**Strategic Challenges**

**Environmental Scan**

**MEGT**

**Developed: 5/14/16**

Strategic Challenges are:

1. Pressures that exert influence on our organizations likelihood of future success.
2. Our organizations’s competive position in the future relative to other programs in similar organizations.
3. Can be related to student/parent needs, or expectations; changes in programs or services; technology changes; or budgetary risks or needs.

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| Organizational Challenges * No representation and activity within all regions
* Number of retired individuals on the board
* Limitations within our constitution that may or may not remain relevant
	+ Direct contact with gifted children
	+ Regional divisions
	+ At-large positions
	+ Only MN educators
	+ Yearly member meeting requirements
	+ Lack of opportunity for those not involved to become involved
* Lack of activity in some regions
* Board duties that are specific to people – how to mentor some of these jobs
* Lean organization

Political Challenges * Local control – of how dollars are spent
* Absence of systemic leadership at MDE for advocacy – not all leaders
* Mandates in areas for other areas – affects priority of resources
* Overall accountability testing – promotes mediocrity, limits teacher capacity

Professional Development Challenges* No required licensure
* Have lost several institutions that have provided education in the past
* Support for gifted coordinators – both new and experienced
* Changing face of teacher. How does professional development happen?

External Challenges * Changing diversity of the state – misunderstanding about diverse learners and gifted, deficit based thinking, twice exceptionality (some who are unable to qualify)
* Very academic focus for gifted and talented – lack of creativity focus, very standards based
* Using local norms – challenge as different levels for different districts

Philosophy Challenges * Teachers and administrators who feel that GT is only 1% of the populations – elitism – or thought that everyone is gifted
* Where does GT fit into new educational philosophies (RtI, personalized learning) slow speed at which changes can be/are made
* Myths about gifted education and kids
* Competing camps and philosophies – affects the conversation and services provided

Human Resources Challenges * Lack of resources for districts – and subs
* Inconsistent roles for individuals – consistency in gifted staffing
* Small applicant pools for gifted coordinators – with little experience or training

Geographic Challenges * Getting program offerings out to greater MN
* Geographical challenges – equity of voice relative to number of programs, physical accessibility for all part of state
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