

# NWRESD Strategic Plan Design Team



*Co-Designing a New Strategic Plan to Drive  
Regional Student Success*

Session #1: August 2025

Welcome, Framing, Norms - 35 min

Taking Stock & Moving Forward - 60

Break - 10 min

Guiding Document Review - 15 min

Data Review - 30 min

Break - 10 min

Emerging Areas of Need - 45 min

Optimistic Closure - 10 min

# Objectives for Today

1. Understand Purpose & Timeline of the Process
2. Establish Team Function & Norms
3. Ground us in our Organizational Purpose
4. Reviewing Regional Data & Identifying Key Areas of Need

# Welcome & Framing

# Thumbball!

- Introduce yourself
- Your role
- Your team/department
- Answer your prompt!



# Working in Community

- *Willing to be Disturbed* by Margaret Wheatley
- **As a table team discuss:**
  - What do you need to stay curious?
  - What do you need to feel safe in productive struggle?
  - What helps you listen and consider multiple perspectives?
- **Share out**



# Strategic Plan

Taking Stock & Looking Forward





*“An effective school system and its leaders build a shared sense of purpose and a shared vision of what the system would look like if that shared purpose was acted on, and developed a bias toward action relevant to the vision”*

*-Schlechty, “Creating Great Schools”*

# Before the Brand, There's Belief

Who we are/why we exist → what we do → the difference we make

Who we are comes first.





**BREAK TIME**

YouTube [michaeljrcomedy](#)

# Knowing Your “Why” Makes Your “What” More Impactful...

*Because You Are Walking Towards, Or In, Your Purpose*

What is your ‘Why?’ Why do you do what you do? Why NWRESD?

- Take 2-3 minutes to jot down “your why”
- Write-Pair-Share

Group Discussion

- How might deeply understanding & connecting with your WHY help you as a leader?
- How might knowing your teammates’ WHY improve our collective work?

***Why We  
Do It!***

**Why We Do It!  
Vision, Mission  
& Values**

**How We Approach It**

**Mission**

In partnership with the communities we serve, Northwest Regional Education Service District improves student learning by providing equitable access to high-quality services and support.

**Values**

Student Success, Partnership, Equity, & Innovative Service

*Every student educated, equipped and inspired to  
achieve their full potential and enrich their  
communities.*

Review what you just jotted down for your WHY.

- Does your WHY align with NWRESA's?
  - Closely? Vaguely? Not at all?
- What does this mean for your leadership at NWRESA?

“

*“High performing districts rely more on a common culture of values to shape collective action, than on bureaucratic rules and controls. The shared values typically focused on improving student learning as the central goal.”*

-Elmore, 2000





# Values

Student Success

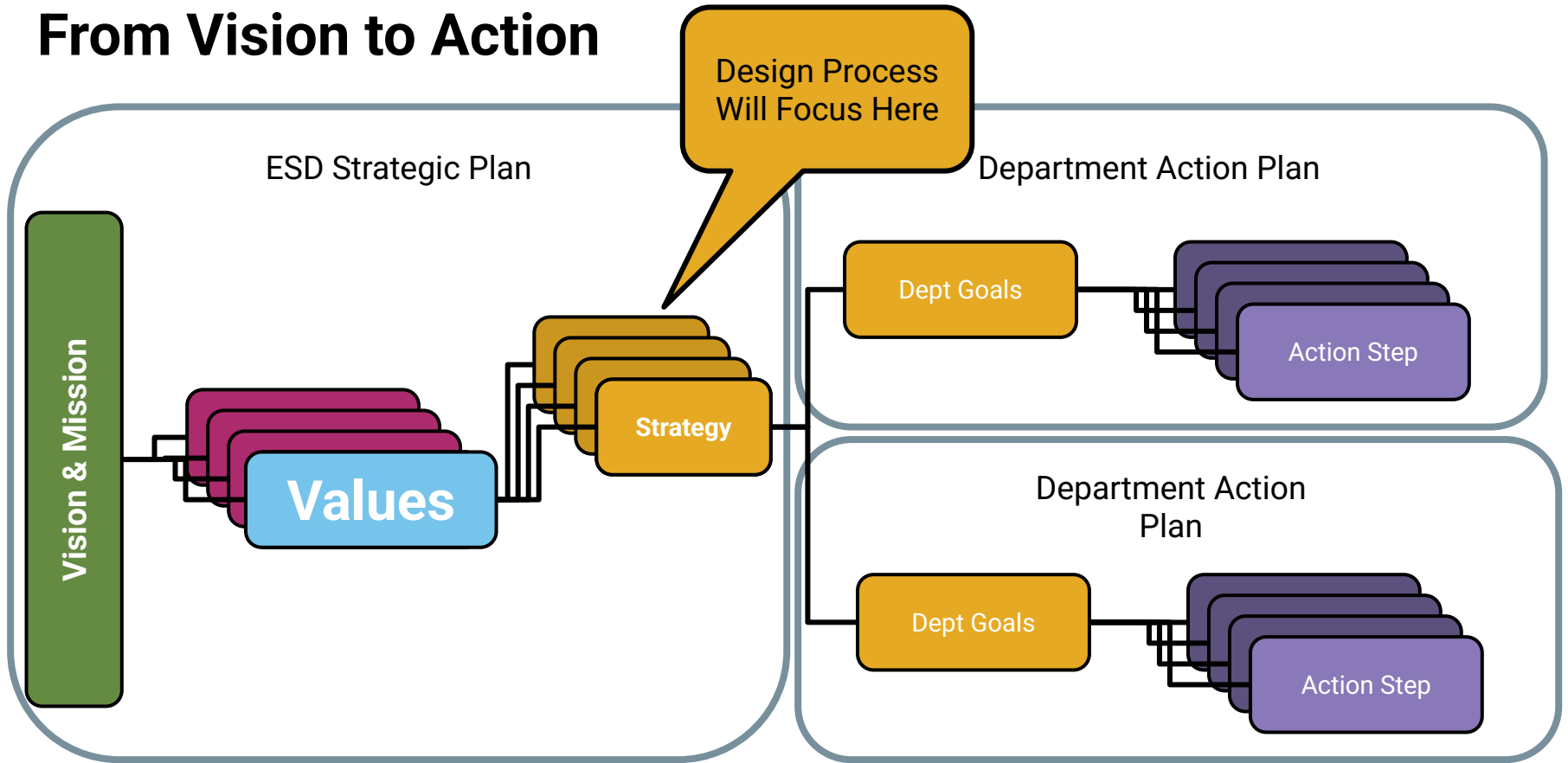
Equity

Partnership

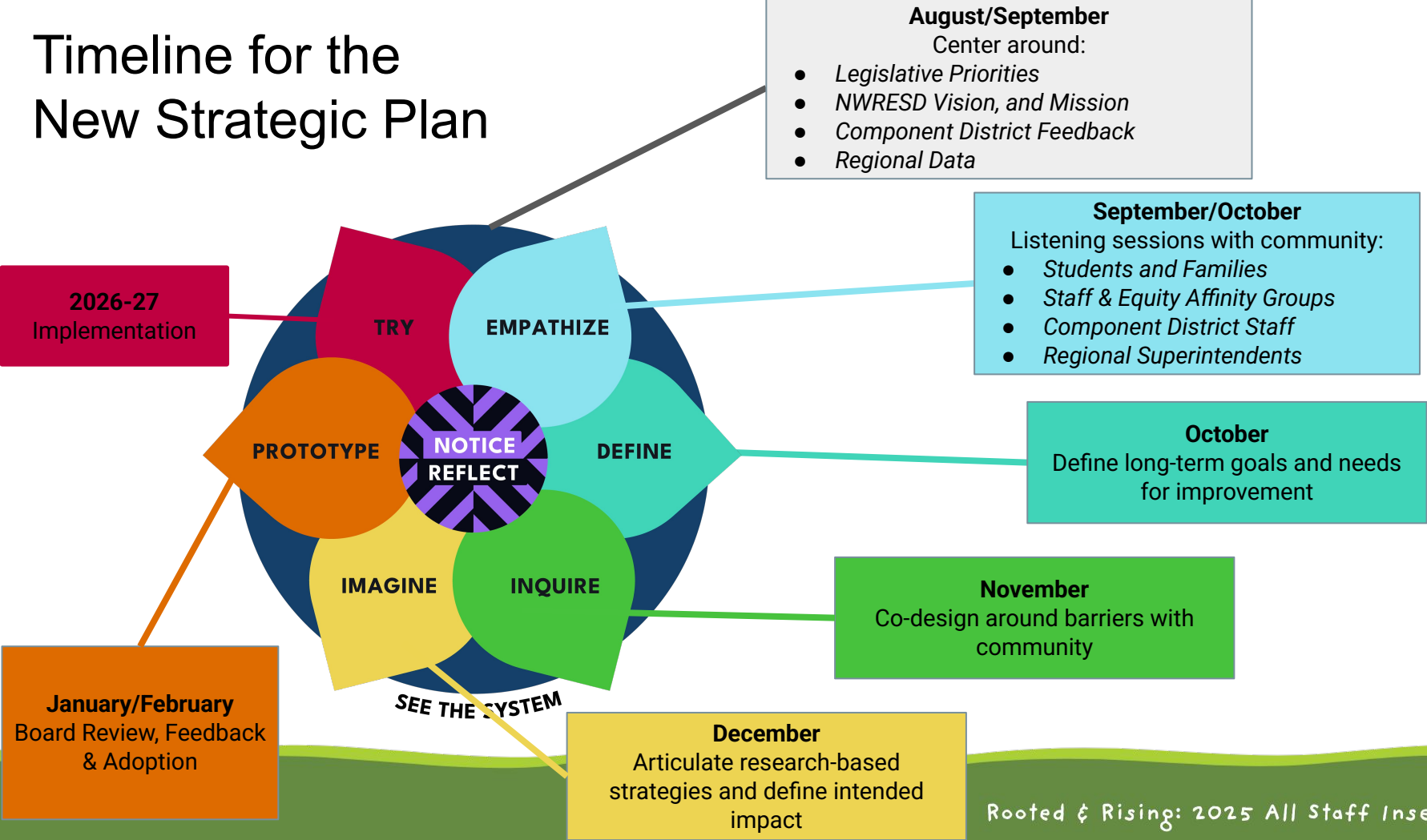
Innovative Service



# From Vision to Action



# Timeline for the New Strategic Plan



# Strategic Plan Design Team

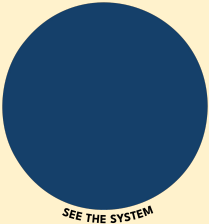
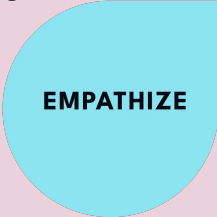
## Charge:

- Offering input on the design and development of the plan.
- Recommending inclusive engagement strategies for listening to our communities.
- Reviewing and analyzing data to inform our needs assessment.
- Identifying key challenges and opportunities.
- Ensuring strategies align with research-based best practices.



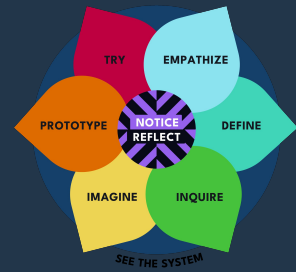
# Our Process: Equity-Based Continuous Improvement



<b>Session 1: Data Review</b>	<b>Session 2: Planning Engagement</b>	<b>Session 3: Key Areas of Need</b>	<b>Session 4: Research-based</b>
<p>Intro</p> <p>See the System: Data Review</p> <p>Explore Key Areas of Need</p> 	<p>Review Areas of Need</p> <p>Determine and Plan Additional Engagements</p> 	<p>Refine Key Areas of Need based on feedback</p> <p>Plan Community Updates</p> 	<p>Describe Specific Research-Based Strategies</p> 

# How will strategic planning work?

- Strategic Planning Design Team
- Administrative Council
- Community & Partner Engagement
- Regional Planning Team
- Operations
- NWRESD Board of Directors



# Hopes and Dreams

- Now that you have heard where we are headed, what are your hopes and dreams for this group and this process?

**BREAK**



SEE THE SYSTEM

# See The System

## SEE THE SYSTEM

- What inequitable patterns of experience and outcomes are playing out in our system? How do we know?
- What structures and system dynamics are contributing to these inequitable patterns?
- What has been emerging in our system relative to these patterns?



## SEE THE SYSTEM

Seeing the System enables us to identify potential equity challenges, what about the system is producing these, and what we need to learn more about as we engage in empathy work.



## What is an ESD?

### 334.005 Mission: Purpose and accountability

(1) The mission of education service districts is to assist school districts and the Department of Education in achieving Oregon's educational goals by providing equitable, high quality, cost effective and locally responsive educational services at a regional level.

(2) An education service district plays a key role in:

- (a) Ensuring an equitable and excellent education for all children in the state;
- (b) Implementing the Oregon Educational Act for the 21st Century;
- (c) Fostering the attainment of high standards of performance by all students in Oregon's public schools;

and

- (d) Facilitating interorganizational coordination and cooperation among educational, social service, health care and employment training agencies.

(3) An education service district's role is one of leadership and service.



## Oregon Educational Act for the 21st Century (2023)

The Legislative Assembly believes that the goals of kindergarten through grade 12 education are:

- (a) To equip students with the academic and career skills and information necessary to pursue the future of their choice through a program of rigorous academic preparation and career readiness;
- (b) To provide an environment that motivates students to pursue serious scholarship and to have experience in applying knowledge and skills and demonstrating achievement;
- (c) To provide students with the skills necessary to pursue learning throughout their lives in an ever-changing world; and
- (d) To prepare students for successful transitions to the next phase of their educational development.

# Debrief

- Where do you see alignment with what we currently do?
- What feels new or surprising?
- How might these guide us in our strategic plan?

# Data Review

# World Cafe

Table	Topic	Host
1	District Priorities and Satisfaction	Ryan Blasquez
2	Cross-Region Student Performance	Brian Bain
3	Career Technical Ed, Dual Credit, Outdoor School	Bailey Weikel-Feekes
4	Early Intervention/ Early Childhood Special Education	Jessica Culbertson
5	Regional Inclusive Services and SEL Schools	Cathy Jensen
6	School Climate, Sense of Belonging	Lindsey Pratt

# World Café

## Welcome & Context (Host, 1 min)

- Host greets participants and briefly introduces the dataset:  
“Here’s the focus of this table’s data...”

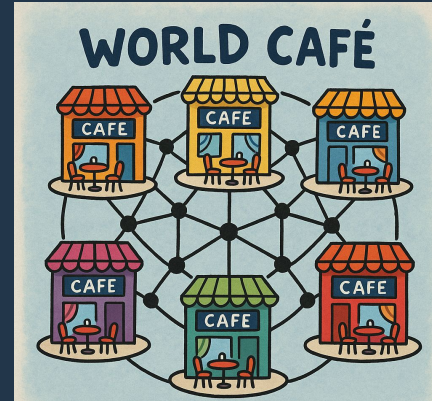
## Individual Review (3 min)

- Participants examine the data independently.
- Prompts:
  - What do you notice?
  - What patterns stand out?
  - What questions arise?

## Group Dialogue (6 min)

- The group discusses their noticings.
- The host facilitates and takes notes.
- Encourage multiple voices and connections.

## Rotate to a new station (3 stations total)



**BREAK**

**Return to your Home Table**

# Emerging Areas of Need

# Implications

- Share with your table what data you looked at and what stood out to you
- As a table discuss: What are the implications of this data for NWRESD?
  - How is our system serving our students in our region?
  - What does this connect with our priorities?
  - What are the implications for equity?
- As a group, name the key areas of need you hear emerging from your conversation.
  - Write each area on its own sticky note.
  - Place your sticky notes into categories with your table.

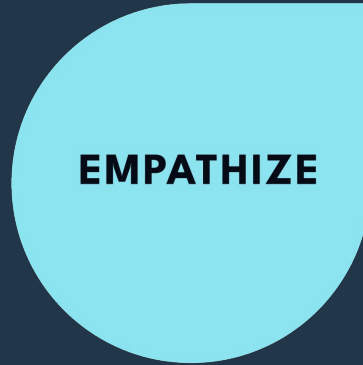
At this point, we're not looking for solutions; just areas of focus



# Feedback & Optimistic Closure

# What's coming next meeting? (September 2025)

- ❏ Review areas of need
- ❏ Determine engagement needs



We want to hear your feedback...

How was today's Strategic Plan Design Team Meeting and did it meet your needs? Please take a few minutes to respond to the feedback survey so we can use this to continue to improve our planning and facilitation in the future.

Strategic Planning Team Feedback Survey

## Reflection: Optimistic Closure

Whip around and share:

- What is one insight or wondering that you are leaving with?