resources, and make peace when those conflicts do arise? How can we teach them that they are capable of making a difference, however small?

CTAUN, the Committee on Teaching About the United Nations, exists to provide opportunities for educators to learn, understand and appreciate the work of the UN and to incorporate global awareness into curricula and school activities at all levels. CTAUN's goal is to provide students and educators with not only a positive, lasting impression on the UN but an invitation to join forces with other students, educators and NGOs to help change the world for the better. Seventeen topics are listed with links to resources. Learn more about upcoming events presented by CTAUN by visiting their website, teachun.org

So what types of webinars are available? Just read these titles and dates of webinars presented by CTAUN: "Declaration of the Rights of Indigenous Peoples" January 2021, "Combating A Pandemic of Misinformation: Teaching Media Literacy" December 2020, "War No More" Feb. 2020, "Stepping up to Protect the World's Children", April 2018. The next presentation is entitled, "Global Competence: Teaching and Learning in an Inter-connected World" and will air on December 7th at 7pm ET. This webinar aims to define global competence, explain why it is essential for today's learners and show how it has been implemented in various programs. Registration is available on the website www.teachun.org. These are just a few webinar titles presented by CTAUN that are available to you. Resources and lesson plans are also available and reference resources are provided. Other resources are available: "Thinking Teachers Teaching Thinkers" is a collection of lessons, units, and web resources, including a monthly planning calendar. (TeachersFirst.com on Peace Education)

Year Two Presidency: Leading for the Future

By Cathy Johnson, Leadership Development Committee

At the virtual Fall Board meeting held October 2-3, 2021, Chapter Presidents were encouraged to complete their Chapter Strategic Action Plan. This completed form needed to be submitted to Susan Fritts by October 25, 2021. Samples of this form can be found on the state site, www.dkgwa.org. Each chapter is asked to choose one goal area (Leadership, Membership or Program) and one or more activity that can be accomplished this year in that goal area.

As a Chapter President, how are you promoting your chapter success and sustainability? If you haven't registered for MyDKG on the Society's webpage, you need to now. This site will give you resources and tools to assist

you in your success. You will have access to leadership guides, chapter strengthening ideas, ideas on retaining new members and a chapter calendar that lists all president responsibilities for the year.

To access this site, go to the Society website: www.dkg.org. On the home page, click Sign In, enter your six-digit DKG ID#, enter the default password. (The DKG Society Headquarter will provide you with the default password. Email mem@dkg.org.) You can change this password once you successfully log into the site. Once you have registered you can complete your profile on MYDKG. This is where you will find all the information listed above.



Area V News—Area Liaison Kay Stern, Chi Cowlitz

Members from each of the chapters in Area 5 attended the International Conference in Portland and watched Barbara Clausen (Chi) excel as she presided over the conference. Barbara is the International Northwest Regional Director. All attendees agreed the conference offered quality training in chapter evaluation, membership and leadership and offered many options for community service and wellness programs. The best part of the conference was making and renewing new friendships and connections.

Nancy Baldwin, Chi member, was awarded the Washington State Classified Employee of the Year by OSPI. Nancy is the Kelso Family Support Specialist/Homeless Liaison. She works with homeless students to keep them moving forward in education by acting as their counselor, confidant, and community resource guide. Nancy is an example of the power a great educator changing the course of students' lives.

Chi chapter welcomed four terrific new members this spring. The chapter is continuing its connection with the teacher education program at Lower Columbia College by presenting in classes, helping with mock interviews for the graduating students, and informing these new teachers about the benefits and supports of DKG in their professional lives. In addition, the chapter continues in commitment to the Emergency Support Shelter with backpacks with school supplies, personal hygiene bags, and supplies as needed by the Shelter.

Mu chapter has planned an active year. Mu is hosting the Area V workshop on March 12 from 10:00-1:00 at the First Presbyterian Church in Vancouver. This in-person workshop is titled "Kindness and Laughter." The chapter has submitted its SAP plan focusing on membership. The chapter has several social events on the calendar which will include prospective members.

Members' talent on display in the DKG Fine Arts Gallery

Congratulations to Barbara Clausen and Janice Moen for having their works accepted into the Fall 2021 DKG Fine Arts Gallery. They will be on display for the next six months. Be sure to visit the gallery at DKG.org to see all the wonderful artwork from DKG members.

Think about showing off your talents. Submissions for the Spring 2022 gallery will be accepted January 15-February 15, 2022. Submission information can be found at the Gallery.

Next time you see Barbara or Janice congratulate them and as them and ask the inspiration for their work!



Barbara Clausen, "Simply delicious," Quilt



Janice Moen
"His favorite guitar"
 Quilt

Each year DKG chapters and state organizations submit their annual reports to DKG International delineating their financial support for DKG Purposes in the form of scholarships and grants-in-aid. The Delta Kappa Gamma Philanthropy Report compiles that data to show DKG's worldwide impact.



Important Dates

Washington State Organization News is

published online four times per year:
August 15, November 15, February 15,
and May 15.

Washington Website:

www.dkgwa.org

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(please email pictures in .jpg format)

Deadlines: July 15, October 15,

January 15, April 15

December 1, 2021	Rachel Royston Permanent Scholarship Application Deadline
December 15, 2021	<i>Bulletin</i> : Collegial Exchange submissions
January 15, 2022	WA State Org. News deadline dkgwanews@gmail.com
February 1, 2022	DKG Int'l Scholarship Application deadline
February 1, 2022	WA State Org Stipends and Scholarships Application deadline

Strategic Action Plan 2021 - 2026

Membership

GOAL: Strengthen chapters, support members, and recruit new members, yielding an increase of 7% each year.

- Assess chapters' demographics for potential leaders: ethnicity, age, career status, etc. to be aware of leadership.
- Implement a plan to retain, recruit, and support new members. Example: Rose Trio: for each new member—one recruits, one interacts, one involves; and retain current members.

Leadership

GOAL: Recruit, train, and support new leaders at the chapter/state level with at least 15 new leaders each biennium.

- Promote programs made easy, interactive activities to raise engagement, leadership scenarios, technology, leadership styles, encouraging attendance, motivational programs, mentorship, etc.
- Market leadership opportunities available through International and State: Leadership Management Seminar, Holden Fund, Cornet, WSO scholarships/stipends, etc. on a personal one-on-one basis in chapters.

Program

GOAL: Annually implement and measure the impact/effectiveness of four programs that advance educational excellence and social justice/equity, personal & professional development, and service and global awareness.

- Assist chapters in developing goals and plans to incorporate programs that include personal growth (wellness and technology), professional development, social justice, political education issues, and service.
- Promote programs at the state and chapter level to support early-career educators and other active teachers, including clock hour offerings, mentorships and volunteer opportunities.