



Pi Lights

Vol. 70, No. 3

Published by the New York State Organization

Spring 2015

New York State Convention Update and President's Message "Invigorating Pi State"

Dr. Joyce Tang
Pi State President 2013 – 2015

One enjoyable thing about early spring is to get relief from the snow and the frigid weather. Since the beginning of the spring semester, I have been pulled in three different directions: meeting my obligations at Queens College of the City University of New York, keeping a balanced personal and professional schedule and preparing for the 70th Pi State Convention, April 24-26, 2015 at the Long Island Marriott Hotel and Conference Center in Uniondale.



Pi State Convention Steering Committee Meeting on Saturday, March 14, 2015, 10:00am-1:00pm at the Long Island Marriott, Forum 8 ... Members are (L to R): Beta Psi President and Registrar Sue Spivak; Fern Daane, Beta Psi; Gamma Alpha Chapter President Joan Goldstein; Secretary Beth Borzone, Alpha Phi; Treasurer Noreen LeCann, Beta Xi; Co-Chair Dr. Kumkum Prabhakar, Alpha Phi; State President Dr. Joyce Tang, Alpha Phi; Co-Chair Dr. Valerie Lagakis, Alpha Phi; Penny Ellis, Alpha Phi; Danielle Greco, Alpha Phi; Alpha Phi Chapter President Rowena Costa; Rita Chiachiere, Alpha Phi; Emilie Stris, Alpha Phi; Chapter Presidents' Procession Chair Loretta Detweiler, Beta Psi; and Fran Brida, Beta Psi.

I want to thank all of the **Convention Steering Committee Chairs, members and volunteers** who have attended our recent meetings. On Saturday, March 14, we had a 3-hour meeting at the Long Island Marriott Hotel and Conference Center to discuss the logistics and implementation of the Convention with Hotel Senior Event Manager **Patricia Archibald**. Without a doubt, the talents and spirit of our sister-leaders in the Southeastern Area help **Invigorate Pi State!** On Friday, March 20, Pi State Executive Secretary **Beryl Szwed**, Co-Chairs **Dr. Kumkum Prabhakar** and **Dr. Valerie Lagakis** and I conducted a thorough walk-through of the Convention site with the Hotel Manager to ensure a smooth and efficient production of the Convention. The Steering Committee will hold its next and last meeting at the Marriott on Saturday, April 11 to fine-tune all aspects of the event.

Continued on page two



"Invigorating Pi State"

Dr. Joyce Tang

Pi State President 2013 - 2015

**New York State Convention Update and
President's Message**

Continued from page one

During the past few months, many State Chairs, State Committee Members, Area Council Chairs, and Chapter Presidents have been working quietly behind the scene to:

- [1] Raise monies to support Pi State Scholarships
- [2] Nominate and select recipients for Pi State Scholarships, Awards and Grant(s)-in-Aid
- [3] Organize 14 workshops to provide professional development hours for Early Career Educators
- [4] Develop a \$10,000 budget for Pi State Awards and Scholarships
- [5] Develop programs for music and the Hour of Remembrance
- [6] Prepare for Financial Development Fund (FDF) sales
- [7] Coordinate programs that honor the recipients of Scholarships, Women of Distinction and

25- and 50-year DKG members and
[8] Improve the governance of our 79-
year-young State Organization by
proposing changes to BYLAWS &
Standing Rules.

I urge you to browse the State
Website for details about Registration,
Hotel, Workshops and updates about
the Convention.

Last month I spent two days in Albany
to participate in the Finance Committee
meeting to develop a budget for 2015-16.
To promote transparency, the Pi State
Budget will be published in *Pi Lights*.
Meetings with the Executive Committee
have continued to conduct the business of
Pi State and to prepare for the state
meetings for 2015-17. I also had
informative dialogues with our
International President, Headquarters staff,
and Chapter Presidents who are always
looking for ways to contribute to the



"2015 DKG Quilt" donated by Alpha Phi member Lydia Paulsen for fundraising was showcased by Beta Psi member Fran Brida and Alpha Phi President Rowena Costa at the Convention Steering Committee Meeting on March 14, 2015.

Continued on page three

New York State Convention Update and President's Message

Concluded from page two

Society's mission and to the **2014 Pi State Strategic Action Plan (SAP)**. At members' request and for Pi State records, the second version of the Plan is printed in this edition of *Pi Lights* (pages 4-12). You have reminded me that working on the *Strategic Action Plan* will be among the most important things we do as a State organization for 2,500 members over the next few years, so it is important that Pi State shares the document with as many of our members as possible. Let the Ad Hoc SAP Committee know how you can participate.

Eighty-six percent of our chapters (49 out of 57) submitted their **2014 Annual Reports**. I shared the great ideas, candid suggestions and success stories from the following Chapter Presidents with International President **Dr. Lynn Schmid**, Interim Executive Director **Sandra Smith Bull** and Northeast Regional Director **Dr. Kay Clawson**: *Alpha, Beta, Delta, Epsilon, Zeta, Mu, Nu, Pi, Rho, Sigma, Tau, Chi, Psi, Omega, Alpha Alpha, Alpha Beta, Alpha Gamma, Alpha Delta, Alpha Epsilon, Alpha Zeta, Alpha Eta, Alpha Theta, Alpha Iota, Alpha Kappa, Alpha Lambda, Alpha Nu, Alpha Pi, Alpha Rho, Alpha Tau, Alpha Phi, Alpha Chi, Alpha Omega, Gamma Gamma, Beta Gamma, Beta Delta, Beta Epsilon, Beta Mu, Beta Nu, Beta Xi, Beta Omicron, Beta Tau, Beta Phi, Beta Chi, Beta Psi, Beta Omega, Gamma Alpha, Gamma Delta, Gamma Epsilon, and Gamma Zeta*. As Chapter leaders, you have made Pi State PROUD!

To provide their Chapters with indemnification, sixty-eight percent of our Chapters (39 out of 57) have signed and returned the *Society Hold Harmless Agreement*. As the parent company, the Society has sent the State President a Hold Harmless Agreement signed by the International President and the Interim Executive Director to assure that International will assume potential liability to third parties and save both Pi State and the Chapters defense costs, damages, etc., that may occur as a result of breaches in intellectual property law. Chapters who have signed are *Alpha, Delta, Zeta, Kappa, Lambda, Nu, Pi, Sigma, Chi, Psi, Omega, Alpha Alpha, Alpha Beta, Alpha Gamma, Alpha Delta, Alpha Epsilon, Alpha Eta, Alpha Iota, Alpha Kappa, Alpha Lambda, Alpha Rho, Alpha Pi, Alpha Tau, Alpha Omega, Beta Gamma, Beta Delta, Beta Epsilon, Beta Theta, Beta Kappa, Beta Mu, Beta Nu, Beta Xi, Beta Tau, Beta Psi, Beta Omega, Gamma Alpha, Gamma Delta, Gamma Epsilon, and Gamma Zeta*.

Besides seeing you at the State Convention in Uniondale, Long Island, I look forward to meeting and greeting our sisters of the *Alpha Alpha* (May 6) and *Chi* (May 20) Chapters during my State Visits this spring.

Dr. Joyce Tang

"Invigorating Pi State"

Request Form for Pi State Committees 2015-17

Pi State Wants You!!

If you are interested in assisting Pi State, please consider serving on a **Pi State Committee either as a Committee member or Chair during the 2015 - 2017 Biennium**. If you would enjoy contributing to the work of Pi State, complete the Request Form for Pi State Committees 2015-17 at the 2015 Convention or online at Pi State's website. The form will be in each Convention Participants' Folder.

You can either hand in the form with your Evaluation after the Convention or mail it by April 30th to:

Dr. Joyce Tang
41-40 Union Street #12P
Flushing, NY 11355-8009



INTERNATIONAL SOCIETY FOR KEY WOMEN EDUCATORS
DELTA KAPPA GAMMA

NEW YORK (PI) STATE

REPORT OF THE AD HOC NEW YORK (PI) STATE **STRATEGIC ACTION PLAN** **COMMITTEE** **2nd Version 12.29.14**

EXECUTIVE SUMMARY

The *Ad Hoc Pi State Strategic Action Plan (SAP) Committee* found that Pi State should continue to provide members with support and guidance by taking advantage of diverse resources available from the International, State Organization and Chapter levels. We feel that certain changes could be made in order for Pi State to survive and thrive as the 11th state in ranking among 78 state organizations in 17 countries (*in terms of voting strength*) and to grow its membership, enhance the content of its program and improve the efficiency of its operation.

Drawing from DKG's Strategic Action Plan resources for State Organizations, recent Strategic Action Plans from various State Organizations, Pi State's official publications, *DKG Pi State Chapter President 2013 Annual Reports*, *DKG Pi State State Organization Committee 2012-14 Biennial Reports*, and *Pi State 2014 Survey of Chapter Presidents*, we [1] explored the challenges and possibilities that our Chapters and Pi State are facing; [2] reviewed the availability and allocation of current resources for improvement; and [3] discussed the merits of various approaches to strengthen our Chapters at local and State levels.

To reverse the trend of declining membership, to find members to take on leadership positions, and to encourage members to attend meetings and participate in activities, we propose a series of practical and realistic actions, including but not limited to expanding outreach to academic and non-academic institutions, strengthening the role of Area Councils in leadership development, and re-drawing some geographical areas.

Finally, we consider the formation of [1] a Standing Committee to oversee the implementation of the Pi State Strategic Action Plan and/or [2] an Advisory Council of Pi State Past Presidents and/or State Chairs.

COMMITTEE MEMBERS

The *Ad Hoc Pi State Strategic Action Plan Committee* comprises of members of the Executive Committee, Pi State Past Presidents and volunteers from State Chairs. The State President is an ex-officio member, convener and coordinator of the Committee. The following 19 Pi State members have been appointed to (*or have volunteered to serve on*) the Committee (*in alphabetical order*):

- [1] – **Deborah Bedard**, Pi State First Vice-President and Bea Small Award Committee Chair
- [2] – **Barbara Bostwick-Quinn**, U.S. Forum Liaison and *Beta* Chapter President
- [3] – **Karen Butters**, Pi State Second Vice-President and Frederica Hollister Professional Educators Award Committee Chair
- [4] – **Anne-Marie Carlson**, Pi State Past President (1991-93)
- [5] – **Karen Crumley**, Pi State Past President (2007-09) and BYLAWS & Standing Rules Committee Chair
- [6] – **Mary-Martha Harvey**, State Editor and *Omega* Chapter President
- [7] – **Joyce Krupnik**, Travel and Study Stipend Committee Chair
- [8] – **Dr. Andréa Morris**, Pi State Past President (2005-07)
- [9] – **Lochie Musso**, Nominations Committee Chair
- [10] – **Catherine Olinger**, Pi State Past President (1993-95)
- [11] – **Jeanne Schenk**, Immediate Pi State Past President (2011-13)
- [12] – **Jean Sekel**, Audit Committee Chair and *Pi* Chapter President
- [13] – **Joan Slagle**, Pi State Past President (2009-11) and Financial Development Fund (FDF) Administrator
- [14] – **Emilie Stris**, World Fellowship Committee Chair
- [15] – **Beryl Szwed**, Pi State Executive Secretary
- [16] – **Dr. Joyce Tang**, Strategic Action Plan Committee Coordinator and Convener, Pi State President (2013-15) and Gladys L. Mersereau Grant(s)-in-Aid Committee Chair

Continued on page five

Continued from page four[17] – **Jane Tanner**, Pi State Past President (2001-03)[18] – **Rosemary Van Wart**, Pi State Secretary[19] – **Wanda Ward**, Pi State Past President (1987-89)**CHARGE**

Established on April 26, 2014 at the Pi State Executive Board Meeting in Syracuse, the Committee will propose a Pi State Strategic Action Plan and a Report. The Plan will focus on the goals set for the Biennium 2013-15 (Theme: “*Invigorating Pi State*”): [1] to grow the membership, [2] to enhance the efficiency of Pi State, and [c] to enrich the contents of Pi State’s programs. The Committee will oversee the Plan and conduct a survey that will be sent to the Chapter Presidents to poll the membership. Results of the poll will be sent to the Committee for analysis and preparation of a Report with recommendations. The Committee will submit the Report to the Executive Board for consideration and approval at the Fall Executive Board Meeting at The Queensbury Hotel in Glens Falls to be held on October 17-18, 2014.

PROCESS

Committee members were asked to submit answers to five (5) questions for reflections and proposed questions for inclusion in the *2014 Pi State Survey of Chapter Presidents*. The questions for reflections were also printed in the summer issue of *Pi Lights* along with an essay, “*The 2014 Pi State Strategic Action Plan for 2,600 Stakeholders*,” (Vol. 69, No. 4, pp. 18-21). Additionally, the membership was encouraged to send ideas and suggestions to the Committee for consideration and adoption into the Survey, Plan and Report.

A summary, “*Reflections from Ad Hoc Pi State Strategic Action Plan Committee*,” appeared in *Pi Lights* based on the submissions received from the Committee members between July 14 and 21, 2014 (Vol. 70, No. 1, pp. 10-12).

Drawing from their experiences as Chapter Presidents, State Committee Chairs or members, State or DKG Officers, many SAP members were candid and critical of the status of Pi State in their reflections:

[1] – Where are we as a State Organization?

[2] – Where do we want to go?

[3] – What is Pi State’s key competitive advantage as a professional society?

[4] – Why does a woman want to join DKG?

[5] – Why should DKG be the organization of choice for key women educators?

In August, 2014, all Chapter Presidents were invited to participate in the “*2014 Pi State Survey of Chapter Presidents*” anonymously at SurveyMonkey.com. It took approximately 10 to 20 minutes to complete the online 25-item questionnaire. We accomplished a 100% response rate from the target population in the specific timeframe (2 chapters have opted out). Results of the survey were tabulated and sent to the Committee for analysis (68 pp.). To review and discuss the data, two Go-to-Meetings were organized for September 22 and 23, 2014, from 6:30 to 8:30 PM. Thirteen of the 19 Committee members attended one of these sessions: **Barbara Bostwick-Quinn, Karen Butters, Mary-Martha Harvey, Joyce Krupnik, Dr. Andréa Morris, Lochie Musso, Jeanne Schenk, Jean Sekel, Beryl Szwed, Dr. Joyce Tang, Deborah Bedard, Karen Crumley and Joan Slagle**. Members who did not attend the Go-to-Meetings were invited to submit written comments. **Rosemary Van Wart** submitted written comments.

On October 17, 2014, **Karen Butters, Jean Schenk, Deborah Bedard and Dr. Joyce Tang** presented the first draft of the Report at the General Session of the Fall 2014 Executive Board Meeting and Seminar at the Queensbury Hotel and Conference Center in Glens Falls, New York. Their interesting and informative presentations energized the Executive Board and set the stage for the participation of 2,600 stakeholders in the expansion and implementation of the Plan. Eighteen of the 19 Committee members were present at the General Session (8:30 – 9:30 PM): **Deborah Bedard, Barbara Bostwick-Quinn, Karen Butters, Annie-Marie Carlson, Karen Crumley, Mary-Martha Harvey, Joyce Krupnik, Dr. Andréa Morris, Lochie Musso, Catherine Olinger, Jeanne Schenk, Jean Sekel, Emilie Stris, Beryl Szwed, Dr. Joyce Tang, Jane Tanner, Rosemary Van Wart and Wanda Ward**. After revisions, the Report and results of the Survey of 2014-16 Chapter Presidents were made available to the Executive Board and the membership.

It took two months from October to December to complete the revisions. The **second draft** has incorporated the extensive, valuable and/or thoughtful comments from SAP members received from October 7, 2014 to October 16,

Continued on page six

Continued from page five

2014: Catherine Olinger, Dr. Andr  a Morris, Jeanne Schenk, Barbara Bostwick-Quinn, Emilie Stris, Jean Sekel, Beryl Szwed, and Karen Crumley.

At the request of many Pi State Executive Board members, the **second draft** includes new (*and/or expanded*) sections such as RESULTS, DISCUSSION and CONCLUSION with an **ATTACHMENT (2014 Pi State [DATA] Survey of the 2014-16 Chapter Presidents)**. It is hoped that making the **second draft** and the survey data available on the Pi State’s website will encourage the members to discuss and decide on Pi State’s next steps to **INVIGORATE PI STATE** at Chapter meetings.

RESULTS

As shown below, the challenges and possibilities that Pi State faces are similar to that of many State Organizations – declining and aging membership; leadership development; and getting members informed, connected, and involved. Fortunately, there is no shortage of ideas. Many Chapter respondents have offered a lot of best practices for adoption.

[1] - Demographics

Ninety-one percent of the Chapter Presidents reported that half of their Chapter members are retired. Seventy-nine percent of the respondents noted that half of their members are over 60.

[2] – Membership

When asked how often their Chapter invites non-members to attend Chapter meetings as guests in a typical year, one-third of the Chapters will do that one to two times, one-quarter will do that three to four times, and 35% will have non-members in attendance nearly every meeting.

A fairly high proportion of the respondents “strongly agree” or “agree” that their members “Want to be DKG members as stated in the Society’s Seven Purposes” (93%); “Support the Society’s Mission” (96%); “Read the printed version (*i.e., Summer & Winter issues*) of **Pi Lights**” (89%); “Are actively involved in the planning of Chapter’s programs” (78%); “Are actively involved in Committee work as Chair or members” (70%); and “Regularly attend the Chapter meetings” (77%).

By comparison, a lower proportion of the respondents *strongly agree* or *agree* that their members “Are aware of DKG membership benefits at relatively low dues” (53%), “Get updates/news of the State Organization from the Pi State website” (44%), “Read the online ONLY (*i.e., Fall & Spring issues*) version of **Pi Lights**” (35%), “Are actively involved in outreach” (54%), and “Are actively involved in mentoring new members” (57%).

[3] – Participation

When asked about the proportion of members attending Area Council Conferences during the past two to three years, Pi State Meetings during the past two to three years, the 2011 and/or 2013 Pi State Conventions, and 2011 and/or 2013 DKG Northeast Regional Conferences, many Chapter Presidents admitted that less than 10% of their members attend these events. However, Area Council Conferences seem to be more popular among the members, compared to the Pi State Conventions.

Equally important, relatively few members [i] had applied for DKG and/or State Scholarships, Awards or Grants during the past two to three years; and [ii] had contributed articles to the Chapter’s Newsletters and/or **Pi Lights** during the past two to three years.

[4] – Programs

More than half of the respondents reported that their Chapter’s programs “*often*” support the Society’s Seven Purposes (77%), support the Society’s Mission (77%), involve outside speakers (54%), provide opportunities for members to share their expertise and/or research (53%), disseminate information on DKG and/or Pi State Scholarships, Awards, and Grants (54%), and honor members’ professional accomplishments (61%).

More than half of the respondents noted that their Chapter’s programs “*sometimes*” offer leadership training or workshops (67%), inform members of changes in legislation and/or educational reforms (60%), involve collaboration with other Chapters (63%), involve representatives from Pi State (81%), and involve coordination with their Area Council (68%).

[5] – Responses to Open-ended Questions

[5.1] – Outreach

For a list of top reasons key women educators accept a Chapter’s invitation to be a member, refer to pages 28 to 32 of

Continued on page seven

Continued from page six

the attachment file – **Survey Data.**

For descriptions of a Chapter's most successful recruiting activities, refer to pages 33 to 36 of the **Survey Data.** For a list of potential source(s) of members, refer to pages 49 through 52.

To keep retired members interested, active and involved, see pages 64 through 66 for ideas. To find out what happens in a Chapter when a member misses one, two or three meetings in a row, refer to pages 42 and 43.

[5.2] – Leadership Development

For actions taken by Chapters to develop leadership skills, go to pages 39 to 41 of the survey data. To find out what a chapter may do to encourage members to take on leadership roles at the Chapter, State, and/or International levels, refer to pages 44 through 48.

As shown from pages 53 to 58, not all Chapter Presidents receive partial or full reimbursements for their travel expenses (including registration, transportation, lodging and meals) to attend Pi State Meetings, Pi State Convention, DKG's Northeast Regional Conference and DKG International Convention.

[5.3] – The Future

DKG and Pi State are losing members and Chapters. The respondents have offered useful suggestions to DKG and Pi State to reverse the trend on pages 59 through 61. Many respondents have also offered additional comments and further information for the SAP Committee (see pages 67 to 68).

DISCUSSION:

HIGHLIGHTS OF SAP COMMITTEE GO-TO-MEETINGS ON SEPTEMBER 22 & 23, 2014

[1] – Membership

Pi State needs to recruit younger members to join our organization. We should use social media to recruit new and/or young teachers. Successful recruiting activities are centered on invitations by friends, first to meetings and then to membership in the Chapter. Chapter pamphlets and publicity about Chapter activities are also important to recruiting. Chapters know they need new members to enrich the Chapter in all kinds of ways. We need to help the Chapters that are tired of trying because their efforts have not been successful. Area Councils could have "*Recruiting Fairs*" as part of their Conferences. Area Liaisons can help the Chapters that need it.

Even though membership dues are kept relatively low (*\$40 for DKG and \$20 for Pi State*), it is disheartening that some Chapters have issues with dues. We should make sure current (*and prospective*) members and Chapters are aware of DKG and Pi State benefits (Grants, Scholarships, monies for travel, Chapter Projects and School projects). Be as positive as we can be. Present ourselves in a positive way. Let them know what they can get for their membership.

Outreach – '*Look outside the box!*' Many members belong to other professional organizations. They may know educators (in libraries, museums, etc.) for recommendation to Pi State Chapters in their areas.

Many members do NOT attend Conferences and Conventions, because they are not interested, have no money to travel and/or have scheduling conflicts that are not convenient for them to attend, especially the older members. During the past two to three years, the number of members attending Pi State Meetings and Conventions ranged from 125 to 150 (i.e., 4.8% to 5.8% of the membership). To reverse the trend of '*not-so-good*' Chapter representation at State Meetings, we need to advertise the benefits and opportunities for members. Include family of members in some of these events (e.g., meaningful activities for spouses, partners and/or children) at State Meetings.

Demographic changes over the last two decades might have contributed to a decline in membership attending the Regional Conferences and DKG Conventions. DKG used to mandate members to attend meetings at the Chapter, State and International levels. When DKG dropped this '*attendance*' requirement, many stopped going to these meetings. Older members (*especially those in upstate New York where Chapters include a wide geographic area*) may find it inconvenient to attend Chapter meetings for geographical reason. If Chapter meetings are being held in the winter and early spring, many members of older age prefer to stay in Florida or other areas with warmer climates. Many older members are strong supporters of DKG at the State level via participation and contributions. No one seems to help these loyal members connect with International although they are out there but no one is helping them.

Top reasons key women accept invitation to join – the most frequent answers are: [a] because a family member or a friend invited them, [b] to meet fellow educators, [c] the honor, [d] for fellowship and [e] program offerings

Continued on page eight

Continued from page seven

and/or Chapter visibility in the community. The personal touch of invitation is a strong motivator to membership. In-service teachers may be too busy and can stay as members for now until they settle in their lives and careers. They can be more active in Chapter and State meetings later in their careers. Try some activities that do not require the presence of new members or working teachers at a meeting, such as a letter writing campaign. Also having meetings with themes that are relevant to the teaching needs of new members or working teachers and survey them for those needs is important. Although younger teachers use more social media, some of the more experienced members might like to learn to use it or use it better if they have tried some like *Facebook*. How about “*tech buddies*”?

[2] – Leadership Development

There is a need to stress training for leadership at the Chapter level. Leadership Development Training should focus on how to get people together and do things together face-to-face because not everything can be done via emails.

Provide Leadership Development Training for everyone at Area Council Meetings and/or Area Conferences. Apply for DKG and/or external grants to sponsor leadership development seminars at Area Councils. Retain the services of professional trainers, corporate trainers associated with DKG or outside consultants. Explore opportunities for collaboration with other organizations to provide leadership development for the membership.

[3] – Communication

Personal contacts are important. To keep members engaged, a phone call and a follow up with a newsletter or sending the Minutes of the Meeting keeps the member “*in the loop*” and keeps them feeling a part of the Chapter. More personal communication to individual members from the State is also needed. Personal touch such as phone calls may be an answer. Much more communications beyond (State and Chapter) Meetings should be promoted.

2012-14 International President **Beverly Helms** reminds us the importance of personal connections when reaching out to members. Iceland sent a team out to recruit members in banks and business offices. Reach out to organizations and invite people to attend our Chapter Meetings. Iceland was able to promote the image and prestige of DKG. Recruit ‘*out of the box (i.e., non-academic settings).*’

We need a variety of ways to communicate. For the younger members, there should be more use of social media. Put them in charge of it at the Chapter level. If older members prefer notes in the regular mail, phone calls and emails, then do that. If there are options for keeping people informed, to keep them involved and to recruit, then *we should use all of them*.

Some Chapters have very low number of members attending Chapter Meetings. This may be attributed to the distance involved in traveling to meetings in remote areas. But this can result in a lack of regular contacts with members and participation of members in Chapter Meetings, activities and events.

We need to bring DKG to the Chapters and remind the Chapters that DKG is there to help individual Chapters too (*not just to help the State Organizations*).

There is a lot of information provided in each quarterly issue of **Pi Lights**. It is disappointing to learn that the online (*only*) issues are less popular than the postal mailed issues. We need to work harder to increase the frequency of reading by our membership.

[4] – Pi State’s Assistance and Resources/Incentives Needed

The survey results may be used as resources for discussions at Chapter meetings. Address key questions such as “*What can Pi State or DKG do for me?*” when presenting the survey results: getting, retaining and reinstating members!

Not all Chapters reimburse the travel expenses of Chapter Presidents for attending meetings. It is imperative for the Chapter Treasurers to include a line item for President’s travel to State Meetings when developing the annual budget. As the official representative of their Chapter, the President’s attendance is needed at the Executive Board Meetings and State Conventions to conduct the business of Pi State.

Give young educators In-Service Credits for attending Area Conferences and State Meetings. Young educators should receive professional credits for belonging to professional organizations.

Future Pi State Presidents and Executive Committee members should go out to visit other areas to spread the news of DKG. State Presidents and Secretaries should take time to write a ‘*Thank You*’ note for a person who gave a workshop or decorated a table for Birthday and Award Luncheons and Banquets.

Continued on page nine

Continued from page eight

Let our legislators know what DKG and Pi State are. Some of them may be interested in speaking to the membership at Chapter meetings. But Pi State should exercise caution and avoid being perceived as endorsing the positions of specific lawmakers. We still have a large group of our members in the classroom who are struggling with Common Core and with issues that need to be addressed and no one seems to be listening to the teachers. The politicians have their own agendas under the guise of “*education reform*” but they do not work with children or understand the many variables that affect children in a classroom or classrooms in general. They only understand test scores. DKG should be a public voice for teachers. DKG is not a political group but there are 80,000 members and there should be strength in that number to advocate for children. We should be heard. One way to support the young teachers, the Early Career Educators, is to have more legislation discussion built into our State Meetings and follow-up of that topic in the Chapters. Let’s dialog with our legislators beyond what we do at the Legislative Forum in Washington, DC, and write letters, emails and texts to let them know our positions, *to be heard*.

Colleges in different areas may be interested in connecting to DKG. Pi State should reach out to diverse academic institutions.

It takes time to generate ideas, to get new resources and/or provide incentives to implement the changes. We need to develop a long range plan beyond two years. Set up a Long Range Planning Committee to implement a 5-year Strategic Action Plan.

Use people we have as effectively as possible. Keep up with the momentum and share the Survey results with the membership. The membership needs to be constantly encouraged. There are not enough members applying for Scholarships, Grants and Awards.

Pay attention to what happens at Chapter Meetings. Face-to-face (*vs. go-to*) Meetings allow members to speak to each other directly and develop rapport among the members. Publicize the Initiation of new members in **Pi Lights** (*e.g., names, profiles and pictures*). State Presidents send greetings to new members and letters to their employers.

Pay attention to Areas with only a few Chapters. Area Liaisons should beef up communications with Chapters in sparsely populated areas. Some State Organizations have Regional Directors to coordinate with and monitor Chapters in each ‘*region*’ or ‘*district*.’

Combining some Areas may enhance communications between the State and Chapters. Some Area Conferences held in 2013 and 2014 had good turn-out but some did not.

Remind the Chapters to promote DKG’s educational purposes in their programs. It is not DKG’s mission to promote social or fundraising activities.

Many new and some old members may have lost interest in Chapter Meetings because they have become social (*not educational*). This may be a common problem for a growing number of Chapters. Some Area Conferences are educational (*not social*). Many members are dropping their DKG membership because they tend to see Pi State as a social (*not educational*) organization. However, the social aspect is conducive to networking among new and younger members.

There is a need for more publicity of Area Councils. Getting personal invites from an Area to attend an Area Conference or a State meeting is different from seeing the flyer or registration online or in **Pi Lights**.

Find out why Chapters dissolve. Pi State needs to be proactive. Small numbers of members reveal a lack of leadership in a Chapter. On the other hand, there are Chapters with younger members who do not want to step up. Put every new member on a Committee. Keep them! Give a gift of membership of the Pi State Educational Foundation to new members.

State Committees offer good opportunities for leadership development. Have staggered State Committees so that members will serve a term of four (*not two*) years. Each State Committee should have a member from different areas. However, Committees that do Go-to-Meetings, emails and/or phone calls would be able to complete work if there is a member from each Area.

To have a member from each Area on the Audit Committee would increase costs immensely. Audit Committee members need to put their hands on the voucher, bank statements, deposit slips and other documents. A 10-member Committee would require overnight stays. Currently, four members from four Areas (*and the Treasurer is from a fifth Area*) can meet in Syracuse as a day trip and at a library or college when it is free. Pi State pays for their mileage and

Continued on page ten

Continued on page nine

a small donation to the use of space at a library or college (*if needed*). The current Audit Chair does NOT see the need for a bigger Committee.

Having ten members on a Committee becomes very unwieldy. For example, the BYLAWS Committee works well with the present number. When making up Committees, it may be difficult for the incoming State President to get the numbers that the BYLAWS Committee presently has. Another option is to stagger terms. It is important to let the incoming State President choose her own Chairs and Committees as is done at the International level. That is one way that Pi State can get new people involved. As people go up the line, they come in contact with different Areas and Chairs. They will be able to tap into new contacts. It is necessary for the incoming State President to form her own Committees and select Chairs. She needs to form a cohesive group and knows that she can work with the members. More State Committees mean more opportunities for membership participation and leadership development. Serving on State Committees gives members the opportunity to see the State and DKG from different perspectives and appreciate what each Committee does.

Encourage our members to attend State Meetings, Regional Conferences and International Conventions. Chapter Presidents should encourage their members to attend and get involved. Retired members do not need professional development credits but we could create a fund from which we could draw and cover some discounts toward the registration fee of the next State Meeting, Convention, NERC or International Convention. They could earn credits toward that. When they attend State Meetings, see if the retirees might be willing to share their expertise of one kind or another in a workshop at the next State Meeting and sign them up. Follow that up with discounts, too.

Area Councils can play a key role in getting members involved because it is less costly and more convenient to attend Area Conferences compared to State Meetings.

Try to sell DKG to our students when attending school meetings. Some students may be interested in being a DKG member after becoming a new teacher.

Explore the possibility of creating a separate DKG membership category with reduced membership dues for ‘*Student members*’ in the process of completing their undergraduate or graduate studies in education.

Our members can be mentors to students in education and be ‘*buddies*’ to new members. Personal mentoring is preferred over large group mentoring. Member’s sponsor can invite new members to attend State and DKG Meetings. When a member passes away, ask family members to make donations to DKG and to Pi State.

Use social media more often to publicize Pi State and DKG activities and events. We need to communicate among ourselves frequently and stay connected to the Society. Some chapters still do not have Newsletters. Members simply get together and talk.

[5] – How to Reconfigure Pi State’s Structure (*within the guidelines of DKG’s Constitution and International Standing Rules*)

- Modernize Pi State and our Chapters.
- Focus on providing programs of leadership.
- Keep a balance in offering programs or resources for leadership development between in-service members and retired members.
- Keep our young and retired members interested in seeking personal and professional growth. Programs should be interesting and provide opportunities for mentoring.
- Get more Chapters to set up websites.
- Build on the recent success of workshops organized by the Pi State Educational Excellence Committee.
- Look into the schedules for in-service teachers when organizing Pi State Fall meetings.
- Organize workshops by Scholarship or Awards Chairs so that Chapter Presidents can get the information to specific Chapter Scholarship Chairs and specific individuals.
- Target people who can benefit from a specific Award or Scholarship.
- Look into the timing of the Leadership Development Seminar for Chapter Presidents. Are there issues for continually offering it on a weekend in June/July?

Continued on page eleven

Continued from page ten

- To facilitate the planning of 10 Area Conferences in a Biennium, encourage Pi State Second Vice-President who is the Area Council Liaison to do a workshop about the organization of Area Conferences.
- Remind the Chapter Presidents and the membership that we are a Business (*not a Social*) Society.
- Service projects re-vitalize our Chapters. Many Chapters have launched a ‘*service project*’ to benefit the less fortunate, schools or non-profit organizations in their community (*e.g., literacy, school supplies, food and basic necessities, bullying*).
- The Pi State Educational Foundation and the Bea Small Award are sources of internal funding.
- Need to look into the feasibility of time management of current and prospective State Officers who are active teachers. For active teachers/State Officers, balancing the demands of family, school work and Pi State is a huge challenge.
- The support and resources available for State Officers are limited to Pi State funds covering ‘*partial*’ travel expenses to attend Meetings. All elected State Officers serve Pi State without financial compensation.
- Pi State Presidents, First Vice-Presidents, Second Vice-Presidents and Secretaries traditionally serve one Biennium although the BYLAWS stipulate that each Pi State member (*including past and current State Presidents, Vice-Presidents and Secretaries*) can seek (re)election for a second term. Explanations for this norm include ‘*burn out*,’ ‘*It is good to have a new leader every two years*,’ ‘*been there*’ and ‘*done that*.’ However, a couple of Pi State Past Presidents remain very active at the State level but most are not.
- More leaders with experiences and skills should get involved to share the load of some highly devoted Past Presidents and/or Past State Chairs.
- There is no mechanism to tap into the talents and vast experiences of Past Presidents and/or Past State Chairs to benefit the membership.
- Pi State appointed Personnel with Honoraria such as State Executive Secretary, Treasurer and Editor tend to serve their 4-year terms consecutively. ‘*Not wanting to take away someone’s job*’ was offered as the only explanation for this practice in a ‘*Business*’ Society.
- Two different standards and expectations for elected State Officers (*with vote*) and for appointed State Officers (*without vote*) have different implications for Pi State. A group of new State Officers (*State President, First Vice-President, Second Vice-President and Secretary*) is elected every two years with little time to bring about substantive changes in the State Organization. At the same time, appointed State Personnel (*Executive Secretary, Treasurer, Editor, Webmaster and/or FDF Administrator*) are being recycled every four years with time to gain intimate knowledge of Pi State. This set-up in Pi State does not offer the membership equal opportunities for leadership development and mentoring.
- Many Chapters do not talk openly about seeking leaders.
- Membership changes are cyclical. There are many things going on in public schools, especially for new teachers. Some Chapters have too many Meetings. Retired members can fix suppers for active teachers so that they can have shorter Chapter Meetings.
- Try to pamper our new and young members by offering packets of Pi State note pads, cookies or pens to show them we care.
- Sometimes we encourage someone who does not have leadership potential or leadership material to take on leadership roles. For example, asking a new member to be a Chapter President is not a good idea.
- Leadership development should start early at incremental steps.
- Consolidate certain ‘*weak*’ areas (*with several dissolved Chapters*) into one area (*i.e., from 10 to 9 or 8 Area Councils*). Large geographical areas require members to drive long distance to Meetings. This poses a challenge for retired or older members.
- With caution and consultation with our Chapters, consolidation may help strengthen Chapters in certain areas. There is evidence that some Chapters become more active after ‘*relocating*’ to a different Area Council.
- Changes should come from the bottom. Get ideas from Chapter members. Top-down is not the way to go.

Continued on page twelve

Concluded from page eleven

- Encourage those in the Chapter leadership positions to really look at their Officers as a Board. The Chapter Presidents sometimes feel that all the jobs and responsibilities fall on them. That is a lonely, daunting feeling. Drive home this point that it is a *team effort*. This could also appeal to the younger members who, from what some research have shown (**Sarah Sladek**, *Keynote speaker at the 2014 International Convention*), work best and feel most comfortable with a collaborative model. If they see it as such, perhaps they will be more inclined toward wanting to be in leadership positions in the chapter.
- **Pi Lights** can become a State Professional Journal. In each issue, as a regular feature, there could be an article on an educational issue that would keep all members, retired or not, informed. We have so many talented women in our state who have done amazing things in their classrooms and they could share that expertise. We have professors in our ranks who educate teachers as their career. Let's tap their knowledge on the most up-to-date and innovative best practices. That would attract new members. It would show once again that we are a professional organization.

CONCLUSION

After reviewing the **second draft** of this Report and the attachment, *how successful do YOU feel at recruiting and retaining members? How can YOU participate in invigorating Pi State in the twentieth century?*

Survey data tell us what happened but we do not know why it happened. The SAP Committee wants to hear from the Chapter Presidents and members. Your involvement is needed in the expansion and implementation of the *Pi State Strategic Action Plan*. To turn ideas (*i.e., the Plan*) into a reality, we need to work together to develop a long-range plan for Pi State with goals and timetables.

The participation of all 2,600 stakeholders is expected in the coming months. Every Executive Board member is encouraged to:

- [a] Discuss the **second draft** of the Report at Chapter Meetings
- [b] Solicit feedback from Chapter members to help decide on Pi State's next steps to invigorate Pi State and
- [c] Submit the members' feedback to the SAP Committee for development of goals and timetables.

Based on the results of the *Survey of 2014-16 Chapter Presidents*, Pi State must concentrate on young members and develop them as leaders. We must continue our efforts in outreach to academic and non-academic institutions, offer programs to meet the diverse needs of active and retired educators, strengthen the role of Area Councils in leadership development and consider re-drawing some geographical areas.

Pi State may make the development and implementation of the Plan a two or three Biennium Project. It may be more efficient to appoint an Ad Hoc Committee of not more than seven members to study the feedback from the membership and present the Plan with recommendations and a timeline to the Executive Board at the 2015 State Convention in April. Before the Convention, the Committee should get more information from the Chapters and ask them to have discussions at Chapter Meetings about the issues.

The results and discussions reflect the range of needs (*and resources*) that Pi State must address to ensure the continuity of Pi State in the twentieth century. Area Council Conferences and Chapter Meetings are the proper forum for sharing ideas and questions. Pi State should encourage more participation at State Meetings and may organize a "road tour" to present the Report at upcoming Area Council Conferences. We can accept further suggestions and provide personal contact between levels of Pi State and DKG. Of course, to that end, we need to identify resources needed and/or incentives for many State Officers, State Chairs and Committee Chairs who are active teachers.

Finally, Pi State should consider the formation of a Standing Committee to oversee the implementation of the Plan with goals and timetables and/or an Advisory Council of Pi State Past Presidents and/or State Chairs.

Attention all Pi State Singers!! The **Pi State Choir** will again be coming together in song at the April Convention. We will be singing at all events throughout the weekend. If you can join the Choir for any or all events, please give the **Pi State Music Rep, Bridget Bishop** a call 585.637.2422 or email meanmom5@rochester.rr.com. You can receive the music ahead of time if you are interested or just come to the rehearsals during Convention. **Rehearsal times are: Friday, April 24th, 6:30-7:20pm and Saturday, April 25th, 3:15-4:30pm. See you all at the 2015 Pi State Convention!**
Bridget Bishop

The Sixteenth Annual Conference “*The UN at 70: Making a Difference*,” organized by the Committee on Teaching about the United Nations (CTAUN) www.teachun.org in cooperation with the United Nations Department of Public Information, was held at the United Nations Headquarters in New York City on Friday, January 30, 2015.



The Pi State Delegation to the 16th Annual CTAUN Conference at the United Nations, NYC
Anne-Marie Carlson, CTAUN Chair, is seated left (brown dress) in front row.

Photo by Deb Bedard

On Friday, January 30th, between winter snow events, 500 educators, students and NGO Representatives participated in the 16th CTAUN (Committee on Teaching about the United Nations) Conference: ***The UN at 70: Making a Difference***. The Conference focused on how the United Nations was founded and traced 70 years of achievements. **Anne-Marie Carlson**, CTAUN Chair, *Phi*, coordinated an informative agenda and was assisted by Pi State sisters **Grace Murphy**, *Alpha Beta*; **Lochie Musso**, *Alpha Eta*; **Joan Goldstein**, *Gamma Alpha*; **Eileen Venezi**, *Alpha Delta*; and **Mary Metzger**,

The opening keynote speaker, **Bob Clark**, Acting Director of the Franklin Delano Roosevelt Presidential Library at Hyde Park, described the history of events that led to the founding of the UN in 1948. Two panel discussions focused on “*Striving for Peace and Security*” and the “*Economics of Globalization*.” The panels highlighted achievements of the UN and stressed the challenges of the future that are facing this International organization. Two UN heroes, Franklin Delano Roosevelt and Dag Hammarskjold, were highlighted by **Stephen Schlesinger**, Senior Fellow at the Century Foundation in NY and author of Act of Creation: The Founding of the United Nations. The Conference highlighted best practices through an INFO Fair and the presentation of Best Practices Awards, coordinated by **Joan Goldstein** and **Mary Metzger**. Posters from a group of Bridgeport graduate students from 8 different countries that focused on how the UN has made a difference in today’s world were displayed. An afternoon spotlight addressed “*The Economics of Globalization*.”

Inspirations from attendees were shared and the Conference closed with a keynote address from **Ramu Damodaran**, Chief of the Academic Impact Secretariat and Deputy Director for Partnerships and Public Engagement, Outreach Division, UN. Further information regarding this conference can be located on the CTAUN website www.ctaun.org.

Congratulations to **Anne-Marie** and Committee members for presenting a wonderful experience for all.
 This was my second CTAUN Conference...but it will not be my last!

Deborah Bedard

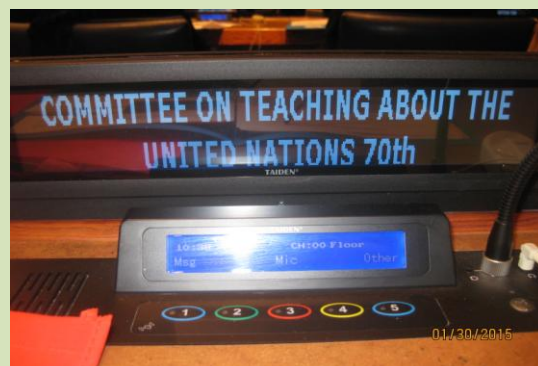
*In the 2013-15 Biennium, “plan to **Invigorate Pi State**” by “growing our membership ... enhancing the efficiency of our operation ... and enriching the content of our programs” - Dr. Joyce Tang*

The 16th Annual Conference “The UN at 70: Making a Difference”

Photos by Emilie Stris



The CTAUN Conference Assembly



Each seat area has a screen for translation.



DKG Sisters on a lunch break at the United Nations during CTAUN



SAVE THE DATE:

**The 17th Annual CTAUN Conference
at the United Nations, NYC
Friday, 29 January 2016**

Attention: New York Dines Out!

If you are attending the **DKG Regional Conference at the Hyatt Regency in Baltimore, Maryland this summer July 8-11, 2015**, reserve **Thursday evening, July 9, 6:30pm** for sisters (and guests) to gather for dinner at a restaurant in Baltimore. More information about the restaurant and directions will be announced at the **Pi State 2015 Convention in Uniondale**.

A sign-up sheet will be available at the 2015 Pi State Convention in Uniondale, April 24-26. Information on NYDO will be included in the Convention Participant Folders, in summer issue of Pi Lights and on the Pi State website. You may also register for NYDO by email to **Karen Butters, kbutters@frontier.com** or mail to **P.O. Box 136, Blue Mountain Lake, NY 12812**.

Karen Butters

SAVE THE DATES:

July 27-28, 2015	Leadership Development Seminar for 2015-17 State Committee Chairs Hilton Garden Inn, East Syracuse
April 29-30, 2016	Pi State Spring Executive Board Meeting/Seminars/Awards Luncheon Sheraton University Hotel & Conference Center, Syracuse
July 5-9, 2016	DKG 2016 International Convention, Nashville, TN
October 14-15, 2016	Pi State Fall Executive Board Meeting/Seminars Woodcliff Hotel & Spa, Fairport

In Remembrance

November 30, 2014 to March 30, 2015

These sisters will be honored at the Hour of Remembrance at the 2015 Pi State Convention.

<i>Epsilon (5)</i>	Margaret Flanagan	1.20.15
<i>Sigma (18)</i>	Robert Mack	2.9.15
<i>Alpha Theta (32)</i>	Helen Seward	3.27.15
<i>Alpha Lambda (35) (Theta dissolved)</i>	Katherine Fiero	1.18.15
<i>Alpha Nu (37)</i>	Nancy Brousseau	1.28.15
<i>Alpha Rho (41)</i>	Marie "Mimi" Heher	1.11.15
<i>Alpha Tau (43)</i>	Mary C. Bloomquist	12.11.14
<i>Alpha Psi (47)</i>	Jeanette Silvernail	11.30.14

Always in our hearts ...



Pi Lights for Summer Issue (mailed) – Due June 1, 2015

Look for features, Chapter highlights, Initiates, service projects, photographs and information.

E-mail articles, Area Conference information and **Pride of Pi** highlights to:

Mary-Martha Harvey mharvey@frontiernet.net.

Reminder: Submissions are subject to editorial changes by the State Editor and Proofers due to space limitations and for clarity.

Pi Lights Deadlines for 2015

September 1, 2015 ... December 1, 2015

NEW!**2015-16 Pi State Directory Ordering & Updating Information**

There is a tradition each fall among Pi State members: *the anticipation of a glossy new Pi State Directory!*

The most current names, addresses, phone numbers, email addresses and occupations of all Pi State Officers, Pi State Committee Chairs and their Committee members, Chapter Presidents, Chapter members and 2015-16 Chapter Programs are included in the Directory as well as an Index of all Pi State active, reserve and Honorary members. Other information helpful to all Pi State members is found throughout the volume.

To keep the Directory current, all Chapters must send their Chapter updates to Beryl Szwed, Pi State Executive Secretary, by July 1, 2015. Please note our new procedure for Directory updates this year:

Each Chapter President will be emailed their 2014-15 Chapter Directory pages/entry as a Word attachment by May 1st. Directions will be included in the email. Updates should be done on the Word document you receive from Pi State Secretary Beryl Szwed, saved and returned to her by July 1, 2015.

Many Pi State members are used to getting their new Directories on site at the Fall Executive Board Meeting/Seminar. However, following the 2015 Pi State Convention on Long Island, there will not be an on-site meeting until the Spring 2016 Executive Board Meeting/Seminar in Syracuse.

The price for the Directory in book format will remain \$25 (\$26 for books with 3-holes punched). Because all Directories will be mailed to the individual ordering them, there is an additional charge of \$7 per book for Priority Mail postage which includes a tracking number and insurance. The Directory may also be ordered on CD (*in pdf format*) at a cost of \$7 each. Pi State Past Presidents and current Pi State Executive Committee members (*page 1 of the Directory*) are exempt from these charges.

All Chapter Presidents and Pi State Committee Chairs not ordering the Directory in book format will receive it as an attachment in PDF format. Word format is available on request.

The forms for the Pi State 2015-16 Directory Order Form and the Pi State 2015-16 Directory Update Information may be found on the Pi State website www.deltakappagamma.org/NY.

All orders for the 2015-16 Pi State Directory (*in book or CD format*) are due in advance, deadline of July 30, 2015, and must be prepaid. They can be ordered at the Convention, at the July LDS for Incoming State Committee Chairs or by downloading an order form from the Pi State website.

The order form and a check (payable to Pi State, DKG) should be given or mailed to:

Beryl Szwed, Pi State Executive Secretary, 157 Kiwassa Road, Saranac Lake, NY 12983

Beryl Szwed

Pi State Visitations 2015

Date 2015	Chapter(s) / Area	State Representative
April 15	<i>Gamma Delta</i>	Mary-Martha Harvey & Jeanne Schenk
May 6	<i>Alpha Alpha Founders' Day 60th Anniversary</i>	Dr. Joyce Tang
May 7	<i>Alpha Kappa & Delta</i>	Deborah Bedard
May 13	<i>Beta Psi</i>	Karen Butters
May 14	<i>Beta Gamma 50th Anniversary</i>	Mary-Martha Harvey & Jeanne Schenk
May 16	<i>Alpha Rho, Beta Phi, Beta Chi and Beta Zeta</i>	Beryl Szwed
May 20	<i>Chi 60th Anniversary</i>	Dr. Joyce Tang
June 9	<i>Alpha Lambda</i>	Ellie Robinson & Jeanne Schenk

Refer to future issues of Pi Lights and the Pi State website for updates.

On April 18, 1936 Pi State was organized in New York City. Fourteen women leaders in education in New York State were invited by Dr. Annie Webb Blanton, the founder of DKG Society International, to become New York Founders. The Initiation Ceremony took place in the Hotel Biltmore in New York City.

Nominations Sought for Committee Chair, PI STATE HISTORICAL RECORDS & SCRAPBOOKS

The Executive Committee requests nominations for the **Chair of Pi State Historical Records and Scrapbooks Committee**. If you know any members who are willing and available to take on the responsibility of heading the Committee, please encourage them to contact **Dr. Joyce Tang** directly, 718.997.2839, erindale@verizon.net.

The *Historical Records and Scrapbooks Committee* is charged to:

- [a] Assemble, organize and preserve materials essential to the continuation of the history of Pi State,
- [b] Encourage the writing and updating of Chapter histories if the Chapter has a Committee member in this position, and
- [c] Encourage electronic means to record photos of Chapter members and activities.

The Chair of the *Historical Records and Scrapbooks Committee* will be working closely with the *Communications and Publicity Committee*.

Dr. Joyce Tang

Strengthening Our Chapters: An Ongoing Plan

"It Doesn't Take Barbells to Strengthen a Chapter" because we, as members of DKG International and Pi State, have access to all of the *"equipment"* we need. The resources we need to strengthen our Chapters are readily available at the DKG International website and on *Dropbox* that Pi State Presidents received during the Pi State Leadership Training for Presidents in summer 2014.

One of the goals of the Pi State Leadership Training was to provide participants with an overview of resources which are available for Chapters to use. One resource, *"Planning Process for Sustaining Strong Chapters,"* focuses on developing **An Ongoing Plan** for strengthening and sustaining our Chapters in the future. The following were among the strategies suggested and/or implied:

- 1) Collectively analyze your Chapter's strengths and needs
- 2) Collectively decide which area(s) to initially focus upon
 - Is it to increase membership?
 - Is it to have more diversity and inclusion within the Chapter?
 - Is it to encourage more member participation?
 - Is it to encourage members to assume more leadership within the Chapter?
 - Other questions that pertain specifically to your Chapter.
- 3) Determine when, where and how to begin the planning process
- 4) Document findings (*Strategic Action Plan*) and
- 5) Follow through and review annually.

If you need further information or clarification or have questions or comments about the training resource, *"It Doesn't Take Barbells to Strengthen a Chapter,"* please contact **Terri Palmiero** at tmarieann@hotmail.com.

Terri Palmiero

Educational Excellence Committee

Greetings, Pi State Sisters! I hope you have found a few minutes to peruse the **Schedule of Workshops for our 70th Pi State Convention** in the winter issue of *Pi Lights* or on the Pi State website under EEC. As a reminder, you will once again have an opportunity to earn **Professional Development hours**. You will find the form to complete in your participant folder at the Convention Registration.

Our Pi State EEC hopes that you find the selection and quality of workshop seminars *invigorating* and useful. If I can be of further assistance to your Chapter, please contact me at teachmusic@nycap.rr.com.

I hope to see you in Uniondale, April 24-26!

Jennifer Lee-Alden



Pi State President Joyce Tang (Center) with Cathy Olinger, Pi State Past President (left) and Sue Spivak, Pi State 2015 Convention Registrar (right), at the 2014 Fall Executive Board Meeting/Seminar at the Queensbury Hotel

Tau Celebrates Past Chapter "Woman of Distinction" Awardees



(L to r) Nancy Catalano, Karen Crumley, Karen Rupp, Dr. Lucy Smassanow. Also honored were Mary McCarty and posthumously, Betty Dennis. Each woman was given a certificate and a "Woman of Distinction" Chapter pin.
Photo Provided by Patricia Segar

Pi State has a membership of 2542 sisters in 57 Chapters and 10 Area Councils.

-March 2015

Alpha Rho's "Picnics in the Park"



Sue Coolican (second from the right) presented a check for \$800 to Donna Homuth, President of the Family Reading Partnership of Chemung Valley and also a member of Alpha Rho. Sue wrote a grant requesting funds from the Pi State Educational Foundation to supply children's books for their Chapter Project, "Picnics in the Park." The grant was matched by our local Community Foundation. Also pictured in the photo are Sue Fahnestock on the far left and Jan Przybylski, Alpha Rho Chapter President, on the right.

Photo Provided by Maureen Nicolo

Congratulations to Kelley Batrowny



Kelley Batrowny, Alpha Rho, designed her Chapter's new website:

<http://www.alpharho-pistate-dkg.org/>.

She is the Chair of the Publicity & Communications Committee and Chapter Webmaster. She presented a program in October "The Wonderful and Wacky World of Social Media" with Erin Schiavon, Alpha Rho.

Kelley's "efforts to lead her Chapter into the age of technology" are appreciated by her sisters.

Maureen Nicolo



Author Mary Skvorak

Resistant Students

Omega's October meeting was highlighted by guest author Mary Skvorak, speaking about her book, Resistant Students: Reach Me before You Teach Me.

Drawing from an extensive teaching career at all levels and recently retiring as Director of the Undergraduate Inclusive Elementary Education Program at Nazareth College of Rochester, the author reminded us that **teachers need to first listen to what our**

students need from us as people before they can learn from us as teachers.

With wit and humor, the author shared her belief that challenging student behaviors require adult responses grounded in trusting relationships. Her book is filled with authentic situational examples and dialogue to demonstrate what this actually looks like and describes the purposeful and deliberate manner in which good relationships with the most difficult children are built and maintained.

Skvorak's book is a great tool for new and veteran teachers alike, and, as Dr. Craig Hill from Nazareth College states, "will surely invite readers to examine and perhaps modify their own teaching behaviors to improve the learning and behavior of the most challenging students."

Gail Burr

Do You Shop Online?

If you use Amazon to do any of your online shopping, check out **AmazonSmile** at www.smile.amazon.com. You can have 0.5 percent of the total spent donated to The Delta Kappa Gamma Society International. What an easy way to donate to DKG!



**NW & SW Conference
Co-Chairs**
**Pat Turner, President of
Alpha Theta, with
Ellie Robinson, President of
Gamma Delta,**
**at the Roycroft Inn in
East Aurora**
Photo by Deb Bedard

Beta Theta Initiate



**Jennifer Hayden was initiated into
Beta Theta Chapter in fall 2014.**
**She is an administrator with the
North Rose-Wolcott CSD.**
Photo by Marcia Waterman

Congratulations Alpha Alpha & Beta Eta

The January/February 2015 issue of the UUP (*United University Professionals*) newsletter, *THE VOICE*, featured an article about the **Alpha Alpha & Beta Eta Legislative Brunch** held on January 24 at St. John Fisher College. The article includes pictures of DKG members, quotes and information on the Chapters' advocacy efforts.

The keynote speaker was **Jamie Dangler**, Vice President for Academics at United University Professions (UUP), the union that represents academic and professional faculty at the State University of New York's 29 state-operated campuses. Dangler chairs UUP's Task Force on Teacher Education.

Judy Wadsworth



**Saranac Lake's 2015 Winter Carnival
Queen Linda Jackson, President Beta Mu**

Linda Jackson, President *Beta Mu*, was chosen to serve her year long reign because of her longstanding generosity and exemplary volunteer service to the community. Selected from nominations by community members in a secret ballot process, Linda was truly surprised when her name was announced at the annual Coronation Ceremony, beginning the Winter Carnival. She taught elementary education for 39 years and retired in 2011. She is Past President of the *Saranac Lake Women's College Scholarship Club* and a volunteer for the *Saranac Lake Library Book Fair*. She is a Board member for *Historic Saranac Lake* which provides educational programs in addition to running a Museum and other historical resources. She volunteers for *Grace Pantry* and is a member of the *Community Lunch Box* as well as her continuing service to DKG and her Chapter. Linda is the fourth *Beta Mu* member to be crowned **Saranac Lake Winter Carnival Queen**, including **Kris Bell** (1997; now living in Nashville area), **Beryl Szwed** (2000) and **Pearl LaVallee** (2003).

Erin Merrill and Beryl Szwed



Alpha Rho honors sisters who have been members of Chapter every 5 years from the date of their Initiation.
(left to right) **Sharon Mashanic** (30years), **Shirley Lord** (35years), **Pamela Mathes** (35 years), **Marian Rutty** (45 years), **Nancy Spaulding** (35 years) and **Carole Spencer** (45 years)
Photo by Maureen Nicolo



*Laura Delehanty, Alpha Alpha,
Program Director of PERC*

Laura Delehanty is the Program Director of PERC, Participatory Educational Research Collaborative, at East High School's **Teaching and Learning Academy** in Rochester. The *Rochester Democrat & Chronicle* featured the program on the front page and described issues faced by urban teenagers and featured students enrolled in PERC.

PERC focuses on student's assets rather than deficits. Student researchers found a set of skills to indicate college-readiness, counteracting the concentration of poverty in city neighborhoods and identifying the challenges poorer students face outside of school. Rochester students have developed many of these skills through adversity: resiliency, strong time management, taking initiative, critical thinking, open-mindedness and responsibility. "By studying college-readiness, the students became more college ready themselves; by examining the root causes of poverty and its effects, they better realized their own burdens." Group members are currently awaiting college acceptance letters and three older classmates are in college now. "Every one of these girls brings something to the table," Laura Delehanty said. "We need to be in touch with that."

Judy Wadsworth

Members of *Alpha Nu* Chapter hosted Pi State Visitor and Guest Speaker, Pi State Past President **Jeanne Schenk**. Jeanne spoke to the members about DKG membership opportunities. She proudly spoke of the diverse group of women educators making up the Society around the world and how active each member is in her school and community. She discussed the opportunities for networking at meetings with other educators and the importance of mentoring Early Educators and shared information on International and Pi State scholarship opportunities, DKG funds for Travel & Study Stipends and the Pi State Educational Foundation that funds many Chapter programs in the State. President Bonafide presented Past Pi State President Schenk with a signed copy of *The First Kindergarten* by Johannes Froebel Parker to thank her for joining the members at the meeting.

Carol Ann Jason



Jeanne Schenk, Pi State Immediate Past President, Alpha Tau, is greeted by Alpha Nu President Dr. Anna Marie Bonafide (right) at Chapter Meeting in March 2014

Congratulations to our certified Pi State Chapters' websites:

Alpha Alpha and Webmaster **Lori Burch**

<http://www.dkgalphaalpha.org/>

Alpha Chi and Webmaster **Mary Sundberg**

<http://alphachiny.weebly.com>

Alpha Rho and Webmaster **Kelly Batrowny**

<http://www.alpharho-pistate-dkg.org/>

Beta Omicron and Webmaster **Robin White**

<http://betaomicrondkgny.weebly.com>

Gamma Delta and Webmaster **Heidi Himes**

<http://gammadeltadkg.weebly.com>

Gamma Zeta and Webmaster **Mary H. Bacalles**

www.gammazeta-pistate-dkg.org

Omega and Webmaster **Katja Stevens**

www.dkgpistateomega.org

To view Chapter Websites, go to Pi State website, click on **NEW! Chapter Websites**, scroll to website to view and click on website.

Attending the 2014 Golden Gift Leadership Management Seminar

*Della Ludwig, Omega, gave the Graduation Address to the Class of 2014.
Dr. Beverly Helms, DKG International President, is seated.*

Since my return, several people have asked what prompted me to apply to attend the **Golden Gift Leadership Management Seminar**. Of course, like many of my DKG sisters, I have always looked for ways to advance my leadership skills. I had, in the back of my mind, thought about this opportunity but didn't really expect I would meet the criteria. It was the encouragement of some Pi State members that persuaded me to go the next step and apply. ***What a shock and thrill I had when I received notification that I was accepted to the Class of 2014.***

I knew from the first night, that what I was involved with was something special. The *Golden Gift* recipients met **Dr. Beverly Helms** and many of the staff from DKG International for a Welcoming Reception and dinner at the historic Littlefield House. During the dinner, we became acquainted with the other members of our class representing twenty states, the Netherlands and Costa Rica. Guiding us on our leadership journey were **Dr. Vicki Davis**, GGLMS Committee Chair and **Donna Myers**, GGLMS Committee member. Following dinner, we walked to the on-campus plaque honoring our founder, **Annie Webb Blanton**.

The University of Texas at Austin proved to be a friendly and most hospitable location for our adventure. Upon arrival, we took a walking tour of the campus during which its rich history and diverse culture was revealed. We were housed in San Jacinto Resident Hall—a very modern facility active with summer programs. Delicious meals were served at Jester City Limits, one of the student dining halls. All coursework was at the nearby McCombs School of Business, listed in *Bloomberg Businessweek's* top twenty Executive Programs in the United States.

Throughout our stay, all daily comforts were provided and students, staff and faculty alike were friendly and welcoming.

Our first week consisted of intense studies in interpersonal communications, advocacy, emotional intelligence, mental agility, leading across generations, resilience, personality & management style and using temperament in management & communication. Each session provoked our thinking and provided opportunities for us to advance our skills as leaders. A highlight of the week was a session focusing on improving our professional image. This session, filled with lighthearted advice and laughter, gave us the chance to study our wardrobe and styles.

During the weekend, we visited San Antonio's River Walk craft sale, the Alamo and the Mexican market. We also visited the LBJ Library and Museum, celebrating the 50th anniversary of the signing of Civil Rights Act. We toured the Capital building and grounds. We were all inspired during a historical walk through Oakwood Cemetery where each Golden Gift sister participated in a Memorial and placed a rose on the grave site of **Annie Webb Blanton**.

The second week of study introduced us to negotiations, thinking on your feet, finding creative solutions to complex problems, conflict resolution, values & ethics, leading change and fitness & nutrition. We also had an opportunity to plan and videotape a speech to give us an opportunity to critique our presentation skills.

Our Instructors during our two-week Seminar were caring and outstanding. Not only were they the leading experts in their fields of study, they also encapsulated the qualities that good teachers need to engage students. Our studies ended with an inspiring session presented by **Dr. Beverly Helms** entitled, *“Empowering Women Beyond 2014.”*

Evening activities were always a delight and allowed us the time to get to know one another and to share many ideas and programs focusing on the future of DKG. During a *“Getting to Know You”* gathering, we shared a gift exchange representing our home states. We also had a time to share best practices in our Chapters and State Organizations. We toured DKG International Headquarters where we viewed the doll collection, the Wall of Roses and gifts from many Chapters. We also had a reception and fireside chat with **Dr. Beverly Helms**.

When it was finally time to join together for our Graduation Ceremony, we had all grown significantly ... changed ... bonded together. The Ceremony, hosted by DKG headquarters staff and members of area DKG Chapters, was composed by members of the GGLMS Class of 2014. I was honored to have been elected to provide the Graduation Address. All of the ways that we were modeled into stronger leaders will be evident for years to come. **Our commitment to advance the programs of DKG at a local, State and International levels is strong. *That is the magic of the Golden Gift.***

Thirty women from across the globe come together and in two weeks become stronger leaders and forged friendships so solid that we will forever greet one another as *“Golden Sister.”* From one class to the next, we share in the commitment to provide the best leadership possible for DKG.

I want to thank many who helped me on my journey to the *Golden Gift Leadership Management Seminar*. I especially thank **Jane Tanner**, **Karen Crumley** and **Dr. Joyce Tang** who mentored me and encouraged me to apply. I thank my sisters in **Omega Chapter** who have always supported my journey. I thank **Fred & Lois Ludwig** who encouraged my

Continued on page twenty-two

Attending the 2014 Golden Gift Leadership Management Seminar

Concluded from page twenty-one

attendance. And I thank the countless sisters who made this possible through selfless contributions to the *Golden Gift Fund*. Finally, I encourage all Pi State members to rally round the celebration of *DKG's Platinum Century Anniversary Drive* that will carry this *Leadership Management Seminar* into the future. We can answer the urgent call to help shape our future leaders by making donations to the *Golden Gift Fund*.

I also encourage you to think seriously about your leadership potential. The Society is looking for those with leadership potential. **The next application deadline is December 1, 2015 for the 2016 Leadership Management Seminar.**

Della Ludwig



Rhonda Ball, Gamma Gamma, with All Babies Cherished Director Tammy Arneth and donated items

Photo Provided by Rhonda Ball

The Annual Meeting of the Pi State Educational Foundation will be held on Saturday, April 25 at the Pi State 2015 Convention & Seminar at the Long Island Marriott in Uniondale 11:15-11:45am.

A Bea Small Award Winner

Rhonda Ball, Project Manager for the Pi State *Gamma Gamma* Chapter "**Books for Babies Plus,**" delivered needed items to **Tammy Arneth**, Director of *All Babies Cherished* in Batavia, NY.

Gamma Gamma is honored to receive a grant from the *Bea Small Awards Committee* that helped make this project succeed. The Chapter's donations provided 268 items for the Moms and 27 books for babies as well as three strollers, one car seat, two high chairs, two baby gates, and two pack and play yards. *Thank you so much Pi State for helping us to make a positive impact our future students.*

Rhonda Ball

WOMEN TEACHERS SUPPORT "BACKPACK PROGRAM"

For the sixth year in a row, the Pi State *Gamma Zeta* Chapter supported the **Salvation Army's Backpack Program** for over 400 needy children in the Corning-Painted Post School District.

Recently, several members met at the Citadel in Corning to present **Major Larry Wittenberg** with a check for \$1750. In addition to financial assistance, Chapter members also furnish school supplies and are responsible for filling the backpacks near the end of August before distribution to the students.

The purpose of the backpack project is to provide children with new backpacks and school supplies so they can begin the school year with a positive attitude about learning and creating higher self-esteem.

A portion of this year's donation came from the Chapter's own fund-raising projects and the balance was awarded by the *Pi State Educational Foundation*, which recognizes the backpack program as being worthy of ongoing support. During the Project's six years, the *Foundation* has awarded funding for three years and the *Pi State Bea Small Awards Committee* for 2 years. Co-Chairs for this year's project are **Anne Price** and **Barbara Cook**. With our continuing struggling economy in the region, the need for the local backpack program is greater than ever.



Gamma Zeta Members: Doris Knowles, Diane Huggler, Chapter President Mary Bacalles, Anne Price, Barbara Cook, Mary Franklin, Betsy Fogelsonger and Diane Masters present check to Major Wittenberg of the Salvation Army.

Anne Price

Congratulations to **Virginia Pendleton**, *Sigma*, who received the *Bill Fariel Vocational Excellence Award* from the Oneida Rotary Club. "Ginny" is a Reading Specialist at Durhamville Elementary School in Oneida CSD. The award is given every year to a member of the community who displays vocational excellence, high ethical standards and a commitment to the community. Mike Healy, Rotary Awards Chair, stated that in serving her community for over 37 years, offering help and guidance as a volunteer and teacher she is a "community treasure."

Carol Bandlow



Future Member Danielle Beach with Rho members: Mom Lisa Sackett & Grandmother Margo Burrows



Lisa Sackett with Pi State Past President & FDF Administrator Joan Slagle



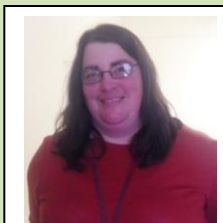
Dottie Lawson (47 yrs.), Esther Hutchinson (37 yrs.), Ester Reynolds (30 yrs.), Enid Carter (40 yrs.), Lisa Sackett (10 yrs.) and Star Banner, newest member

Rho Celebrates Volunteering

Joan Slagle spoke at Rho Chapter's Annual Banquet. She encouraged DKG members to take part in leadership roles at both the local and State level, visit and become familiar with www.dkg.org and read your *Pi Lights* issues. Another aspect of her keynote was the power of volunteering and complemented the Chapter on their work ... volunteering to help in the classroom; volunteering with special projects both at the classroom level and whole school and District; volunteering to be a reading buddy; volunteering to donate items to local schools or to active teachers in Chapters; volunteering to recycle and reuse all those items we collect, saying "Some day I can use this for..." These encouragements will help each one of us become a stronger, more active DKG member.

Lisa Sackett

NYS Master Teacher Program Selection



Dolores Storey

New Lebanon Jr./Sr. High School Math Teacher **Dolores Storey**, *Alpha Nu*, has been selected for the NYS Master Teacher Program, receiving a \$15,000 participation stipend over 4 years. She has been teaching Math for 17 years.

SUNY Chancellor Nancy Zimpher stated: "The Master Teacher Program allows our brightest STEM educators to share their experience and knowledge with their colleagues, furthering student success and helping to improve college readiness across the state." Master Teachers will engage in peer mentoring and intensive content-orientated professional development opportunities throughout the academic year; work closely with pre-service and early career teachers. **Anna Marie Bonafide**

Alpha Delta Celebration for 50-yr. Members



Back row (l to r): Beverly Jefferson, Eileen Venezia, Rosemaie Reina, Barbara Schermerhorn, Barbara Schnitzer, Carol Siegel, Ruth McCalla, Ann Walker
Front row (l to r): *Elizabeth Eide, *Helen Brion, Peg Misner

***50 yr members**

Photo Provided by Ann B. Walker

2014 Teacher of Merit by Business First Named



Jennifer Kendt

Jennifer Kendt, *Gamma Delta*, is a fifth-sixth grade teacher at Meadow Elementary School in North Tonawanda CSD and was named a 2014 Teacher of Merit by Business First. Nominated for the award by former students, she was one of 677 candidates with 25 selected as finalists. Kendt, who attended Sweet Home High School and received a BS and MS from SUNY Buffalo State, started teaching in 1994. Teaching full time for almost twenty years, she has seen the structure of a teacher's day change immensely. "I consider myself incredibly fortunate that this many years later I still love what I do, and even more fortunate that I was remembered," she said.

Ellie Robinson

"The best feature of Delta Kappa Gamma is the new friendships which it brings. I value yours." – Annie Webb Blanton

2013-15 Pi State Officers

President

Dr. Joyce Tang, Alpha Phi-SE
4140 Union St., Apt. 12P,
Flushing, NY 11355-8009
718.997.2839
Email: erindale@verizon.net

First Vice-President Deborah Bedard

Alpha Epsilon-C
P.O. Box 782
Glens Falls, NY 12801-0782
518-793-8418
Email: dmbedard29@yahoo.com

Second Vice-President

Karen Butters, Beta Mu-N
P.O. Box 136
Blue Mountain Lake, NY 12812
518.352.7726
Email: kbutters@frontier.com

Secretary

Rosemary Van Wart
Alpha Pi-E
105 Tomahawk Street
Yorktown Heights, NY 10598
914.248.5397
Email: RVW20@optonline.net

Immediate Past President

Jeanne Schenk, Alpha Tau-EC
7835 County Road 12
Naples, NY 14512-9208
585.374.5728
Email: jmos29@aol.com

Executive Secretary

Beryl Szwed, Beta Mu-N
157 Kiwassa Rd.
Saranac Lake, NY 12983
518.891.5008
Email: szwed@northnet.org

Treasurer

Suzanne Patrick, Rho-SC
11189 County Highway 23
Unadilla, NY 13849
607.369.4817
Email: spatrick2@stny.rr.com

Pi Lights Editor

Mary-Martha W. Harvey
Omega- EC
185 Park Street
Canandaigua, NY 14424-1231
585.394.3409
Email: mharvey@frontiernet.net

Parliamentarian

Eleanor Robinson
Gamma Delta-NW
61 Parkview Drive
Grand Island, NY 14072
716.773.3550
Email: ejb67r@gmail.com



The Delta Kappa Gamma Society International Pi State
Mary-Martha W. Harvey, Pi State Editor
185 Park Street
Canandaigua, NY 14424-1231

Members send address changes to:

The Delta Kappa Society International, P.O. Box 1589, Austin, Texas 78767



Maryland Office of Tourism, Film and the Arts

Make plans now to attend the
2015 DKG Northeast Regional Conference
At Hyatt Regency Baltimore, Baltimore, Maryland ... July 8- 11, 2015
Watch for information and registration forms at www.dkg.org.



The Educational Foundation gives money to members and non-members globally to support educational projects and professional development.

The Educational Foundation receives money from member and non-member contributions to fund grants for projects and professional development.

Go to dkgef.org for details.

Alpha Iota Lucy Wing Scholarship



Jacqueline Dahar with Diane Davies, Alpha Iota, Chair Professional Affairs & Awards Committee

The *Lucy Wing Scholarship* is awarded to a junior SUNY Oswego Education major with a GPA of 3.0 and resident of Oswego County. **Jacqueline Dahar** is a graduate of Fulton High School and is working toward her degree in TESOL (*Teaching English to Speakers of Other Languages*) at SUNY Oswego.

Karen Miller

Go to the DKG International website: www.dkg.org

You can: Join social network; use resources; refer to Committees; learn Conference details; refer to *Ideas & Projects*; learn about Grants & Scholarships; submit artworks to Gallery of Fine Arts; & **find lots more!**