

### Strategic Goal Action Plan Form

<b>Our Strategic Goal:</b>	All State (student & teacher) opportunities for diversity, equity, inclusion and access <ul style="list-style-type: none"> <li>● Re-evaluate student All State opportunities and to reach more Maryland students (Jan 22 goal of achievement)</li> </ul>
<b>Members of our Team</b>	Tom, Dana, Ashleigh, Brian, Jen

Step No.	Steps to Achieve the Goal	Time Needed to Complete This Step	Resources Needed to Complete This Step	Specific People Who will lead this step for the team
1	Develop organizational and programmatic assessment for All State opportunities	2 months	NAfME and other professional organization assessments	All State Chair and representative from DEIA committee Research Chair
2	Survey stakeholders to reflect on current All State opportunities for diversity, equity, inclusion, and access using an organizational and programmatic assessment through digital survey (SurveyMonkey), town halls, including students, etc.	3 months	Organizational and Programmatic Assessment	All State Chair and representative from DEIA committee Research Chair
3	Analyze and reflect on data collected Identify any gaps in current practices	3 months	Assessment Results	All State Chair and representative from DEIA committee, Research Chair
4	Report out to the full executive board All State initiatives	1 day	Analysis Results	All State Chair and representative from DEIA committee, Research Chair
5	Create teams to develop new initiatives	1 week	Report feedback Board Member	All State Chair and representative from DEIA committee, Research Chair

6	Enact initiatives/policies as recommended by the committee	Year one - two	Committee Work and Suggestions	Board Committees
7	On Going Program Evaluation	Years 3-5	Organizational and Programmatic Assessment	All State Chair and representative from DEIA committee Research Chair