

Goal 1: To establish and maintain professional standards among career service, human resources and teacher preparation faculty engaged in the recruitment and selection of staff for school systems.				
Implementation Strategies	Leader	Timeline	Resources Needed	Success Indicators
1. Assign the organization’s leaders to accomplish the specific annual goals.	President/Executive Committee	Annually	Budget	Goals Attained/ Committee Report
a. Assign Directors to Board		Annually		
b. Standing Committees	Include Secretary			
1. Executive				
2. Program/Conference	Both Vice Presidents, Include Treasurer on contracts signed	Ongoing communications	Should provide budget to board for approval (suggested 6-8 months out from conference date)	New members, high satisfaction in evaluations/ expenses budgeted
3. Technology/ Communications	Chaired by Director to include President-Elect	Anually/Ongoing	Access to Listserv/updated membership database	Timely dissemination of information
4. Membership	Treasurer, supported by New Member Development Chair	Annually/Ongoing	Depends on initiatives	Annual report of total membership activity
5. Nominating	Past-President	Annually		Approved slate
6. Auditing	Treasurer w/ two President appointees	Annually	Budget	Balanced funds at year end
7. Archives and Awards	Director	Annually/Ongoing		Awards/certificates archives annually
8. Legislative	Immediate Past-President & President-Elect	Ongoing	Program Materials/Budget	Goals established and attained for the year

9. Research/Scholarship	Director	Annually/Ongoing	Depends on initiatives/scholarship fund awarded	Scholarships advertised, secured and awarded. Research report on year's initiatives.
10. Time and Place	President-Elect, with support of Executive Committee and Treasurer	Annually	Potential travel associated with finalizing hotel selection	Approval of site proposal by board and contract signed
11. New Member Development	Director w/support from Treasurer/Member ship	Annually/Ongoing	Depends on initiatives	New Member Development program @ conference conducted. Mentorships established and tracked.
c. AdHoc Committees		Annually/Ongoing	Budget	Progress Reports
1. AAEE Involvement	Board & Membership	Ongoing		Progress Reports
2. Strategic Plan Updates	President/President-Elect	Annually/Ongoing		Updated
3. Determines/monitors committee goals.	President & Board	Annually/Ongoing		Progress Reports
a. Select/assign committee members.	Committee Leaders	Annually		Progress Reports
b. Notify committee leaders of their roles/expectations.	President/Executive Committee	Annually/Ongoing		Board Meeting minutes

<p>c. Communicate and/or meet with committee members to establish direction and timelines for completion of goals.</p> <p>d. Monitor and facilitate committee work.</p> <p>4. Infuse current and critical issues in the program at the annual conference.</p>	<p>Committee Leaders</p> <p style="text-align: center;">↓</p> <p>Program Committee & Vice Presidents</p>	<p>Annually</p>	<p>Budget</p>	<p>Committee Progress Reports @ board meetings</p> <p>Progress Reports @ board meetings</p> <p>Conference Evaluations/ Suggestions</p>
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Goal 2: To enhance the concept of staffing as an integral part of education.

Implementation Strategies	Leader	Timeline	Resources Needed	Success Indicators
<p>1. Develop/enhance collaborative relationships with relevant organizations.</p>	<p>President Executive Committee Membership</p>	<p>Ongoing</p>	<p>Communication/Dialog</p>	<p>Survey the participation at Annual Conference</p>
<p>2. Make presentations at major state, regional and national conferences on critical employment issues.</p>	<p>Membership</p>	<p>Ongoing</p>	<p>Share Information</p>	<p>Participation</p>
<p>3. Mentoring new professionals and/or members.</p>	<p>New Member Development Committee Membership</p>	<p>Annual Conference</p>	<p>ListServe/Website/Email</p>	<p>Report of members who participate</p>
<p>4. Improve the profile of the organization nationally.</p>	<p>President/Executive Committee/Membership</p>	<p>Ongoing</p>	<p>Budget</p>	<p>Membership numbers, Number of conference attendees</p>

Goal 3: To promote understanding and cooperation between career services offices and employers for continued effective staffing.				
Implementation Strategies	Leader	Timeline	Resources Needed	Success Indicators
1. Regional Conference	Vice Presidents Program Committee	Annually	Budget	Survey Results/ Budget goals met
2. Master Recruiting Calendar.	Technology/ Communications	Annually	Technology/ Communications	career fair events of members published
3. Provide trouble shooting and support to members.	President Executive Committee/Membership	Ongoing/Annual	Communication/Website/L istServe	Amount of “traffic” via ListServe
4. Increase membership.	Membership & Board support	Ongoing	Networking/Promotion/ Communication	Membership Numbers
5. Solicit involvement of members in training, education and networking opportunities designed to assist in professional development.	President Executive Committee	Ongoing	Communication/ Networking Links	Conference Evaluations/ Surveys
6. Job Fair.	Vice Presidents Program Committee Executive Committee	Annually	Budget	Number of districts and “job seekers” that participate
Goal 4: To afford an exchange of ideas and information directed toward successful teacher recruitment and retention.				
Implementation Strategies	Leader	Timeline	Resources Needed	Success Indicators
1. Information Services.				
a. “Hot Topics”	Technology/ Communications	Monthly	Listserve & Budget	Tracking of topics established/sent
b. Membership Directory	Membership Committee/Treasurer	Annually	Listserve , Website & Budget	Directory Access to members and active use
c. ListServe	Technology/ Communications	As Needed	Budget	Access to updated information
d. Website	Technology/ Communications		Budget	
e. Email	President and board	As Needed	Listserve & Budget	
f. Inquiries by telephone, FAX or mail	Executive Committee/Treasurer	As Needed	Listserve & Budget	Access to members

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<p>2. Enhance role in American Association of Employment in Education [AAEE] a. National leadership from SAEE</p> <p>b. Host the national conference in the Southeast.</p>	<p>Executive Committee Membership, President</p> <p>SAEE Membership/Board</p>	<p>Ongoing</p> <p>2007</p>	<p>Leadership Development</p> <p>Budget requests & proposals</p>	<p>Attendance/Involvement with AAEE</p> <p>2007 AAEE/SAEE conference in Savannah, GA</p>
<p>Goal 5: To promote professional development through the association, cooperative efforts, and active membership</p>				
Implementation Strategies	Leader	Timeline	Resources Needed	Success Indicators
1. Provide a new member orientation.	New Member Development	Annually	Budget/Materials	Evaluations
2. Communicate with members re: organizational developments/updates	President/Executive	Ongoing	Time	Updated documents & by-laws
3. Member participation in “Hot Topics”	Communications/ Technology	Monthly	Time	Track topics distributed/results
4. Share information re: best practices in employment, recruitment and retention.	Executive/Membership	Annually	Technology	Reports
5. Cultivate members through leadership opportunities/training	Executive Committee	Ongoing	Time Budget/Materials	SAEE/AAEE Leadership
6. Provide recognition to members & programs which advance/enhance SAEE a. Rollins Award. b. New Member Award c. Student Scholarships d. President/Board Member Plaques. e. Monetary awards/professional recognition granted to members. f. Research proposals and efforts. g. Conference door prizes/Sponsors	Executive Committee Archives and Awards Committee Membership	Annually (at conference) Ongoing (as needed)	Budget/Vendor Support Listserv	Recognition events at Annual Conference Website