

# Operational Management Strategic Plan 2017-2022



National School Plant Management Association

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# National School Plant Management Association

## 2017-2022 Strategic Plan

The National School Plant Management Association represents School Plant Managers, Facilitators, and Directors across the United States and promotes excellence in education through professional facility management.

### Executive Board Members

President, Mike Mertens, Arkansas

Executive Secretary, Sherry Jennings, Virginia

Past President, Dr. John A. Bailey, Virginia

President Elect, Kim Keener, New Jersey

Vice President, John Rome, Louisiana

Treasurer, John Noel, Kentucky

Executive Conference Planner, Jim Vicar, South Carolina

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## Vision, Mission, and Core Values

**The National School Plant Management Association’s mission, vision, and core values form the foundation of its strategic plan.**

### Vision

A national K-12 school plant management association that promotes excellence in education through professional facility management.

### Mission

To work with school divisions across the United States to promote efficient, adequate, and functional school buildings.

### Core Values

<b>Service</b>	We strive to provide support and guidance to school divisions across the United States in regards to research, professional development, and other relevant disciplines.
<b>Leadership</b>	We maintain a balance of constituents across the country that has experience and dedication to many aspects of facility management.
<b>Research</b>	We participate in roundtables, national research, and day to day research topics that enhance the environment in which children learn.
<b>Policy</b>	We are governed by a set of bylaws and a constitution for the association and we take part in national policy influence for operational procedures.
<b>Innovation</b>	We provide our constituents with access to vendors, other stakeholders, and directors to collaborate for building operations and energy management.

## Core Values Continued

<b>Sustainability</b>	Enhance the stakeholder’s ability to efficiently manage by providing current and up to date research, management procedures, and best practices to protect our resources (i.e. Green cleaning, using sustainable materials, energy management etc.)
<b>Publication</b>	We strive to support our business partners with promoting their publications as well as board members publishing on an annual basis through local or national research.

## Modeling Our Core Values

### Service

- We value the personal relationships of our constituents across the country and hold the professional development of all stakeholders as a foundation for the association.
- We provide information and work sessions to stakeholders across the country in an effort to maintain a healthy and safe environment for children.

### Leadership

- We will maintain a base of current and retired professional School Plant Managers and other facility related resources from across the country on our Executive Board and General Board of Directors. Leadership will have experience in facilities, custodial services, safety and security, and warehousing.

### Research

- We will participate in current forums through local and national organizations and associations. We will also contribute to the current body of knowledge through meetings and other means of communication that focuses on the environment in which children learn and play.

## **Policy**

- We continue to use our bylaws and NSPMA constitution as our guiding foundation for our association. Our desire is to effectively promote and influence national, state, and local policy as it relates to facilities. The document is organized by a committee of peers, which reviews and assesses viability. The NSPMA board has the ability to modify, add, or delete sections of the bylaws through board approval.

## **Innovation**

- We will maintain efficient practices for work safety best practices and ideas that allow cutting edge ideas that help School Plant managers carry out their responsibilities to the best of their ability. Board members will collaborate and look at ways to be transparent with embracing new ideas that help facility managers across the United States.

## **Sustainability**

- We will strive to lead school plants across the United States in ways to foster new ideas for wind energy, solar energy, LED lighting, indoor air quality, pest management, and the overall energy savings in schools. We will continue to foster leading edge technology initiatives that help manage utilities and facility management through work order systems and preventative maintenance.

## **Publication**

- We will continue to publish bodies of work through magazines and journals to add to the body of knowledge pertaining to school facilities. We will move towards a formalized national study that analyzes how the condition of a school building influences the learning environment. We will also continue to support various sponsors and publicize their articles and research on our web page.

### **Our Association**

Before there was a National School Plant Management Association (NSPMA) many Southern States had formed a Southern School Plant Management Association (SSPMA) to meet the needs of facility professionals in K-12 public schools. The SSPMA conducted an annual conference that began to draw attendees from states other than “Southern States” which made the SSPMA leadership at that time realize there was a need to provide services for facility managers from all over the country. In 1995 the switch was made from “Southern” to “National” and several Northern States began to get involved. Since the changeover we have had Presidents, Officers and Board Members from New York, New Jersey, and Connecticut. The westward move was on and states such as Washington, Minnesota, California, Texas, New Mexico, Colorado, and Oklahoma joined in and our association was off and running. Twenty-eight states were in attendance at the 2016 conference and our numbers of participants and vendors continue to grow.

Each of our member states conduct annual conferences, multiple workshops, seminars, and certification programs. The NSPMA has truly become a National Association. The purpose of the National Association is to provide leadership and collaboration for school plant and facility managers across the country that has an influence on public school k-12 education. NSPMA has a full executive board of directors, which also includes several board members at large. The entire board consists of 19 members, but several are ex officio and they do not have voting rights. There is strong representation across the country.

Tony Sloan from Missouri was the last SSPMA President and Jim Vicar from South Carolina was the first NSPMA President. Most of the SSPMA leadership has retired or moved on. A few of the past leaders remain with NSPMA, most in an advisory role. The states that were involved in the SSPMA continue to be active today. The new states that have gotten on board with NSPMA have become very active. As is the case with a flourishing tree, the health of its branches is dependent on the strength of its roots. The NSPMA is rooted in the South but its ever-broadening state representation is evidence of healthy growth.

**Goals and Objectives  
2017 - 2022**

Goals	Objective	Action Item	Group Responsible	Resources Needed	Completion Date
1) Create a recruitment process that enables the association to recruit at least 75% of the states in United States to be active participants in the NSPMA	1.1 Develop and implement recruitment tools to add Implement web page states on the west coast emails, LinkedIn, Facebook	Webinars, National Conference video and research clearinghouse	NSPMA Board Members	Web Page Designer	2022
	1.2 Provide resources and support that will entice states to see the benefit of the available resources for the NSPMA	Create a training model that captures energy management, best practices technology, custodial, and trades	NSPMA Board Members		
	1.3 Initiate a nationwide staff development model where ALL school divisions across the nation can benefit	Create or adopt a national model for facility managers across the nation	NSPMA Board Members		
	1.4 Actively solicit past members, prospective members, and new state affiliates.	Phone calls, email blasts, conference visits by NSPMA Board Members.	Membership Committee		



**Goals and Objectives  
2017 - 2022**

Goals	Objective	Action Item	Group Responsible	Resources Needed	Completion Date
2) Create a Recruitment process that enables the association to recruit at least 125 vendors and 600 participants across the United States to be active in the NSPMA	2.1 Develop and implement recruitment tools. Add web page for vendors and participants. LinkedIn, Facebook to the National Conference	Implement webpage, emails, LinkedIn and Facebook	NSPMA Board Members	Web Page Designer	2022
	2.2 Provide resources and support that will entice Partners/Vendors to see the benefit of the webinars, National Conference available resources for video and research clearinghouse the NSPMA	Webinars, National Conference Video and research clearinghouse	Vendor Committee	Web Page Designer	2022
	2.3 Initiate a nationwide staff development model where ALL school divisions across the nation can benefit and participants can use for implementation	Create a training model that captures energy management, best practices technology, custodial and trades	NSPMA Board Members		2022

**Goals and Objectives  
2017 - 2022**

Goals	Activity	Action Item	Group Responsible	Resources Needed	Completion Date
3) Create a budget process that enables the reallocation of funds to support a full time Director for the NSPMA	3.1 Develop a fiscal plan that supports an interim volunteer director	Begin a funding margin and set aside monies for the future	Executive Board of Directors	Monies from partners and NSPMA Conference	2018
	3.2 Develop a part time director job description, contract and method/criteria for selection.	Create a funding margin and set aside monies for a part time position over a three year term	Executive Board of Directors	Monies from partners and NSPMA Conference	2020
	3.3 Develop a fiscal plan that supports a full time director	Create a funding margin and set aside monies for a full time position over a five year term	Executive Board of Directors	Monies from partners and NSPMA Conference	2022

**Goals and Objectives  
2017 - 2022**

Goals	Activity	Action Item	Group Responsible	Resources Needed	Completion Date
4) Develop a state of the art web page for the NSPMA that represent the mission and vision of the Association	4.1 Solicit, review and select a web service provider.	Interactive questions and answers publications, resources, and video clearinghouse	Webmaster	Funding for a sustainable web page	2017/2019
	4.2 Create a dedicated committee with chairperson to work with website design, development and updates/revisions.	Best practices for trades, custodial, energy, and recycling, operational management	Webmaster	Funding for a sustainable web page	2017/2018
	4.3 Develop a list of vendors by trade so stakeholders can access resources for building trades	Marketing tool for vendors as NSPMA can provide a yearlong resource to stakeholders	Webmaster	Funding for a sustainable web page	2017/2018
	4.4 Identify best practices for facility managers across the country	Marketing tool for vendors as NSPMA can provide a yearlong resource to stakeholders	Webmaster	Funding for a sustainable web page	2017/2018

**Goals and Objectives  
2017 - 2022**

Goals	Objective	Action Item	Group Responsible	Resources Needed	Completion Date
5) Market the benefit of exemplary operational practices through the NSPMA Facilities Masters Award	5.1 Develop a marketing strategy to promote best practices for operational maintenance across the country	Continue to market on webpage and incorporate photos releases of award winners	NSPMA Board Members	Evaluation Panel to evaluate submissions from school divisions	2017 and ongoing there after
	5.2 Recognize school divisions across the country that have exemplary best practices	Emphasize the 7 components of the facilities masters award through NSPMA newsletter, website and other publications	John Bailey to oversee awards and promotional tools	Award plaques for Silver, Gold, and Platinum award winning school division	2017 and ongoing there after
	5.3 Recognize Facility Masters Award winner annually at the national conference.	Reward award winners with a free registration to the national conference along with plaque recognition and photo opportunity National President	NSPMA Board Members	N/A	2017 and ongoing there after

**Goals and Objectives  
2017 - 2022**

Goals	Objective	Action Item	Group Responsible	Resources Needed	Completion Date
6) Develop a National Certification Program for various trades	6.1 Identify a unique set of measurable standards that are met and reward trade technicians with a natural certification	Create and develop a national set of standards that are unique to the NSPMA	Steering committee assigned by National President. Evaluation Board that would be created	Set of measurable standards that are unique and specific to the mission and vision of the NSPMA Marketing	2022

Organizational Chart  
Board Members

**Executive Board Members**

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President Elect: Kim Keener, New Jersey

Past President: Dr. John A. Bailey, Virginia

Vice President: John Rome, Louisiana

Executive Secretary: Sherry Jennings, Virginia

Treasurer: John Noel, Kentucky

Executive Conference Planner: Jim Vicar, South Carolina

**Board Members**

AJ Nordt, New Jersey

Douglas Henley, Connecticut

Dusty Duncan, Arkansas

Ed Depew, Tennessee

Frank Martinez, Colorado

Jackie Gonzalez, Lennox Representative

Josh Peach, School Dude, Partnership and Marketing

Keith Watkins, New York

Larry Tillotson, New Mexico

Matt Ladd, Kentucky

Rick Walters, Virginia

Wayne Natzel, Connecticut