

### Strategic Goal Action Plan Form

<b>Our Strategic Goal:</b>	<p>Conferences (student &amp; teacher) opportunities for diversity, equity, inclusion and access</p> <ul style="list-style-type: none"> <li>● Re-evaluate MMEA professional (Annual Inservice) conference experiences to serve more Maryland Music Educators</li> <li>● Re-evaluate opportunities for expanding/diversifying professional learning experiences to serve more Maryland Music Educators</li> <li>● Continue to develop the July Virtual Conference to serve the needs of more Maryland Music Educators</li> <li>● Develop new targeted professional learning opportunities for educators throughout the academic year</li> </ul>
<b>Members of our Team</b>	Tom, Dana, Ashleigh, Brian, Jen

<b>Step No.</b>	<b>Steps to Achieve the Goal</b>	<b>Time Needed to Complete This Step</b>	<b>Resources Needed to Complete This Step</b>	<b>Specific People Who will lead this step for the team</b>
<b>1</b>	Develop organizational and programmatic assessment for Conference opportunities-Annual, July, New Teacher/Leader, Student Leadership and New Initiatives	2 months	NafME and other professional organization assessments	Conference Committee and representative from DEIA committee Research Chair
<b>2</b>	Survey stakeholders to reflect on current conference 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	Conference Committee and representative from DEIA committee Research Chair
<b>3</b>	Analyze and reflect on data collected Identify any gaps in current practices	3 months	Assessment Results	Conference Committee and representative from DEIA committee, Research Chair
<b>4</b>	Report out to the full executive board All State initiatives	1 day	Analysis Results	Conference Committee and representative from DEIA

				committee, Research Chair
5	Create teams to develop new initiatives	1 week	Report feedback Board Member	Conference Committee 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	Conference Committee and representative from DEIA committee Research Chair