NAEP Strategic Pillar ACTION PLAN 2015

Leadership Development

Date:	revised September 30, 2016
Form submitted by:	Pillar Team

Pillar: Internal NAEP Leadership Development

Pillar Members: Ron Deverman (lead), Victoria Jewell Guerra, Brock Hoegh, David Mattern, Lori Cuniff, Heidi Hartmann Pillar Support: Andrea Bower, Tim Bower

GOAL #1

Expand the leadership pipeline

2016 Objective: Increase depth of volunteer pool available for potential service at higher levels

Notes : Need to establish 2016 baseline and quantifiable goal for 2017

	Task	Responsible	Timeline	Resources	Budget Request *(specify immediate needs from 2016 Budget requirements)*	Status	Notes
1.1	Develop list of what NAEP leadership is actively working on	Ron/Andrea	Nov-16		N/A		try to keep to one page by committee or pillar and list highlights
1.2	Develop list of what leadership needs assistance with (current tasks)	Ron/Andrea	Same time period/all tasks		N/A		in process - started in September 2016 and continuing at October 2016 Board Meeting
1.3	Develop list of what leadership would like to be working on, as applicable	Ron/Andrea	Nov-16		N/A		see 1.1
1.4	Describe leadership roles currently available in NAEP	Ron/Andrea	Dec-16				see 1.1
1.5	Brainstorm leadership ideas not on list (short and long term)	Andrea					see 1.2
1.6	Request current leader's assistance with mentoring new leaders.	Pillar Group	Jan-17				need to first identify emerging leaders
1.7	Define expectations of NAEP mentorship	Ron/Andrea	Dec-16				We have a template that can be adapted to NAEP
1.8	**Online webinar series (October Board Meeting)** *(determined as a PRIORITY at Austin July 2015 Board Meeting)*	Ron/Andrea	completed and ongoing		$2,000.00 in 2017 for three webinars	held two webinars so far in 2016 and a third is being planned	

Immediate Next Steps: Plan third webinar for 2016 and continue follow-up on the past attendees and newly recruited volunteers

Notable Successes: held two webinars and needed to develop process, marketing pieces, PowerPoint presentation and recruit volunteers

Potential Roadblocks: Roadblock to collecting volunteer opportunities is getting other volunteer leads to provide information

Leadership Development

Date:	revised September 30, 2016
Form submitted by:	Pillar Team

Pillar: Internal NAEP Leadership Development

Pillar Members: Ron Deverman (lead), Victoria Jewell Guerra, Brock Hoegh, David Mattern, Lori Cuniff, Heidi Hartmann Pillar Support: Andrea Bower, Tim Bower

GOAL #2

Volunteer base includes representative cohorts from key constituencies

2016 Objective: *Representation from all relevant cohorts*   ***Notes*** *: Need to establish 2016 baseline and quantifiable goal for 2017*

	Task	Responsible	Timeline	Resources	Budget Request *(specify immediate needs from 2016 Budget requirements)*	Status	Notes
2.1	Outreach to members with listed roles, responsibilities, time/financial commitment for each leadership role.	already occurring but need to refine and the specific requests for available activities in Goal 1 will provide that information	Same timeframe/all tasks				
2.2	Track members that responded they were interested in volunteering (via database) and maintain contact.	Ron Deverman and Tim Bower	Dec-16				see if Memberclicks can do this
2.3	Ask current leaders for potential volunteers/add name to database.						volunteers need to be NAEP members
2.4	**Chapter Representation Involvement (October Board Meeting)** *(determined as a PRIORITY at Austin July 2015 Board Meeting)*	Leadership Pillar and Chapter Pillar	ongoing discussions				
2.5	**Collaboration with Chapters and Marketing/Communications Pillars** *(determined as a PRIORITY at Austin July 2015 Board Meeting)*	Leadership Pillar and M&C Pillar	ongoing discussions			This is occurring and where appropriate the Leadership Development Pillar is participating in the M&C calls	

Immediate Next Steps:

Notable Successes:

Potential Roadblocks:

Leadership Development

Date: revised September 30, 2016

Form submitted by: Pillar Team

Pillar: Internal NAEP Leadership Development

Pillar Members: Ron Deverman (lead), Victoria Jewell Guerra, Brock Hoegh, David Mattern, Lori Cuniff, Heidi Hartmann Pillar Support: Andrea Bower, Tim Bower

GOAL #3

Volume of board candidates identified via referrals

2016 Objective: *Growth over 2015 levels*   *Notes* *: Need to establish 2015 baseline and quantifiable goal for 2016*

	Task	Responsible	Timeline	Resources	Budget Request *(specify immediate needs from 2016 Budget requirements)*	Status	Notes
3.1	Ask new volunteers how the NAEP leader experience is and what could be changed.	Pillar volunteers	get plan together Jan 2017 and make calls Feb 2017 and report to board March 2017			in development	
3.2	Ensure existing NAEP leaders maintain regular contact with new volunteers/introduce them to others.	see above					
3.3	Hold volunteers' networking/training sessions at annual conference		discuss at Oct 2016 board meeting before they do the conference agenda and basically make a live sessions				

Immediate Next Steps: Develop outreach plan to new volunteers

Notable Successes:

Potential Roadblocks: Volunteer and staff resources required with all the other initiatives occurring

		Date:	revised September 30, 2016
Leadership Development		Form submitted by:	Pillar Team

Pillar: Internal NAEP Leadership Development

Pillar Members: Ron Deverman (lead), Victoria Jewell Guerra, Brock Hoegh, David Mattern, Lori Cuniff, Heidi Hartmann Pillar Support: Andrea Bower, Tim Bower

GOAL #4

Volunteer opportunities available to support non-traditional volunteers

2016 Objective: *Identification of new opportunities*   *Notes:*

Task	Responsible	Timeline	Resources	Budget Request *(specify immediate needs from 2016 Budget requirements)*	Status	Notes
see goal 1 request for specific and various tasks						

Immediate Next Steps:

Notable Successes:

Potential Roadblocks: