



Creating a Bright Future
for Arizona's Gifted Children

Strategic Plan: 2020-2022



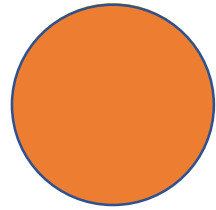
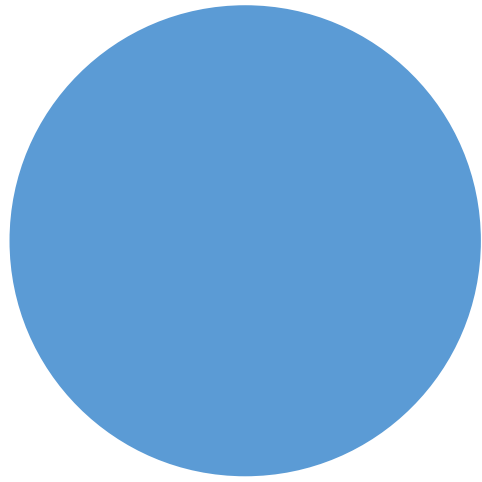


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Note From The Board Chair

I am proud to be writing you as the President of the Arizona Association for Gifted and Talented and on behalf of my fellow board members. AAGT is the only organization in the state devoted to advocating for the needs of our gifted and talented students. Established in 1975, AAGT has spent its history building positive relationships with national and local leaders, educating our community, and advocating for gifted education.

After years of growth, AAGT is now at a crossroads. As we continue to serve more families, students, and educators, the time has come to grow our infrastructure and capacity. This strategic plan looks forward to the creation of an Executive Director position and the transition to an ambassador board to grow our impact and reach.

Our goals are bold, and so are we. In creating this plan, the AAGT board dreamed of a day when gifted has secured its place at the table, when our advocacy has produced reliable, dedicated funding, and when our organization has become recognized thought-leaders in the Arizona education landscape. But a dream without a plan is just a wish. Through this plan, we take the next steps in making our bold dreams a reality.

Our students deserve nothing less.

-Julie Gunnigle

AA&T Core Values

Integrity + Adaptable + Strategic + Innovative + Servant Leadership

We are people of **Integrity**

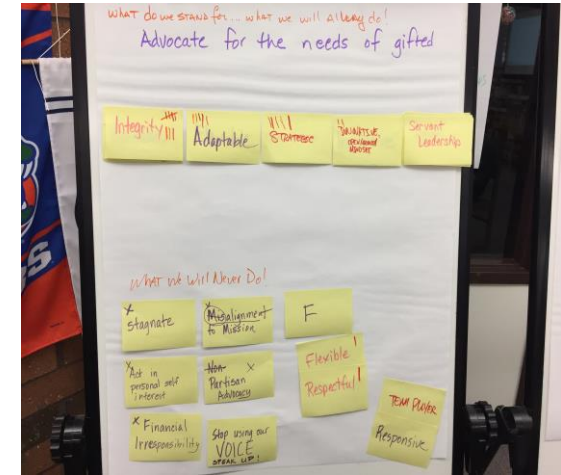
Who **Adapt** to what is necessary

to forward our **Strategic** vision

and provide advocacy and **Innovative** solutions

to help our gifted and talented community thrive

through **Servant Leadership** to execute our mission



AAAGT Strategic Executive Summary

Our Mission

To advocate for the diverse population of gifted and talented students in the state of Arizona.

Our Vision

To support the continuous improvement of educational opportunities for gifted and talented students commensurate with their needs and abilities

We are the recognized leader for gifted connection and advocacy nationally

Our Strategy



Critical Success Factors

People

Executive Director +
Board Partnership

Finance

Transparent Reporting
+ Strong Controls

Programs

Focus on Impact +
Profitability

Systems

Build Infrastructure +
Process + Metrics

Governance

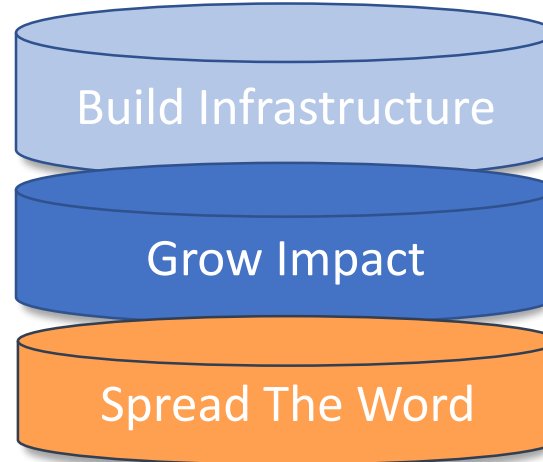
Fiduciary Oversight +
Effective Committees

Core Values: Integrity + Adaptable + Strategic + Innovative + Servant Leadership

AAGT Strategic Imperatives

Mission:	We advocate for the diverse population of gifted and talented students in the state of Arizona	
Vision:	To support the continuous improvement of educational opportunities for gifted and talented students commensurate with their needs and abilities.	
CSF - People: We will use our Core Values to create a small dedicated team operating from abundance, to drive our mission and vision for Arizona's gifted and talented.	1	Hire an executive directors by June 30 (Chair)
	2	Understand how/when work is done. Organize by developing key roles + responsibilities between ED + OM + Board Chair (Chair + Consultant)
	3	Provide correct authority and role clarity to Office Manager (Ex Dir)
	4	Develop plan to fund a staff position to promote advocacy by 2021 to ensure "our seat at the table".
CSF - Finance: We will be good stewards of resources and use the and develop proper controls and transparency of reporting.	1	Rent/hire outside CPA to review current financial policies and procedures and recommend appropriate controls (Board Treasurer)
	2	Perform Annual Audit and create Annual Report (Ex Dir)
	3	Develop Annual Proforma and Operating Budget (Ex Dir)
	4	Create annual cash-on-hand + profitability + sustainability targets and make them visual (Ex Dir)
CSF - Programs: We will discover and develop programs to further our mission and vision. Focus on impact and profitability.	1	Review every Program/Project/Event to understand impact + profitability. Events must drive profitability. (Ex Dir)
	2	Grow AAGT Membership + Develop local and national partnerships + Ways to utilize Alumni. Build the brand. Create personas. (Ex Dir)
	3	Drive State funding levels up from \$1m through increased and focused advocacy. Strengthen relationship with ADE.
	4	Work with schools/parents to increase the number of Gifted identified + impacted + recruited as Alumni (Ex Dir) Target: TBD
CSF: Systems: We will continue to build an infrastructure to enable capacity building and ensure our sustainability.	1	Build organization chart and identify how decisions and financial approval are made (Ex Dir)
	2	Create Plan to Transition Board from Operational to Ambassador within next 12 months (Former Chair + Consultant)
	3	Develop technology to support intra-board communication + Set Social Media connection targets. E.g. X% increase in FB & IN followers.
CSF - Governance: Provide fiduciary and policy and procedure oversight and begin to transform from a working Board to Ambassador Board	1	Finalize 3-Year Strategic Plan and work the Plan (Chair)
	2	Create the Standing Board Committee Charters and Executive Director led Task Forces + include review in Board Meeting Agenda (Chair)
	3	Formalize governance structure to ensure that work is equally spread across all board members during transition period (Former Chair)
	4	Add 3 new Board members by December 2019 (Governance Committee Chair)

Programs			
	2020	2021	2022
Ann Conf. Attendance	650	750	1000
# Memberships	2000	2500	3000
Scholarship \$ Granted	\$10k	\$20k	\$30k
State Funding \$\$	\$1m	\$2m	\$5m



People			
	2020	2021	2022
# of 50% time + Staff	2	3	4
# Students Impacted	TBD	TBD	TBD
Legislative Contacts	50	100	150

Systems			
	2020	2021	2022
Ops Excellence	TBD	TBD	TBD
State-level Task Force	2	5	10
FB + IN Followers	5000	10,000	15,000

Finance			
	2020	2021	2022
Days Cash-On-Hand	TBD		
Event Profitability	up		
Free and Clear Audit	yes	yes	yes

Governance			
	2020	2021	2022
Board Transition Plan	50%	100%	100%
Standing Committees	4	3	3
Board Members	13	13	13

AAAGT Committee Structure

Committee structures: must have accountability and visual management of key success metrics

Standing Committees: Executive Committee + Governance + Finance/Audit

Executive Committee:

- Meet monthly and review financial reports and committee work
- Conduct business of organization between board meetings
- Create agenda for BOD meetings
- Create a plan of Parliamentary procedure and execute it
- Ensure by-laws are followed
- Conduct a quarterly review of Executive Director and Office Manager

Finance/Audit Committee:

- Provide visibility to financials, insure controls are in place
- Oversee bookkeeping
- Ensure due diligence in reporting to state
- Perform annual audit and create annual report
- Maintain proper insurance for board members
- Develop annual budget

Board Governance Committee:

- Create a diverse board with needed competencies
- Make sure term limits are observed
- Fill standing committee and task force positions
- Oversee committee and task force charter implementation
- Create a succession plan for vacated officers and Executive Director
- Develop a plan and schedule for Board education and development
- Update by-laws, policies and procedures as needed
- Create and execute plan to transition from a working board to an ambassador board
- Finalize 3 year strategic plan and work the plan

Task Force Groups: Managed by Executive Director:
Advocacy + Parent Institute + Annual Conference + (Summer Tour)

AAAGT Task Force Groups

Managed by Executive Director

Advocacy Task Force Mission

Increase public awareness and support regarding issues of gifted learners through

- Increasing the level of state and local funding support for gifted education programs and services.
- Increasing the level of Federal funding support for gifted education through increased support and activity with NAGC.
- Increasing the number of strategic partnerships established and purposefully cultivate these relationships.
- Increasing the visibility of gifted learners within the state.

Annual Conference Task Force Mission

- To provide high quality professional development and learning experiences for educators, parents and community supporters.
- To educate and initiate action in advocacy efforts to support gifted students through legislation to increase state and federal funding.

Parent Institute Task Force Mission

- To provide an opportunity for quality parent/caregiver education to address the unique learning differences and social/emotional needs of gifted students.
- To make the Parent Institute and its materials accessible to parents across the state
- To provide an opportunity for parents to network and create a community of support
- To provide gifted children with the opportunity to connect with like-minded peers to support their social-emotional growth
- To engage in advocacy, using strategies that promote discussion in a positive manner as they request services and accommodations

Summer Tour Task Force Mission

- To reach out to rural communities who might not otherwise have access to professional development with high quality teacher training in the area of gifted education.
- To provide opportunity for school districts to network their ideas and resources.

AA> Strategic Glidepath

