

Kentucky Association for Gifted Education 2014 - 2019 Strategic Plan

MISSION: The Kentucky Association for Gifted Education connects and empowers parents, all educators, and community members to meet the unique needs of high potential/gifted and talented individuals through awareness, advocacy, and action.

VISION: Giftedness and high potential in Kentucky learners are recognized, universally valued, actively supported, and developed.

PURPOSE: The Kentucky Association for Gifted Education (KAGE), officially organized in 1979, is a non-profit volunteer group of parents, teachers, administrators, other educators, and all citizens interested in being advocates for appropriate educational opportunities for gifted and talented youth in Kentucky.

This association seeks to

- support appropriate educational opportunities for gifted and talented students;
- respond proactively to current educational initiatives as they relate to gifted and talented students;
- encourage the improvement of educational services to all students, including those who are gifted and talented;
- offer training for parents and all educators of gifted and talented students;
- create strategic partnerships that enable KAGE to reach out to key constituencies and more broadly communicate important messages related to high potential youth;
- disseminate information about opportunities for gifted and talented students as well as for parents and educators of these students;
- inform the general public of the needs of gifted and talented students;
- assist parents, all educators, and public officials in identifying and assessing resources to meet the needs of students who are gifted and talented;
- provide scholarship assistance through the KAGE Foundation to qualified students participating in summer gifted programs offered by Kentucky public universities; and
- secure permanent state funding and legislation to provide appropriate education for the gifted and talented students in every school district in Kentucky.

CORE VALUES: We value individual differences and perspectives, creativity and innovation, excellence and equity, integrity and credibility, and research-based decisions and practices.

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GOALS AND OBJECTIVES

Goal 1: Public Awareness, Strategic Alliances and Partnerships

The public understands, recognizes, values and supports high potential youth. KAGE fosters strategic alliances and partnerships with other organizations in order to nurture high potential youth and develop talent.

Objectives

- A) Strengthen the KAGE image and clarify key messages in response to current educational initiatives.
- B) Create strategic partnerships (association and corporate) that enable KAGE to reach out to key constituencies and more broadly communicate important messages related to high potential youth.
- C) Enhance public awareness of the diversity of high potential/gifted and talented learners, the range of strategies that can be used to address that diversity, and their value to the future.
- D) Grow existing strategic alliances and prioritize/expand new ones.
- E) Enhance public awareness of KAGE as advocates on behalf of high potential/ gifted and talented learners.

Goal 2: Legislative Advocacy/Policy Development

KAGE is a leader in the development of and advocacy for public policies that affect high potential learners.

Objectives

- A) Increase clarity of organizational identity and consistency of key messages used to position KAGE in the public policy arena.
- B) Increase awareness among parents, all educators, and community members of the need for local, state, and federal legislative advocacy.
- C) Increase policy makers' understanding of the issues affecting high potential/gifted and talented learners.
- D) Enhance local and state support for services for high potential/gifted and talented learners.
- E) Foster collaboration with state and national organizations and the Kentucky Department of Education to enhance the level of state and local support for gifted education services.

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Goal 3: Professional Development

KAGE's stakeholders have the knowledge and skills they need to be effective and successful in their support of high potential/gifted and talented learners.

Objectives

- A) Provide continuing professional development for all educators.
- B) Create outreach that will inform college education faculty, teachers, administrators, parents, and counselors about the importance of individual differences and differentiation/other strategies that can be used in response.
- C) Increase understanding and usage of NAGC standards by key stakeholder groups.
- D) Provide preservice teachers, counselors, and administrators with baseline knowledge about the existence and needs of high potential/gifted and talented learners.
- E) Promote KAGE professional development opportunities and resources.

Goal 4: Organizational Effectiveness

KAGE is an effectively governed, diversely funded, and efficiently managed organization that focuses its resources to address the needs of its growing membership.

Objectives

- A) Strengthen the board's structure and governance processes in order to enhance effectiveness.
- B) Increase clarity about roles and responsibilities throughout the organization.
- C) Obtain additional sources of funding that align with the strategic direction of KAGE.
- D) Utilize effective processes to respond to needs of parents, educators, and educational initiatives through KAGE professional development and resources.
- E) Strengthen organizational support, management, and processes to optimize productivity, financial health, and effective use of resources.
- F) Enhance organization-wide communications to facilitate the flow of ideas and transparent decision-making.
- G) Foster growth of different types of memberships within the organization.
- H) Enhance understanding of the market served and KAGE's response to those needs.

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