



# **Texas Association of School Personnel Administrators Strategic Plan 2014 -2019**

## **Beliefs**

We Believe:

- People are our most valuable resources
- In developing human resource leaders
- We are a learning organization
- Our decisions impact student success
- In building relationships and communication networks
- In engaging and empowering our membership

## **Vision**

*TASPA. . .  
Learning, Leading, Making a Difference*

## **Mission**

The mission of TASPA is to engage and develop human resource professionals thereby enhancing HR services to school districts.

## **Strategic Objectives and Strategies**

### **Membership:**

1. Generate a process to recruit and retain membership.
  - 1.1 Enhance membership recruiting efforts targeting large and small districts/entities.
  - 1.2 Develop a plan to maintain membership.

### **Communications:**

2. Develop a communication plan utilizing various platforms.
  - 2.1 Create a system to utilize the most viable and effective methods of preferred communication to reach all current and potential members.

### **Leading:**

3. Transform HR personnel to become effective leaders.
  - 3.1 Design a plan which provides professional development to reach all levels of learners in human resources.

### **Learning:**

4. Develop high quality professional development.
  - 4.1 Develop high quality professional development that addresses needs of the members.
  - 4.2 Enhance all professional development opportunities.

### **Organizational Capacity:**

5. Evaluate the needs of our membership.
  - 5.1 Develop innovative approaches for the organization to improve its resources.
  - 5.2 Develop a plan to understand and respond to the needs of the membership.

### **Governmental Relations:**

6. Establish and maintain an influential relationship with governmental bodies.
  - 6.1 Develop lines of communication with governmental bodies to represent the interests of TASPA.