



## Recognizing Member Involvement

### Getting Started

Keep recognition going beyond the initiation by acknowledging engaged members for their contributions to the chapter, the institution and the community.

Start by providing activities that give members a sense of ownership, community, and pride in KDP. Be sure to involve members in programming decisions. Periodically have members fill out the membership survey, found [here](#), or a quick evaluation and summary after a chapter activity or program.

You can award and recognize members' active participation on a regular basis using positive reinforcement by publicly acknowledging their contributions. Consider writing thank you notes or announce accomplishments at the beginning of a chapter meeting and at an initiation.

Other options: Start a Monthly Kadelian Award, and highlight a different member each month. At the end of the year celebration, recognize members who went "Above and Beyond" in service to the chapter. Give out "So To Teach, So To Serve, So To Live" awards to members who exemplify the KDP Ideals.

### Formalize the Recognition Program

Create a Post-Initiation Incentive Program (PIIP) to meet individual needs, and balance it with the time commitments of members because higher member involvement and retention can occur when marketed effectively to current and potential members. Develop a set of clear, realistic, measurable expectations for members and officers and communicate them with your members.

- Even before members are approved, articulate chapter requirements.
  - ✓ Begin at the Informational Meeting sharing these goals and options by customizing the chapter PowerPoint found at <http://www.kdp.org/chapters/initiation.php>.
  - ✓ Mention the "why" behind the chapter expectations at the Orientation Meeting.
- Include the expectations in a welcome packet, on fliers and on the chapter website or social media.
  - ✓ Highlight the specific policies and requirements.
  - ✓ Match these to your chapter benefits (both tangible and intangible).
  - ✓ Create and share a semester calendar of events with descriptions
  - ✓ Share officer contact information.
- Update chapter bylaws with the member expectations.
  - ✓ Vote to make sure these are acceptable to a majority of members.
  - ✓ Set/discuss possible consequences when these are not met.

In order to support all chapter members, you will want to have members earn points in a variety of categories, not just by solely participating in service projects, donating money and items for a fundraiser, or attending meetings. Be sure to include officer and committee positions, posting and sharing social media, and other creative involvement, especially if your chapter includes online members.

- Have members sign-in for meetings and projects and use these sheets for documentation. These points can go toward service awards, or other items such as free or reduced honor cords, reference letters for portfolios, or paid attendance to workshops and conferences.
  - Another option is to give out KDP Store (<https://store.kdp.org/>) merchandise, teacher supply store gift certificates, books for the classroom or a professional library, or dinner with counselor/dean.
- Many chapters provide members with certificates; KDP pins; plaques; letter of commendation from the institution president, dean, or department chair; and a member scholarship.
- Keep in mind that graduate, online and commuter students may not be able to attend all face-to-face meetings so include alternatives activities or options for them such as viewing a KDP webinar and emailing the certificate of completion to officers or posting a summary of a recent KDP publication article on a chapter website or in the chapter community of [KDP Global](#).