

Article II Assessment and Chapter Goals

Article II of the Delta Gamma Constitution

The objects of this Fraternity shall be to foster high ideals of friendship among women, to promote their educational and cultural interests, to create in them a true sense of social responsibility and to develop in them the best qualities of character.

Methodology for Assessment and Goal Setting

To ensure all members have the opportunity to accomplish our purpose, all collegiate members and chapters are required to go through steps 2, 3, and 4 of the Article II Assessment and Chapter Goals Plan each year. Step 1 is optional.

Chapters have the flexibility to do the assessment and goal setting during either the fall or spring term, but they must stay with the same timing each year and not flip between spring and fall terms.

The four steps are

Step 1: Article II Confidential Personal Assessment
(optional)

Step 2: Article II Chapter Assessment

Step 3: Chapter Goals and Watchword Development

Step 4: Chapter Goals and Watchword Presentation

Step	How	When	
		Fall Term Option	Spring Term Option
1	Introduce at weekly anchored event or business meeting.(optional)	A minimum of 4-6 weeks before calendar due date*	A minimum of 4-6 weeks before calendar due date*
2	Complete as the weekly anchored event.	If applicable, week after Step #1 as the weekly event/program/activity	If applicable, week after Step #1 as the weekly event/program/activity
3	Place on agenda during officer transition or CMT/Joint CMT	Within 1-2 weeks of Step 2	Within 1-2 weeks of Step 2
4	Present at chapter business meeting.	Within 2-3 weeks of Step 3	Within 2-3 weeks of Step 3

*This allows the Article II Assessment to be used by the officers to set chapter goals and the Watchword before the calendar planning meeting.

Step 1: Article II Confidential Personal Assessment (optional)

Time Allotted/Participants: 10 minutes at weekly event /business meeting to introduce and 15-20 minutes for participants to do during their own time in the week before the Chapter Assessment.

Materials Needed: Article II Personal Assessment (one per member)

Objectives: To assess each participant's own awareness and determine goal areas based on Article II.

1. **Post** (PowerPoint or flip chart): Article II.
2. **Explain:** We are going to explore the concept of intentional change by first assessing our personal values followed by next week assessing our current chapter culture based on our espoused values articulated in Article II of the Fraternity Constitution. Each member is expected to do the Confidential Personal Assessment before the next weekly chapter event/program/activity.
3. **Distribute:** "Article II Confidential Personal Assessment" to each participant. Ask participants to be brutally honest about their behaviors, actions and attitude.

4. **Share:** The Personal Assessment is for your own awareness and should be kept confidential. As you complete the assessment, consider
 - Which values stand out to you in Article II? Why?
 - Which values resonate with you?

Article II Confidential Personal Assessment

Consider your behaviors, actions and attitude. Circle the statement for each value that aligns best with you. In the “Why?” column record the behaviors, actions and attitudes that caused you to make your selection. Please note that this is for your own awareness and should be kept confidential. For your personal development, revisit this assessment regularly.

Value	Incongruent	Somewhat congruent	Congruent	Why?
Foster high ideals of friendship	I gossip and speak poorly about other members; I put my own interests before the interest of others	I support friends, especially during difficult times, but do not reach out to members who are not close friends; I sometimes speak poorly and gossip about other members	I always demonstrate respect and approach other members (even those I may not consider a friend) with an ethic of care at all times	
Promote educational & cultural interests	I encourage others to hang out instead of study; I do not challenge other members to experience other cultures and the arts	I do not distract others from studying, but do not reach out to those struggling academically to offer assistance; I sometimes encourage or arrange cultural and art experiences	I always encourage others toward academic excellence and challenge each other to learn about other cultures and the arts	
Create a true sense of social responsibility	I encourage others informally or formally to engage in high-risk drinking by organizing pre-game gatherings and drinking games; I act in ways congruent with the social norms instead of promoting safety; I do not typically intervene when a member needs assistance in a social setting; My actions on social media bring dishonor to myself and Delta Gamma	I typically engage in safe drinking, but do not necessarily promote others engaging in safe drinking; I sometimes engage in high-risk drinking such as pre-gaming, binge drinking and drinking games; I frequently intervene when another member needs assistance in a social setting. My actions on social media bring honor to myself and Delta Gamma but I am a bystander to others' participation.	I always promote the dignity of others and foster an environment where the safety and well-being of others is paramount to social norms; I always intervene when another member needs assistance in a social setting; My actions on social media bring honor to myself and Delta Gamma and I confront other's inappropriate actions on social media.	
Develop best qualities of character	I make promises, but engage in activities contrary to my promises, personal values and Delta Gamma values	I strive to ensure my behaviors match my promises and Delta Gamma's values but sometimes deviate	My behaviors and actions always align with my promises, personal values and Delta Gamma's values	

Step 2: Article II Chapter Assessment

Time Allotted/Participants: 45 minutes at activity meeting or chapter retreat/all chapter members

Materials Needed: Article II Self-Assessment (one per member), pens/pencils, flip chart paper, three signs: incongruent, somewhat congruent, congruent.

Objectives: To assess chapter culture and determine goal areas based on Article II

5. **Post** (PowerPoint or flip chart): the following definition of leadership: "Leadership is an influence relationship amongst individuals who intend real change that reflect their mutual purpose."
6. **Share:** This definition of leadership was developed by Joseph Rost at the Institute for the Advancement of Leadership. This leadership definition tells us about change, including the following principles:
 - Leaders are made, not born.
 - Leadership is not a solo act but rather a group process.
 - Change does not happen by chance but is rather intentional.
 - Change is focused around a shared purpose.
7. **Explain:** We are going to explore the concept of intentional change through first assessing our current chapter culture based on our espoused values articulated in Article II of the Fraternity Constitution.
8. **Distribute:** "Article II Chapter Assessment" to each participant. Ask participants to be brutally honest about the chapter culture. **Share:** Leadership is about vision, but leadership is equally about creating an environment where the truth is heard and the brutal facts confronted.
9. After the members complete the assessment, post three signs around the room labeled: incongruent, somewhat congruent, congruent.
 - Read the first value statement and ask the members to stand under the sign that reflects their individual responses. Remind members that the different responses are a healthy sign of productive conflict at work. Ask a few members from each category to share why they selected their assessments. Encourage members to share specific examples. Note: It is important to maintain confidentiality and a safe environment.
 - Read the next value statement and ask members to move to their individual response. Ask for a few volunteers to share why they choose their responses. Continue for the third and fourth statements.
 - After all statements have been read, gather the group together and ask the following questions:
 - What reactions do you have to this activity?
 - Were you surprised by members' responses?
10. Divide the chapter into four (4) equal groups by asking members to count off by fours; place the "ones," "twos," etc. together to ensure groups represent a random cross-section of the chapter. If your four equal-sized groups are larger than 15, divide each of the four sub-groups further to ensure there are no more than 15 in each group. Assign each group one of the statements/objects from Article II. Ask the group to develop 10-15 action items to address the chapter's needs for improvement in this area. Before dismissing the individual groups to work, review the following brainstorming instructions:
 - No idea is a bad idea and each member's suggestions add value.
 - Action items include more than just programming, as they must include behavior changes. For example, a *programming* goal would be to hold two sisterhood events monthly. A *behavior change* goal would be to adopt a mindset where members become interested and concerned about their fellow sisters.
 - Action items are not the sole responsibility of the chapter officers, but rather are the responsibility of each member.
11. After 15 minutes, ask each group to identify their top three action items and record on flip chart paper.
12. Once each group has selected their top three action items, ask each group to present their top three action items to the larger group. After each group presents, post its action item list.
13. **Explain:** CMT/JCMT will take the list of action items presented and develop 3-5 goals to guide our chapter for the next year.

Article II Chapter Assessment

Consider the totality of your chapter's behaviors, actions and attitudes. Circle the statement for each value that aligns best with your chapter. In the "Why?" column record the behaviors, actions and attitudes that caused you to make your selection.

Value	Incongruent	Somewhat congruent	Congruent	Why?
Foster high ideals of friendship	Members gossip and speak poorly about other members; Members put their own interests before the interest of others	Members support friends, especially during difficult times, but do not reach out to members who are not close friends; Members sometimes speak poorly and gossip about other members	Members always demonstrate respect and approach other members (even those they may not consider a friend) with an ethic of care at all times	
Promote educational & cultural interests	Members encourage others to hang out instead of study; Members do not challenge each other to experience other cultures and the arts	Members do not distract others from studying, but do not reach out to those struggling academically to offer assistance; Members sometimes encourage or arrange cultural and art experiences	Members always encourage others toward academic excellence and challenge each other to learn about other cultures and the arts	
Create a true sense of social responsibility	Members encourage others informally or formally to engage in high-risk drinking by organizing pre-game gatherings and drinking games; Members act in ways congruent with the social norms instead of promoting safety; Members do not typically intervene when a member needs assistance in a social setting	Members typically engage in safe drinking, but do not necessarily promote others engaging in safe drinking; Members sometimes engage in high-risk drinking such as pre-gaming, binge drinking and drinking games; Members frequently intervene when another member needs assistance in a social setting	Members always promote the dignity of others and foster an environment where the safety and well being of others is paramount to social norms; Members always intervene when another member needs assistance in a social setting	
Develop best qualities of character	Members make promises, but engage in activities contrary to their promises, personal values and Delta Gamma values	Members strive to ensure their behaviors match their promises and Delta Gamma's values but sometimes deviate	Members behaviors and actions always align with their promises, personal values and Delta Gamma's values	

Step 3: Chapter Goals and Watchword Development

Time Allotted/Participants: 60 minutes/CMT or JCMT; May be part of Officer Transition Workshop

Materials Needed: Action items developed by chapter, pens/pencils, flip chart

Objectives: To develop chapter goals based on Article II assessment activity and the Fraternity Standards, develop the plan to meet the goals and select the Watchword

1. Review the action items developed by the chapter. Ask the following questions to generate a discussion:
 - Are there any additional action items that need added?
 - Based on our Article II self-assessment, which action items best reflects our needs?
2. Based upon the discussion of action items, develop 3-5 short term goals achievable in the next year.
3. Once 3-5 goals are identified, review the goals with the following criteria:
 - Do the goals include both behavioral and programming?
 - Do (some of) the goals require more than just the chapter leadership? If not, revisit the goals to ensure they are inclusive of all members and of behavioral change and programming.
 - Are the goals SMART: Specific – Measurable – Agreed – Realistic - Time phased
 - Are the goals stated in the positive and clearly understood?
4. Once the goals have been agreed upon, develop the action plan to meet the goals, including:
 - What is to be done?
 - When will it be done?
 - Who will do it?
5. In addition, the team must ask:
 - Will this action meet our goal?
 - What obstacles might we meet along the way?
 - What support do we need?
6. Once the goals and plan to meet the goals have been agreed upon, develop your chapter's Watchword for the year. Begin by reading the excerpt below from our First Initiation Address in 1874 along with the explanation:

First Initiation Address (1874)

Dear Sisters, You are now members of the Delta Gamma Club. Ours is an associate sisterhood based upon sincere desire for mutual improvement: its cementing element is love; its stimulating principle, truth, its WATCHWORD, duty...

You may imagine our duties too laborious, or discipline too exacting, but while we would extend to you the encouragement and sympathy of sisters, we would warn you, with equal fidelity, that nothing good or great was ever achieved without toil and attention, and it is because we would have you prepare for an honorable womanhood, that here in the morning of life we stimulate you to constant earnest effort.

Be faithful to yourself, act well to your part and then, when life's young dream is past, the battles of life fought and won, and the mellow light of evening gathers round your pathway, the scenes enacted here will rise upon the evening sky to cheer and comfort you. ~ Anna Boyd (Ellington)

First Initiation Address Explanation

So what does the First Initiation Address mean? Simply put, our Founders first chose the Watchword duty as they were duty-bound to ensure Delta Gamma's existence. Today, we will choose a Watchword to guide our efforts over the next year. Our Watchword should depict an ideal or objective that is emblematic of the chapter goals we established and simply share our commitment to Delta Gamma. The Watchword will serve as a reminder of our commitment to further the growth of Delta Gamma and to achieve the individual potential of each member.

7. Brainstorm possible Watchwords that reflect the chapter goals. After a list has been generated, narrow the list to **one** word that is emblematic of the chapter goals and focus for the next year.

Step 4: Chapter Goals and Watchword Presentation

Time Allotted/Participants: 15 minutes at business meeting/all chapter members

Materials Needed: Goals developed by CMT or JCMT and Watchword on PowerPoint or flip chart

Objectives: Share chapter goals including plan to meet the goals and Watchword

1. After the president presents the goals, plan to meet the goals and Watchword, ask the chapter for feedback using the following questions:
 - Do these goals reflect the Article II Assessment activity in which we participated earlier?
 - Do these goals reflect the needs of the chapter?
 - Should any of the goals be altered?
 - Will this proposed plan meet our goals?
 - Is the Watchword emblematic of the chapter goals and focus for the next year?
 - Will the Watchword serve as a reminder of our commitment to further the growth of Delta Gamma and to achieve the individual potential of each member?
2. **Share:** The generation of goals, plan to meet the goals and Watchword demonstrate an assumption of leadership: Change is focused around a shared purpose. Article II is our shared purpose and the goal-setting and Watchword selection define the change we hope to make in order to best align our behaviors and practices with our shared purpose.
3. Take the chapter's opinions into consideration and alter goals, the plan or Watchword as necessary.
4. Upload the goals, plan and Watchword via the Post Event Confirmation on e-Ops+ using the Upload Minutes/Files feature to share with your RCS/CAC/NCC.
5. Revisit the goals and plan at least monthly at CMT or JCMT to review progress.
6. Refer to the Watchword throughout the year in programming and communications with the chapter.