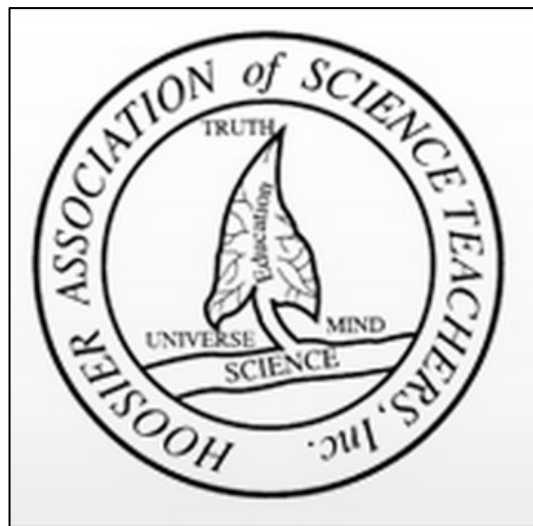


HASTI Strategic Plan 2015-2020



**Approved by the HASTI Board of Directors on
August 22, 2015**

Approved by a vote of HASTI Members on

**HASTI Strategic Planning session approved and authorized by HASTI Board Members
August 14, 2003.**

HASTI Strategic Planning sessions held:

- **November 1, 2003 at Sunnyside Elementary, Indianapolis, Indiana**
- **November 14-16, 2003 at Spring Mill State Park, Mitchell, Indiana**

Authors of HASTI Strategic Plan:

- **Ed Frazier, Executive Director**
- **Sharon McElroy, President**
- **Carol Chen, Past President**
- **Stan Shimer, Past President**
- **Monica Ellis, President Elect**
- **Christina Hilton, Board Member**

**HASTI Strategic Plan facilitated by Ken Rosenbaum, NSTA Field Coordinator,
Chapter Relations.**

HASTI Strategic Plan 2010-2015

Approval by the HASTI Board of Directors on August 20, 2011

HASTI Strategic Plan 2015-2020

Approved by the HASTI Board of Directors on August, 2015

HASTI Strategic Planning sessions held:

- **June 24, 2014 at IUPUC, Columbus, Indiana**
- **September 27, 2014 at Indiana State Museum, Indianapolis, Indiana**
- **November 22, 2014 at IUPUC, Columbus, Indiana**
- **February 11, 2015 at HASTI conference Board meeting, Indianapolis, Indiana**
- **May 2, 2015 at Vino Villa, Greenwood, Indiana**

Authors of HASTI Strategic Plan:

- **Kate Baird, President**
- **John Moore, Past President**
- **Tom McConnell, Vice Past President**
- **John Brady, PD committee chair**
- **HASTI Board members**
- **HASTI Affiliated group representatives**

HASTI Strategic Plan 2015-2020

Introduction

The Hoosier Association of Science Teachers, Inc., is a community of professional educators, scientists, students, and businesses most of which reside in the State of Indiana. The HASTI has grown substantially since it was founded in 1969 with the help of NSTA, the DOE and several key state teachers. Membership now includes elementary, middle school, high school, community college, and college/ university levels as well as informal science organizations and companies. The Board of Directors in conjunction with the executive director have developed a strategic plan that reflects the changing landscape of what it means to educate a science literate and global citizen in the 21st century. The context on which this plan was developed reflects the recent urgency in reforming science education at all levels. It takes into consideration the difficulty in teaching today and creates a common vision around collaboration and partnerships with professional science societies and other science education organizations. The goals and objectives that follow will guide the capacity building necessary to maximize HASTI's impact while achieving financial stability and organizational growth over the next five years.

Planning Issues:

1. Recent reauthorization of ESEA and new State Science Standards will necessitate changes in Indiana science instructional policies.
2. The nature of HASTI's internal structure and processes determines the levels of organizational effectiveness and efficiency achieved by the association.
3. The roles and responsibilities of HASTI's Executive Director, paid external consultants and the volunteer leadership will need to be evaluated in order for the association to be effective.
4. Indiana is in the process of adopting new science standards on the heels of the release of the Next Generation Science Standards (NGSS). This will increase the need for effective science PD.
5. HASTI represents the science educators of Indiana as their state's professional development association.
6. There continues to be legislative intrusion into education at the local, state and national level. Testing and accountability drive funding and therefore curricular choices. HASTI will be the Advocate for science education in Indiana.

Mission Statement: The purpose of HASTI is the advancement and stimulation, extension, improvement, and coordination of science education in for all students in all fields of science at all educational levels. HASTI founders, 1969.

Vision Statement: HASTI recognizes that science education actively engages students at all levels in science as a way of knowing. We envision HASTI as the respected State organization that will provide opportunities for professional development, networking of educators, and information sharing and the proactive voice for all Indiana science educators.

Goals:

- Goal 1.** Provide ongoing professional development for the improvement of science education
- Goal 2.** Improve sharing of information and networking opportunities for teachers of science.
- Goal 3.** Increase HASTI membership.
- Goal 4.** Become the proactive voice for teachers of science.

Goal 1. Professional Development

Goal 1. Provide ongoing professional development for the improvement of science education.

Objective 1.1 Determine the professional development needs of formal and informal educators of science.

Activity 1.1.1 Continue a Professional Development Committee.

Person Responsible: President

Schedule: Ongoing

Measure of Success: Committee meets regularly at board meetings

Activity 1.1.2 District Directors are to administer a needs assessment in the first year of their directorship OR bi-annually to obtain district members' input for professional development needs.

Person Responsible: Professional Development Committee will produce, administer, and analyze needs assessment

Schedule: May 2015 to May 2020

Measure of Success: Survey results from needs assessment survey at August board meeting.

Activity 1.1.3 Develop strands within HASTI conference and on the website that address Professional Development needs.

Person Responsible: Conference Committee in conjunction with Professional Development Committee

Schedule: May 2015 to May 2020

Measure of Success: Strands evaluated and website populated.

Objective 1.2 Provide Professional Development opportunities directly or through strategic partnerships to all science educators.

Activity 1.2.1 Identify professional development opportunities statewide and serve as a clearinghouse to communicate them with membership through our website.

Person Responsible: Professional Development Committee with Department of Education (DOE) consultation

Schedule: May 2015 to May 2020

Measure of Success: Professional development page on HASTI website populated with PD opportunities

Activity 1.2.2 Provide presenter contact information and presentation material hosted on the HASTI website Members Only Section to all members.

Person Responsible: Conference Chair, District Director

Schedule: April May 2015 to May 2020

Measure of Success: New webpage in conference tab with presentation material and presenter contact information

Activity 1.2.3 Develop and Offer a Nature of Science workshop.

Person Responsible: HASTI PD committee

Schedule: May 2015 to May 2020

Measure of Success: To be presented to a district school with the goal of informing teachers about Science, HASTI, and soliciting input from the educators as to their perceived needs for PD in science education.

Activity 1.2.4 Work to make PD offerings available via HASTI web page, and more flexible to include experiences like distance learning, pod casts, recorded conference calls, twitter chats, MOOCs, etc.

Person Responsible: HASTI PD committee and Webmaster

Schedule: April 2015-2020

Measure of Success: Increased web page traffic and populated webpage for teacher resources.

Activity 1.2.5 When updated standards are released in 2016, work to support standards implementation.

Person Responsible: HASTI PD committee with Department of Education Consultation

Schedule: May 2015 to May 2020

Measure of Success: Creation of standards implementation guide.

Goal 2. Communications and Publications

Goal 2. Improve sharing of information and networking opportunities for teachers of science.

Objective 2.1 Re-establish the publication schedule of *The Hoosier Science Teacher*

Activity 2.1.1 Survey members to find out their preference for the format type (online, paper, both and content (e.g. subject, topics, etc. of articles), location (e.g. ERIC, HASTI website, dedicated journal URL) frequency (e.g. ongoing release, monthly, quarterly, delivery method (e.g. paper, electronically), and methods of notification and interactions (e.g. email, postcard, blog, wiki, tweet, social media) of the journal.

Person Responsible: Publications committee

Schedule: May 2015- February 2016

Measure of Success: Report of data from survey to HASTI Board

Activity 2.1.2 Select a format, location, frequency schedule, delivery method, and notification plan for the journal based on the findings from the survey.

Person Responsible: Publications committee

Schedule: by May 2016

Measure of Success: Plan reported to HASTI Board

Activity 2.1.3 Each board member will shepherd two submissions of articles for review by the editorial board year calendar year.

Person Responsible: HASTI Board Members & Publication Committee

Schedule: Ongoing

Measure of Success: May 2015 – May 2020

Activity 2.1.4 Establish a new editorial board to guide content and design of the journal, including an “editorial panel” to review articles.

Person Responsible: Board president

Schedule: August 2015 – February 2016

Measure of Success: First meeting of the editorial board

Activity 2.1.5 The editorial board will produce a document that identifies the process for submitting articles, volunteering to review manuscripts (editorial panel), and participate on the editorial board.

Person Responsible: Editorial Board

Schedule: August 2015 – August 2016

Measure of Success: Completion of a submissions policies webpage

Activity 2.1.6 Approve a policy that governs access and use rights to the journal’s past and future publications for member and non-members of HASTI.

Person Responsible: Developed by Editorial Board, approved by Board of Directors

Schedule: August 2015 – August 2016

Measure of Success: Approval of policy by HASTI Board.

Activity 2.1.7 Provide resources to convert selected articles and issues of *THST* to electronic format that can be stored in digital format and made available consistent with the above policy.

Person Responsible: HASTI Board of Directors

Schedule: ongoing

Measure of Success: Publication of archived *THST* on HASTI website.

Objective 2.2 Deliver information to members through the HASTI website

Activity 2.2.1 Establish an advisory committee and website manager who will monitor and update the site

Person Responsible: HASTI President

Schedule: ongoing

Measure of Success: Meetings of Website Advisory Committee

Activity 2.2.2 Develop strategies and activities to produce the content to be shared via the website

Person Responsible: Website Advisory Committee

Schedule: ongoing

Measure of Success: Publication of updated information on website

Activity 2.2.3 Create a publications section of the website to provide information related to *The Hoosier Science Teacher*.

Person Responsible: Webmaster/Consultant

Schedule: by Oct. 1, 2015

Measure of Success: Publication of online edition of *THST*

Activity 2.2.4 Establish a procedure for evaluating HASTI's website that include member feedback.

Person Responsible: HASTI Board & Publications Committee

Schedule: ongoing

Measure of Success: Approved policy in Board minutes.

Objective 2.3 Maintain an active social media presence for the HASTI organization

Activity 2.3.1 Identify a social media manager and an advisory committee to manage content for HASTI's use of social media.

Person Responsible: HASTI President

Schedule: by November 31, 2015

Measure of Success: establishment of advisory committee

Activity 2.2.4 Update and maintain links to HASTI's social media presence.

Person Responsible: Social Media Manager

Schedule: ongoing

Measure of Success: Current information published in social media

Activity 2.3.1a Allocate \$1000 a year to hire a work-study student to assist the social media manager.

Person Responsible: HASTI Board & Social Media advisory committee

Schedule: ongoing

Measure of Success: Budget allocation and hiring of student assistant

Activity 2.3.2 Develop an approved policy for types of content to be included in HASTI's social media posts.

Person Responsible: Social Media Manager and advisory committee

Schedule: ongoing

Measure of Success: approved policy in Board minutes

Activity 2.3.3 Establish a set of links and logos on the HASTI website that direct users to HASTI's social media sites.

Person Responsible: Social Media Manager and Webmaster

Schedule: ongoing

Measure of Success: Published links to social media

Activity 2.3.4 Establish a procedure for evaluating HASTI's use of social media that include member feedback.

Person Responsible: Social Media Manager and advisory committee

Schedule: ongoing

Measure of Success: annual report of user feedback to HASTI board.

Activity 2.3.5 Develop a process and strategy for identifying alternative and emerging technologies that may be used to communicate with members.

Person Responsible: Website and Social Media advisory committees

Schedule: ongoing

Measure of Success: Annual review of alternative media options

Objective 2.4 Network with associated groups and other stakeholders in science education

Activity 2.4.1 Work with NSTA to establish a direct affiliation with NSTA for paid joint membership in both organizations.

Person Responsible: HASTI Executive Committee, NSTA District X representative

Schedule: August 2015 – August 2016

Measure of Success: Creation of a joint membership category

Activity 2.4.2 Continue to include representative of other content-specific associations in Indiana on the HASTI board of directors

Person Responsible: HASTI President and Board of Directors

Schedule: ongoing

Measure of Success: Continuing representation by affiliated organizations

Activity 2.4.3 Encourage participation in neighboring states' science teaching conferences by HASTI leaders

Person Responsible: HASTI Executive Board

Schedule: ongoing

Measure of Success: Attendance by Board members at neighboring state conferences

Activity 2.4.4 Recruit additional associate memberships in HASTI by organizations with a mission to contribute to science education in the state of Indiana

Person Responsible: HASTI Executive Board

Schedule: ongoing

Measure of Success: Affiliate memberships and sponsorships

Activity 2.4.5 Maintain web-based links to associated science education organizations, and request reciprocal links from those organizations to the HASTI website.

Person Responsible: Webmaster

Schedule: ongoing

Measure of Success: links to affiliates, related organizations on website

Goal 3. Membership

Goal 3: Increase HASTI membership

Objective 3.1 Develop a plan to increase the stakeholder voices in HASTI.

Activity 3.1.1 Develop a plan to engage non-classroom based science educators.

Person Responsible: Membership Committee

Schedule: August 2016 Board meeting

Measure of Success: Evidence of 10% increase in non-teacher membership

Objective 3.2 Increase the stakeholder voices on the board.

Activity 3.2.1a Formalize new board structure

Person Responsible: Past President

Schedule: Fall 2015- Spring 2016

Measure of Success: revised board structure

Objective 3.3 Develop additional types of conference attendance modes possible.

Activity 3.3.1 Build infrastructure to support virtual conferences.

Person Responsible: Consultant and Webmaster

Schedule: August 2016 – June 2017

Measure of Success: first virtual conference attendees

Activity 3.3.2 Build a repository of past HASTI session available to members.

Person Responsible: PR committee

Schedule: Complete for August Board meeting 2016

Measure of Success: Presences on our web site

Objective 3.4 Create Ed Frazier conference scholarships for pre-service & new teachers.

Activity 3.4.1 Develop a plan/resources for creating funding process for scholarship endowment

Person Responsible: Board of Directors – Chair of Scholarship committee.

Schedule: Ideas submitted at the August 2015 Board meeting

Measure of Success: Endowments in place 2020

Objective 3.5 Create a process to better market our awards.

Activity 3.4.1 Develop a plan/resources for recruiting and mentoring award nominees

Person Responsible: Awards Advocacy committees

Schedule: Ideas submitted at the August 2016 Board meeting

Measure of Success: Processes in place 2017 award process.

Objective 3.6 Create a partnership model with educational non-profits and recreational facilities in Indiana to increase the value of a HASTI membership.

Activity 3.4.1 Develop a plan/resources for recruiting partners

Person Responsible: Membership Committee chair

Schedule: Ideas submitted at the August 2015 Board meeting

Measure of Success: 2 Partners in place Jan 2016.

Goal 4. Advocate for Teachers of Science

Goal 4. Represent the teachers of science at all levels.

Objective 4.1 Maintain the relationship with the Department of Education.

Activity 4.1.1 A HASTI member shall be a representative for HASTI at any request of the department of education

Person Responsible: President/appointee

Schedule: ongoing

Measure of Success: reports as needed to the Board and an annual report regarding number of contacts and estimated results

Activity 4.1.2 Maintain Position on the Board for representative from the DOE

Person Responsible: President

Schedule: ongoing

Measure of Success: DOE representative participating in HASTI meetings

Activity 4.1.3 Work with DOE to connect with I-STEM

Person Responsible: President or appointee

Schedule: ongoing

Measure of Success: Communication with I-STEM representatives

Activity 4.1.4 Work with DOE and Board to determine other areas of connectivity.

Person Responsible: Entire Board of HASTI

Schedule: ongoing

Measure of Success: Continued cooperation between HASTI and DOE

Objective 4.2 Form a Public Relations Committee

Activity 4.2.1 PR Committee Develop letters for dissemination to legislature, media and parents.

Person Responsible: Committee appointed by the board.

Schedule: by February 2016

Measure of Success: Documentation of letters produced.

Activity 4.2.2 PR Committee Develops Network to communicate through the state.

Person Responsible: PR Committee

Schedule: ongoing

Measure of Success: List of individuals in each school for contact information.

Activity 4.2.2 Collaborate with science education organizations to improve science education in Indiana.

Person Responsible: Members should be present at the board meeting to represent their organizations.

Schedule: ongoing

Measure of Success: Participation in other board meetings recorded in Directors Reports

Objective 4.3 PR Committee will develop plan to inform the public regarding issues in science education.

Activity 4.3.1 PR Committee contributes content to HASTI website, Facebook and Learning Connections presence as sources of information regarding science education Indiana

Person Responsible: PR Committee

Schedule: August 2010 to August 2015

Measure of Success: Report at each Board meeting indicating number of hits on website and interactions on other sites.

Activity 4.3.2 Promotes awareness of NSTA Position Papers by maintaining them on HASTI website.

Person Responsible: Webmaster and PR Committee

Schedule: ongoing

Measure of Success: Publication of links to NSTA Position Statements on HASTI website.