



## GEORGIA ASSOCIATION OF SPECIAL PROGRAMS PERSONNEL STRATEGIC PLAN 2023 – 2027

Dear Georgia TRIO,

It is with immense enthusiasm and a sense of purpose that I extend a warm welcome to you all as we embark on a journey of inspiration, transformation, and collaboration. As the President of this esteemed organization, I am deeply honored to stand alongside you, united by a shared commitment to enriching the lives of students, advancing educational access, and fostering professional excellence within the realm of college access and success.

Our journey ahead is guided by a comprehensive and dynamic roadmap — our new strategic plan for the years 2023-2027. This strategic blueprint encapsulates our aspirations and values and crystallizes our collective vision for the future of our organization and the communities we serve. Together, we will move the Georgia Association of Special Programs Personnel forward with three strategic goals:



**Strategic Goal 1: ENGAGE - The Power of Engagement in Driving Organizational Excellence**

**Strategic Goal 2: EMPOWER - Igniting Excellence and Collaboration**

**Strategic Goal 3: EXPAND - Embracing Growth for Greater Impact and Reach**

Ladies and gentlemen, within these strategic goals lie the blueprints of our collective efforts. Together, we will strengthen our organization's foundation, empower our members, and propel our mission toward unprecedented heights. Our strategic plan isn't just a document; it's a commitment to excellence, innovation, and equity.

As we embark on this transformative path, I invite each one of you to be an active participant, a passionate advocate, and a catalyst for positive change. Your engagement, empowerment, and collaboration will be the driving forces behind our success. Let us embrace this journey with open hearts and minds, knowing that by embracing our strategic plan, we are shaping the future of special programs personnel in Georgia and beyond.

Thank you for your unwavering dedication, and I look forward to the incredible strides we will take together.

Yours in TRIO,

Juawn A. Jackson  
President, Georgia Association of Special Programs Personnel



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### Strategic Goal 1: ENGAGE

#### Overview: The Power of Engagement in Driving Organizational Excellence

At the heart of every successful organization lies a fundamental driving force - engagement. The Georgia Association of Special Programs Personnel understands that engagement is not just a buzzword; it's the cornerstone of innovation, growth, and a thriving community. As an organization dedicated to fostering professional development and collaboration within the realm of special programs personnel, recognizing the vital role of engagement is paramount to achieving our shared goals.

#### **Fostering Unity and Collaboration:**

Engagement within an organization brings together individuals with diverse skills, experiences, and perspectives, creating a symphony of talents that resonate toward a common purpose. By actively engaging our members, we unlock a wealth of insights that can be harnessed to drive meaningful progress. The exchange of ideas, the sharing of best practices, and the collaborative problem-solving that stems from engagement empower us to tackle challenges with renewed vigor and creativity.

#### **Cultivating Innovation:**

Innovation is born from a culture of engagement. By encouraging open dialogues and creating platforms for idea exchange, we create an environment where novel concepts can flourish. Through engagement, we can uncover cutting-edge methods, technologies, and strategies that ensure our students receive the best possible support. The Georgia Association of Special Programs Personnel aims to be a breeding ground for innovation, and engagement is the spark that ignites it.

#### **Enhancing Professional Development:**

Engagement serves as a catalyst for continuous learning and growth. When professionals come together, they not only exchange knowledge but also inspire one another to strive for excellence. By facilitating workshops, trainings, conferences, and networking events, we provide our members with opportunities to engage deeply with their field, thus enhancing their expertise and effectiveness.

#### **Boosting Morale and Well-being:**

Engagement is a powerful morale booster. Feeling connected to a community that values your contributions and supports your endeavors enhances job satisfaction and overall well-being. As the Georgia Association of Special Programs Personnel fosters engagement among its members, we create a support system that not only bolsters professional growth but also nurtures personal fulfillment.

#### **Building a Strong Foundation for Success:**

By embracing engagement, the Georgia Association of Special Programs Personnel builds a strong foundation for success. As we move forward with our strategic plan, let us keep engagement at the forefront, harnessing its transformative power to create a brighter future for our organization and the communities we serve.



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<b>Strategic Objective 1.1</b>	<p><b>Establish a Robust Georgia TRIO Alumni Association to Champion and Showcase TRIO Alumni from Georgia Institutions and Agencies.</b></p> <p>To achieve this objective, the Georgia Association of Special Programs Personnel will undertake the following key initiatives:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> <b>Identification and Recognition of TRIO Alumni:</b> Implement a comprehensive strategy to identify and honor TRIO alumni who have emerged as exemplary achievers, embodying the transformative impact of TRIO programs on their educational journeys and professional trajectories.</li> <li><input type="checkbox"/> <b>Centralization of the TRIO Achievers Award Program:</b> Streamline the TRIO Achievers Award program to ensure a cohesive and effective recognition platform that highlights the outstanding accomplishments of TRIO alumni across various categories.</li> </ul>
<b>Strategic Objective 1.2</b>	<p><b>Elevate the Membership Experience and Bolster Operational Excellence with a focus on the Delivery of Exceptional Services and Support.</b></p> <p>To attain this objective, the following strategies will be pursued:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> <b>Cultivation of a Cohesive Membership Culture:</b> Foster an inclusive climate and culture that unifies our diverse members, capitalizes on their collective strengths, and nurtures their growth potential.</li> <li><input type="checkbox"/> <b>Regular Communication Dissemination:</b> Implement a structured weekly communication plan to ensure all members are consistently informed about crucial updates, events, and opportunities.</li> <li><input type="checkbox"/> <b>Enhanced Staff Development Training:</b> Facilitate a collaborative learning environment utilizing a Community of Practice Approach where members engage in knowledge exchange, sharing best practices to enrich their professional acumen and workplace effectiveness.</li> <li><input type="checkbox"/> <b>Enhanced Spring Conference:</b> Organize an annual Spring Conference that serves as a focal point for knowledge exchange, skill enhancement, and networking, fostering a vibrant community of professionals.</li> </ul>



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<p><b>Strategic Objective 1.3</b></p>	<p><b>Advocate for Equitable Federal Policies Benefitting Students of Color and those from Limited-Income Backgrounds</b></p> <p>This objective will be advanced through the following initiative:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> <b><i>Amplifying Policy Seminar Attendance:</i></b> Strategically promote and increase participation in the Policy Seminar, where representatives will engage with policymakers to champion federal policies that align with the needs and aspirations of students from diverse backgrounds.</li> </ul>
<p><b>Strategic Objective 1.4</b></p>	<p><b>Empower Students to Cultivate Leadership, Excel Academically, and Thrive as Proficient TRIO Advocates.</b></p> <p>To realize this objective, the Georgia Association of Special Programs Personnel will focus on:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> <b><i>Rev. Marvin King Student Initiatives Conference:</i></b> This conference will serve as an incubator for young leaders, offering immersive workshops, inspiring keynotes, and competitions that propel students toward their full potential while nurturing their roles as passionate TRIO advocates.</li> <li><input type="checkbox"/> <b><i>National TRIO Day Celebrations:</i></b> Elevating the significance of National TRIO Day through a platform for students to share their transformative stories and engage with peers, educators, and policymakers. This celebratory day will stand as a testament to the triumphs of TRIO participants and their unwavering dedication to advocating for equitable access to education.</li> <li><input type="checkbox"/> <b><i>UB/UBMS Summer Olympics:</i></b> This spirited competition will not only kindle camaraderie but also cultivate teamwork, leadership, and a sense of achievement among students, echoing the core values of the TRIO programs.</li> <li><input type="checkbox"/> <b><i>Talent Search Field Day:</i></b> Envisioning a vibrant Field Day that unites Talent Search program participants in a day of lively activities, fostering teamwork, self-expression, and healthy competition. This event will nurture personal growth and confidence while nurturing the potential of students to become vocal and informed advocates for the TRIO mission.</li> </ul>



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### Strategic Goal 2: EMPOWER

#### **Overview: Empowerment - Igniting Excellence and Collaboration**

Empowerment stands as a beacon guiding the path toward organizational excellence and individual growth within the Georgia Association of Special Programs Personnel. As an organization committed to nurturing the potential of college access professionals, recognizing, and fostering empowerment is not just a strategy; it's a philosophy that propels us toward transformative outcomes.

#### **Unlocking Full Potential:**

Empowerment is the key to unlocking the full potential of our members. By entrusting individuals with the autonomy to make decisions, take ownership, and effect positive change, we tap into a wellspring of creativity and initiative.

#### **Fostering Ownership and Accountability:**

When individuals are empowered to drive projects and initiatives forward, they inherently become invested stakeholders in the outcomes. This ownership cultivates a sense of responsibility and commitment, leading to increased accountability for their actions.

#### **Nurturing Collaboration and Innovation:**

When members are empowered to voice their ideas, share their insights, and take part in decision-making processes, a culture of inclusivity flourishes. The Georgia Association of Special Programs Personnel recognizes that each empowered voice contributes to the symphony of progress, enabling us to pioneer new approaches to challenges and seize emerging opportunities.

#### **Strengthening Professional Development:**

Empowerment is a cornerstone of professional growth. The Georgia Association of Special Programs Personnel is committed to offering avenues for empowerment that strengthen not only our organization but also the careers of our members.

#### **Cultivating a Positive Culture:**

Empowerment weaves the fabric of a positive organizational culture. When individuals feel valued, respected, and empowered, they are more likely to exhibit enthusiasm, engagement, and loyalty. Empowerment nurtures a sense of belonging, where members know their contributions matter and their voices are heard. In this environment, collaboration flourishes, and innovation becomes a way of life. The Georgia Association of Special Programs Personnel aims to cultivate a culture where empowerment is the bedrock upon which camaraderie and excellence thrive.

#### **A Journey of Empowerment:**

The Georgia Association of Special Programs Personnel believes that empowerment is the fuel that ignites passion, sparks innovation, and propels us toward unprecedented heights. As we embark on this journey of empowerment, let us do so with unwavering dedication, recognizing that by empowering our members, we empower our organization to shine ever brighter.



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<p><b>Strategic Objective 2.1</b></p>	<p><b>Establish the Georgia TRIO Training Institute as a Nexus of Continuous Professional Growth for our Membership.</b></p> <p>To achieve this objective, we will embark on the following strategies:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> <b>Structured Onboarding Process:</b> Institute a structured onboarding process meticulously designed for new Georgia TRIO professionals, laying a solid foundation for their journey within our community. This process will not only acclimatize them to our organization but also infuse them with the ethos and mission that underscore our collective endeavors.</li> <li><input type="checkbox"/> <b>Aspiring Directors Track:</b> Elevate the professional aspirations of emerging leaders within the TRIO community through the creation of an exclusive Aspiring Directors track. This specialized trajectory will empower these individuals with tailored learning experiences, equipping them to chart a course toward future leadership roles within their institutions and our association.</li> <li><input type="checkbox"/> <b>College Access/College-Going Resources:</b> By ensuring that our members possess a deep understanding of the intricacies involved in this crucial aspect of our mission, we empower them to guide students toward higher education paths with unwavering competence.</li> <li><input type="checkbox"/> <b>Enhanced Emerging Leaders Program:</b> Through this enriched program, participants will be equipped with the skills, insights, and connections necessary to steer the TRIO movement toward a future replete with innovative strategies and equitable outcomes.</li> </ul>
<p><b>Strategic Objective 2.2</b></p>	<p><b>Create Collegiate Initiatives that Enhance the TRIO Experience and Foster Proficient Advocacy.</b></p> <p>In our unceasing quest to enhance the TRIO experience for our participants, this strategic objective unveils a compelling initiative:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> <b>GA TRIO Day at the State Capitol:</b> The event will serve as a platform for collegiate participants to engage with policymakers, educators, and fellow students. This event is designed to amplify the voices of TRIO students, enabling them to share their personal success stories and advocate for the vital role of TRIO programs in nurturing academic achievement and educational equity.</li> </ul>



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### Strategic Goal 3: EXPAND

#### **Overview: Embracing Expansion for Greater Impact and Reach**

The Georgia Association of Special Programs Personnel is poised for an exciting phase of growth and expansion. As we fulfill our mission, expansion emerges as a strategic imperative that promises to magnify our impact, extend our reach, and create lasting value for our members and the communities we serve. As we embark on this journey, we recognize that expansion isn't just about growth; it's about unlocking new horizons of possibility.

#### **Amplifying Impact:**

With each new member we welcome, each fresh partnership we forge, and each additional resource we leverage, our capacity to drive positive change grows exponentially.

#### **Reaching Untapped Potential:**

Expansion isn't just about numbers; it's about unlocking untapped potential. There are talented individuals and organizations out there who align with our mission but are yet to be part of our vibrant community. By expanding our membership base, we open doors for these potential collaborators to join hands with us in advancing the field of college access.

#### **Creating Synergistic Partnerships:**

By connecting with other organizations, institutions, and stakeholders who share our vision, we create a web of collaboration that fosters cross-pollination of ideas and resources. The Georgia Association of Special Programs Personnel understands that by expanding our network, we tap into a reservoir of expertise that can bolster our endeavors, enhancing our ability to provide valuable services and support to our members.

#### **Broadening Resources:**

As our organization grows, so does our capacity to secure funding, sponsorships, and grants that can fuel our initiatives. These resources enable us to offer enhanced programs, educational opportunities, and events that cater to the evolving needs of special programs personnel.

#### **Driving Innovation:**

Expansion sparks innovation by infusing fresh perspectives into our community. As we welcome new members and collaborators, we invite diverse viewpoints that challenge conventional thinking and inspire creative solutions.

#### **Charting a Path of Expansion:**

The Georgia Association of Special Programs Personnel is committed to embracing expansion to broaden our impact, enrich our resources, and stimulate innovation. As we venture into this phase of growth, let us do so with a clear understanding that each step toward expansion is a step toward empowering more professionals, advocating for more students, and shaping the future of college access in ways that are nothing short of extraordinary.



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<p><b>Strategic Objective 3.1</b></p>	<p><b>Enhance the Financial Resilience of GASPP through Diversified Revenue Streams.</b></p> <p>To fulfill this objective, we will actively engage in the following initiatives:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> <b>Exploration of Memorandums of Understanding (MoUs):</b> We will proactively pursue strategic partnerships with businesses and college access organizations that align with our mission and values. These MoUs will create mutually advantageous relationships that contribute to the financial health of GASPP while furthering the goals of our collaborators.</li> </ul>
<p><b>Strategic Objective 3.2</b></p>	<p><b>Strategically Position GASPP for Future Growth through Rigorous Governance Document Review and Update.</b></p> <p>This initiative entails the meticulous revision and enhancement of key documents, including:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> <b>Constitution &amp; Bylaws:</b> Through a thorough examination and updating of our governing principles, we aim to create a solid foundation that aligns seamlessly with our evolving organizational aspirations.</li> <li><input type="checkbox"/> <b>Policy &amp; Procedure Manual:</b> By refining our policy and procedure framework, we ensure a streamlined and effective operational structure that drives our strategic goals.</li> <li><input type="checkbox"/> <b>Fiscal Manual:</b> A comprehensive overhaul of our fiscal manual will ensure financial practices are robust, transparent, and in alignment with industry best practices.</li> </ul>
<p><b>Strategic Objective 3.3</b></p>	<p><b>Cultivate Collaborative Partnerships with Organizations Aligned with GASPP's Mission and Values.</b></p> <p>To foster a future marked by synergistic growth and shared impact, we are committed to establishing collaborative partnerships with key organizations that resonate with GASPP's mission. We will forge strong connections with organizations such as:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Georgia Student Finance Commission (GSFC)</li> <li><input type="checkbox"/> Georgia School Counselor Association (GCSA)</li> <li><input type="checkbox"/> Georgia Education Articulation Committee (PROBE)</li> </ul>