

**WISCONSIN SOCIETY OF SCIENCE TEACHERS
STRATEGIC PLAN
(Revised August 2008)**

MISSION STATEMENT:

The mission of the Wisconsin Society of Science Teachers (WSST) is to promote, support, and improve science education in the state of Wisconsin by providing leadership, advocacy, and programs to enhance the teaching and learning of science.

BELIEFS:

The members and leadership of the Wisconsin Society of Science Teachers believe:

1. The organization provides an important collegial network for its members.
2. The organization should and does provide significant professional development opportunities for its members.
3. The organization should strive to establish a membership that is representative of all teachers of science in Wisconsin.
4. That teachers of science in Wisconsin can assume leadership roles in science education.
5. Teachers of science, with the assistance of the organization, can have a positive influence on public policy decisions that affect science education.
6. The organization can provide significant assistance to the classroom teacher by providing information to improve student achievement and support highly effective teaching practices in science through pedagogical techniques, teaching materials, and professional development opportunities.

VISION STATEMENT:

In the preferred future of the Wisconsin Society of Science Teachers, the organization will become a major source of information for teachers of science and will provide numerous opportunities for professional growth and renewal. The Society will become a proactive voice for all those who wish to promote science education in the State of Wisconsin.

STRATEGIC GOALS:

- I. The Wisconsin Society of Science Teachers will increase and diversify its membership and improve the involvement of its members in the life of WSST (*Who we are*).
- II. The Wisconsin Society of Science Teachers will design and implement a comprehensive program of professional development that will provide additional activities, resources, and services for WSST members (*What we do for our members*).
- III. The Wisconsin Society of Science Teachers will be a major resource regarding science education in Wisconsin and have a positive influence on public policy regarding science education in Wisconsin (*What we do for our profession*).

ACTION PLANS

I. The Wisconsin Society of Science Teachers will increase and diversify its membership and improve the involvement of its members in the life of WSST (*Who we are*).

Sub-Goal I-A: The WSST will institute initiatives to attract and retain new members with the intent of having at least one member in every school building in the State of Wisconsin and with active and vibrant representation in WSST's membership from all levels of science education.

ACTION STEP I-A.1: In order to maximize WSST effectiveness in the early years of formal education, WSST will pursue a mutually acceptable integration of the Wisconsin Elementary Science Teachers (WEST) organization into WSST.

ASSIGNED TO: Board of Directors, Membership Committee

STARTING DATE: August 2008

COMPLETION DATE: Ongoing

MEASURE OF SUCCESS: Successful integration and assimilation of WSST and WEST.

ACTION STEP I-A.2: In order to maximize WSST links with the Institution of Higher Education (IHEs) in the state of Wisconsin, WSST will establish closer links with the universities and colleges in Wisconsin that have teacher education programs.

ASSIGNED TO: Board of Directors, Membership Committee

STARTING DATE: August 2008

COMPLETION DATE: Summer 2009

MEASURE OF SUCCESS: Evidence of WSST reaching out to IHEs throughout Wisconsin.

ACTION STEP I-A.3: Board Members will be given up to ten free memberships per year to give to prospective new members. The Executive Director will share the list with the Directors. The membership committee will track these memberships over a two-year cycle with a report to be given at the Summer Board meeting.

ASSIGNED TO: Board of Directors, Membership Committee

STARTING DATE: Ongoing

COMPLETION DATE: Ongoing

MEASURE OF SUCCESS: Fifty new members will be enrolled with 50% retention.

ACTION STEP I-A.4: The chairperson of Awards and Recognition will give free one year WSST memberships to all new nationally board certified teachers (NBCT) of science.

ASSIGNED TO: Awards and Recognition Committee

STARTING DATE: Ongoing

COMPLETION DATE: Ongoing

MEASURE OF SUCCESS: All NBCT of science will awarded one year complimentary memberships in WSST.

ACTION STEP I-A.5: Review and update the current membership brochure including membership rates.

ASSIGNED TO: Executive Director, Publications Committee

STARTING DATE: August 2008

COMPLETION DATE: Summer 2009

MEASURE OF SUCCESS: Draft presented at the Summer Board meeting.

ACTION STEP I-A.6a: A list of science methods instructors will be maintained for future use and these instructors will be invited to attend the annual WSST conference. If possible, a WSST representative will attend the College Dean's annual meeting.

ASSIGNED TO: Membership Committee, Public Relations Committee

STARTING DATE: Ongoing

COMPLETION DATE: Ongoing

MEASURE OF SUCCESS: A letter will be sent out to all science methods instructors inviting them to the annual WSST conference. A list of science methods instructors at all teacher education institutes in Wisconsin will be submitted at the Conference Board meeting.

ACTION STEP I-A.6b: Teacher education institutions will be contacted and a presentation will be given by a WSST contact person regarding the benefits of membership and how it relates to pre-service teachers' PDPs. It will be the responsibility of the Public Relations Committee to ensure that teacher education institutions are represented.

ASSIGNED TO: Board of Directors, Public Relations Committee, Membership Committee

STARTING DATE: Ongoing

COMPLETION DATE: Ongoing

MEASURE OF SUCCESS: A list of teacher education institution contacts will be developed and maintained along with a visit by a designated WSST member. A public relations kit will be distributed.

ACTION STEP I-A.7: WSST will pursue connections with science educators from non-public educational institutions in Wisconsin.

ASSIGNED TO: Membership Committee

STARTING DATE: August 2008

COMPLETION DATE: Summer 2009

MEASURE OF SUCCESS: A report of the efforts regarding this action step will be presented at the 2009 Summer Board meeting.

Sub-Goal I-B: The WSST will provide information to the membership relative to the duties and responsibilities of officers, board members, and committee chairs. The organization will actively recruit individuals who are willing to assume leadership roles in the organization.

ACTION STEP I-B.1: The WSST will conduct an event for members who have no previous experience and who may have an interest in a leadership role in the organization. This event will provide information for potential officers and committee chairs.

ASSIGNED TO: Elections Committee, Conference Committee, President

STARTING DATE: Ongoing

COMPLETION DATE: Ongoing

MEASURE OF SUCCESS: A leadership event will be planned and held at the annual Conference. Participants' names will be sent to the Elections committee for a follow up mailing encouraging them to become active in WSST affairs.

ACTION STEP I-B.2:	The Nominations chair will contact the Outreach office to identify those members who have indicated on the WSST membership brochure or conference registration an interest in working on a committee.
ASSIGNED TO:	First year president or president elect, Secretary, <u>Nominations committee</u>
STARTING DATE:	Ongoing
COMPLETION DATE:	Ongoing
MEASURE OF SUCCESS:	A list of potential committee members will be developed for use by the first year president or president elect for help in filling committee positions.
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ACTION STEP I-B.3:	The Executive Committee will develop a succession plan for the Executive Director position.
ASSIGNED TO:	<u>Executive Committee</u> , Executive Director
STARTING DATE:	August 2008
COMPLETION DATE:	August 2009
MEASURE OF SUCCESS:	A succession plan for the position of Executive Director will be presented for comment and review at the summer Board meeting.
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ACTION STEP I-B.4:	WSST will schedule a “Town Hall” listening session meeting at the annual conference and invitations will be extended to all attendees of the conference via the conference brochure.
ASSIGNED TO:	<u>President</u> , Board of Directors, Conference Committee, Publications committee
STARTING DATE:	Ongoing
COMPLETION DATE:	Ongoing
MEASURE OF SUCCESS:	An open sharing and informational session will be scheduled at each conference.
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ACTION STEP I-B.5:	Committees and Board members will develop and write a procedural manual describing the committee’s or officer’s activities, duties and responsibilities.
ASSIGNED TO:	<u>Committee chairs</u> , <u>Document Review</u>
STARTING DATE:	August 2008
COMPLETION DATE:	2009 summer board meeting
MEASURE OF SUCCESS:	The standard operating procedure manual for each officer, board member, and committee will be presented for review at the 2009 summer board meeting.
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Sub-Goal I-C:

The Wisconsin Society of Science Teachers will maintain current position statements and bring forth to the board any new or revised position statements consistent with the mission of improving science education in Wisconsin. The Board of Directors will adopt those position statements as an operating philosophy to be followed in making official public statements.

ACTION STEP I-C.1:	The document review committee will maintain the position statements adopted by the WSST. All members may suggest for review any new or revised position statements from organizations relative to science issues that are consistent with the mission of the organization.
ASSIGNED TO:	<u>Document Review Committee</u>
STARTING DATE:	Ongoing
COMPLETION DATE:	Ongoing
MEASURE OF SUCCESS:	The document review committee will present any new or revised position statements to the WSST Board for adoption at the summer board meeting.

ACTION STEP I-C.2:	Position statements will be available to all WSST members and other parties.
ASSIGNED TO:	Document Review Committee, <u>Publications Committee</u>
STARTING DATE:	Ongoing
COMPLETION DATE:	Ongoing
MEASURE OF SUCCESS:	Position statements officially adopted by WSST including those of our parent organization, the National Science Teachers Association, will be referenced in the newsletter and linked from the WSST website.

Sub-Goal I-D:

The WSST presence in the state will be enhanced by providing information about services and programs provided by WSST via Wisconsin Science Network (WSN).

ACTION STEP I-D.1:	WSST conference information will be distributed to WSN participants.
ASSIGNED TO:	<u>First year president or president elect</u>
STARTING DATE:	Ongoing
COMPLETION DATE:	Ongoing
MEASURE OF SUCCESS:	The information appears in the WSN posting.

II. The Wisconsin Society of Science Teachers will design and implement a comprehensive program of professional development that will provide activities, resources, and services for WSST members (*What we do for our members*).

Sub-Goal II-A: Based on available needs assessment data, WSST will seek to provide meaningful programs, services, and professional support for its membership.

ACTION STEP II-A.1a: WSST will implement standards-based programs that meet the identified member and affiliated needs through a well-managed and well-attended conference.

ASSIGNED TO: Conference Committee

STARTING DATE: Ongoing

COMPLETION DATE: Ongoing

MEASURE OF SUCCESS: Conference attendees will complete a conference evaluation that is turned into the upcoming conference booth for analysis.

ACTION STEP II-A.1b: WSST will proactively pursue new and innovative sessions for the annual conference.

ASSIGNED TO: Conference Committee, Board of Directors, Presidents

STARTING DATE: Ongoing

COMPLETION DATE: Ongoing

MEASURE OF SUCCESS: Conference will have new presentations and presenters.

ACTION STEP II-A.2a: WSST will publish a well-designed and informative newsletter that will be distributed to all members.

ASSIGNED TO: Publications Committee

STARTING DATE: Ongoing

COMPLETION DATE: Ongoing

MEASURE OF SUCCESS: At least four newsletters will be published during each fiscal year.

ACTION STEP II-A.2b: The WSST monthly e-blast will contain an article with information from Directors and committee chairs that will share their duties and activities in order to proactively share WSST governing duties with its members.

ASSIGNED TO: Publications Committee

STARTING DATE: Ongoing

COMPLETION DATE: Ongoing

MEASURE OF SUCCESS: The following monthly eBlasts from Directors and committee chairs will be sent to all members of the WSST email list. **September**-District 1 Director, Membership; **October**-District 2 Director, Elections; **November**-District 3 Director, Awards; **December**-District 4 Director, WSST Adventures; **January**-District 5 Director, Foundation; **February**-District 6 Director, 2009 Conference; **March**-District 1 Director, Publications; **April**-District 2 Director, Professional Development; **May**-District 3 Director, Strategic Planning/ Document Review.

ACTION STEP II-A.3: The WSST will maintain an interactive website.

ASSIGNED TO: Publications Committee

STARTING DATE: Ongoing

COMPLETION DATE: Ongoing

MEASURE OF SUCCESS: The WSST website will be on-line and updated as needed for the entire fiscal year.

ACTION STEP II-A.4a: WSST will provide interactive electronic resources on the website including, but not limited to related links, professional development opportunities, and discussions through the blog.

ASSIGNED TO: Board of Directors, Committee Chairs, Publications

STARTING DATE: Ongoing

COMPLETION DATE: Ongoing

MEASURE OF SUCCESS: Electronic resources will be available on the WSST website, and board members and committee chairs will actively contribute to those resources.

ACTION STEP II-A.4b: WSST will establish an area on the website that will allow teachers to share lesson plans, resources, and activities with one another.

ASSIGNED TO: Board of Directors, Committee Chairs, Publications

STARTING DATE: August 2008

COMPLETION DATE: August 2009

MEASURE OF SUCCESS: An electronic sharing capability will be available on the WSST website.

ACTION STEP II-A.5: WSST will organize and conduct a focus group on the process of developing and writing a Professional Development Plan (PDP) with science teachers who have gone through submission of a PDP. The results of this focus group will be used by WSST to develop an exemplary science model and template of a PDP as required by PI-34. These will be available on the website.

ASSIGNED TO: Professional Development Committee

STARTING DATE: Ongoing

COMPLETION DATE: Ongoing

MEASURE OF SUCCESS: The model and template are available online.

ACTION STEP II-A.6a: WSST will develop, provide, and maintain a list of National Board Certified Science teachers.

ASSIGNED TO: Membership Committee

STARTING DATE: Ongoing

COMPLETION DATE: Ongoing

MEASURE OF SUCCESS: Establish a list and provide it to National Board candidates upon request.

ACTION STEP II-A.6b: WSST will solicit National Board Certified Teachers to present a session at the WSST conference about becoming Nationally Board certified.

ASSIGNED TO: Membership Committee

STARTING DATE: Ongoing

COMPLETION DATE: Ongoing

MEASURE OF SUCCESS: At least one (1) session will be presented at the conference.

ACTION STEP II-A.7: WSST will develop, provide, and maintain a “Survival Kit for New Science Teachers.”

ASSIGNED TO: Professional Development Committee

STARTING DATE: August 2008

COMPLETION DATE: August 2009

MEASURE OF SUCCESS: Establish materials that are readily accessible for interested teachers.

Sub-Goal II-B: The Science Education community in Wisconsin needs an ongoing influx of new leaders so that the diverse views of Wisconsin science education community can be heard.

ACTION STEP II-B.1: The WSST will support and pursue establishing a science professional development summer program (Science Futures) that emphasizes science education leadership development and a component that will link recent additions to the science education profession with veteran science teachers in Wisconsin as stated objectives.

ASSIGNED TO: Presidents, Executive Director, Board of Directors

STARTING DATE: Ongoing

COMPLETION DATE: Ongoing

MEASURE OF SUCCESS: The establishment of a successful Science Futures program in Wisconsin.

Sub-Goal II-C: The WSST will maintain a listing of professional development opportunities for teachers.

ACTION STEP II-C.1: WSST will maintain a listing of professional development activities tied to the teaching standards that are available to teachers. This information will be disseminated through WSST publications and website. WSST will attempt to develop partnerships with other organizations to sponsor professional development workshops.

ASSIGNED TO: Publications Committee

STARTING DATE: Ongoing

COMPLETION DATE: Ongoing

MEASURE OF SUCCESS: Announcements of professional development activities will be prepared and the information regularly published.

Sub-Goal II-D: The WSST will sponsor regional educational events for its members.

ACTION STEP II-D.1: WSST will support (organize) science education opportunities (e.g mini-conferences, Science Forums, WEST Family Science Days) for science teachers to experience science through regional gatherings. These opportunities will be publicized through WSST publications and the website.

ASSIGNED TO: Board of Directors

STARTING DATE: Ongoing

COMPLETION DATE: Ongoing

MEASURE OF SUCCESS: Each Director will organize one district event per year. Announcements of professional development activities will be prepared and the information published regularly.

ACTION STEP II-D.2: WSST will support (organize) multiple opportunities for science teachers to experience science through local, regional, and international travel experiences. These opportunities will be publicized through WSST publications and the website.

ASSIGNED TO: WSST Adventures Committee

STARTING DATE: Ongoing

COMPLETION DATE: Ongoing

MEASURE OF SUCCESS: Announcements of professional development activities will be prepared and the information regularly published.

III. The Wisconsin Society of Science Teachers will become a major resource regarding science education in Wisconsin and have a positive influence on public policy regarding science education in Wisconsin (*What we do for our profession*).

Sub-Goal III-A: The officers will maintain active communication with parties such as Wisconsin Department of Public Instruction, National Science Teachers Association (NSTA), state and federal governments, liaisons, and affiliates and other science education organizations.

ACTION STEP III-A.1: A record of communications will be kept to assure that communication with these organizations happens as needed.

ASSIGNED TO: Presidents, Executive Director, WSST liaison

STARTING DATE: Ongoing

COMPLETION DATE: Ongoing

MEASURE OF SUCCESS: A summary of communications will be provided upon request.

Sub-Goal III-B: The WSST will advocate (to the extent allowed by law) those policies that are consistent with the mission and goals of the organization.

1. Provide proclamations that advocate the official position of the organization.
2. Maintain a liaison with all levels of government.
3. Communicate to the membership important issues in science education and encourage members to become advocates for policies of the organization.

ACTION STEP III-B.1: The WSST will continue to distribute relevant and timely information of interest to the science education community.

ASSIGNED TO: President, Publications Committee

STARTING DATE: Ongoing

COMPLETION DATE: Ongoing

MEASURE OF SUCCESS: A mechanism will be in place that will allow for the timely distribution of documents depicting the official position of the WSST.

ACTION STEP III-B.2: The WSST will provide members with information about current political developments that may have an impact on science education.

ASSIGNED TO: Publications Committee, Webmaster, WSST Liaison

STARTING DATE: Ongoing

COMPLETION DATE: Ongoing

MEASURE OF SUCCESS: Political developments having an impact on science education will be available to members. Members will know about the NSTA list serve.

ACTION STEP III-B.3: Regular sections will be established in WSST publications to:
1. Solicit member input on emerging issues
2. Provide a vehicle to inform the membership of the official position of the WSST relative to issues.

ASSIGNED TO: Publications Committee, District Directors

STARTING DATE: Ongoing

COMPLETION DATE: Ongoing

MEASURE OF SUCCESS: The Newsletter will periodically feature sections that seek member input and opinions as well as clarifying the official positions of the WSST. District Directors will inform and encourage feedback from their constituents via email. The WSST website blog and discussion board will provide a means for membership input on emerging issues.