

NWRESD Strategic Plan Design Team



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

Session #3: October 2025

Feed FORWARD



What you said	Adjustments
<p>Try to stay on time. Break timing could be better</p>	<p>We've built a little more flexibility into the agenda to allow us to adjust breaks better.</p>
<p>Great discussion and participation! Good use of time, things were kept moving well.</p>	<p>Thanks to you! We'll try to keep up that rhythm</p>
<p>It seemed like some people were absent today. Wondering about inviting others on their teams to attend so we have representation from those folks since each meeting really counts.</p>	<p>We want to keep an intact group that can speak to the process and intentionality of the work. It would be difficult to bring someone up to speed.</p>

Agenda

9:30 - Welcome, Feedback, Revisit Community Agreements

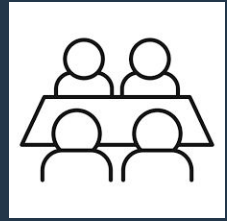
- Add Operational Focal Areas
- Break
- Review Focal Areas
- Identify Needs
- Break
- Imagine Our Future

11:55 - Wrap Up

Community Agreements

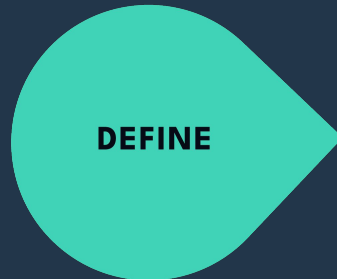
- Stay curious
- Accept productive struggle
- Consider multiple perspectives
- Accept compromise and potentially non-closure
- Work to keep the process authentic and sincere
- Assume positive intent
- Strive for clarity...and avoid acronyms
- Stay non-judgemental

Intros, Activate Prior Knowledge & Table Talk



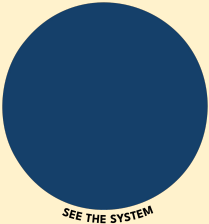
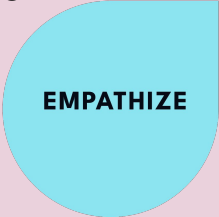
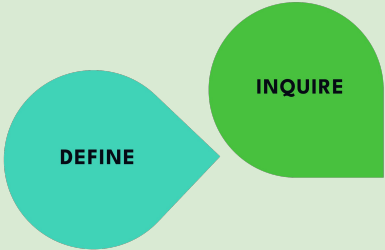
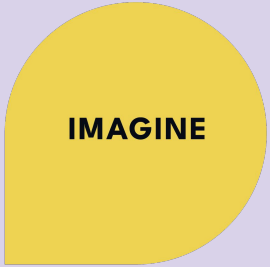
Strategic planning is the process of defining an organization's **direction, priorities, and actions** to achieve long-term success.

Start by sharing your name/role. Then **given the work we've done up to this point**, share what Areas of Focus align with work you do for the region. Share what kind of goals do you have for yourself/you team?



Our Process: Equity-Based Continuous Improvement



Session 1: Data Review	Session 2: Planning Engagement	Session 3: Key Areas of Need	Session 4: Research-based
<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>Describe Specific Research-Based Strategies</p> 

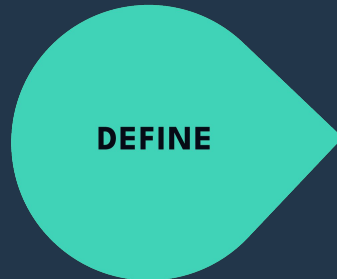
What we've accomplished, up to this point...

- **August**- defined purpose & timelines, establish team function & agreements, grounded us in our organizational purpose, reviewed regional data & identified areas of need
- **September**- identified key areas of focus- Student Achievement & Operational, reviewed community feedback that we had (i.e.; district partners, colleague input) & determined what other community perspectives we needed to collect

Good work!

Objectives for Today

- ❑ Review Community Perspective Feedback from our Colleagues
- ❑ Continue to Define/Refine Regional Needs
- ❑ Begin discussing our Goals; where do we want to be in 5 years?

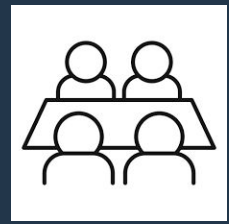


Colleague Feedback: Closing the Loop

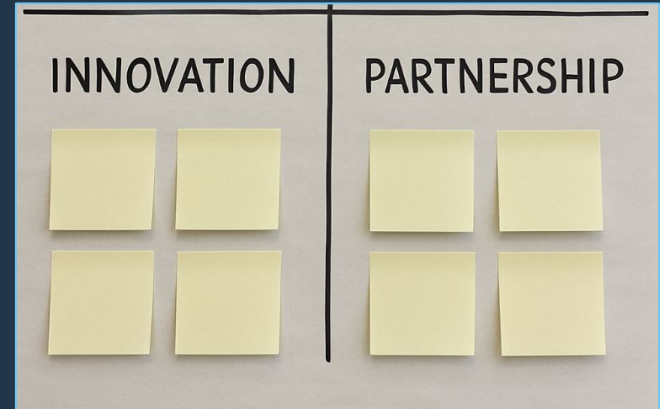
- In September, we organized colleague feedback (from inservice) around Student Success and Equity
- That data served as an input in our Student Achievement Areas of Focus



Colleague Feedback: Closing the Loop



- Take a few minutes to review the feedback provided by our colleagues on tabs 3 & 4 (what do you want to get better at & opportunities for alignment)
- Individually, review the text and find ideas and phrases that call out 1) **Innovation** and 2) **Partnership**
- At your table group, build a list of up to 5 connections for each category



Quick Share Outs & Consolidating Feedback

Identify a spokesperson at your table, be prepared to share out your (up to) 5 noticings, that could include:

- Ideas that spark curiosity or excitement
- Areas of focus you hadn't considered
- Questions or tensions that show up

Colleague Feedback - Process

- Given the timeline, Brian and I will add your feedback to the Operational and/or Student Achievement Areas of Focus
- We will share any draft documents with the team between now and our next meeting



Operational Focal Areas

A Natural Focus so far

Values

Student Success

Equity

Partnership

Innovative Service



Two Stars and a Wish - Worksheet

Review the Operational Focal Areas on your own
Individually:

★ Star two that you think are especially strong

✍️ Write down *on paper* one area you wish had more clarification or strengthening

Discuss with your table

Summarize your “wishes” and leave your wishes in the document

Any concerns with these operational focal areas?

If you have concerns, frame them as: “I could support these focal areas if...”

Break



DEFINE

- What do people in the community identify as their needs?
- To what extent is this challenge within our sphere of influence?



DEFINE

Develop a point of view about challenges and needs with the community. Together, look for patterns and insights in stories that reveal the deeper needs of the people closest to the challenge.

Revised Focal Areas

A strategic plan is about making deliberate choices. It's not a list of everything we could do. It's a commitment to focus our time, energy, and resources on the areas that will have the biggest impact.

It also makes sense to combine similar work which will be performed by the same team and strategy.

Proposed Focus Areas

Student Achievement

- **Early Literacy (ELA/Reading)** all with a focus on supports for multilingual learners and students with disabilities
- **Math** with a focus around multilingual learners, students with disabilities, and students of color

School Culture and Climate

- **Student Attendance**
- **Bullying** - All Students, focus on non-binary student experience
- **Social-Emotional and Mental Health Support (Tier 1)**
- **Student Belonging** with a focus on Student groups who have been historically underserved

Special Education Support

- **Inclusive Environments** in Early childhood Special Education (ECSE) and K-12 Special Education
- **Adequate Service Levels** for Early Childhood Special Education (ECSE)

Teacher Support

- **Mentoring Teachers and Leaders**
- **Content Specific Training and Coaching**

Graduation and Beyond

- **CTE Opportunities** for smaller districts and students of color
- **Artificial Intelligence in Instruction**
- **Graduation Rates**

Systemic Racial Disparities across all data sets

Staff Feedback on Existing Focal Areas

Strong appreciation for belonging, safety, inclusion and the explicit mention of LGBTQ2SIA+ students.

Need to incorporate cultural context in how data are interpreted.

Better clarify what we're hoping to impact with AI.

Concerns about our ability to implement given limited funding, staffing shortages, and rural constraints.

Some felt their own roles weren't reflected.

Staff Feedback on Potentially Missing Focal Areas

Social Emotional readiness for Kindergarten (Add to our focal areas)

Human Resources and Staff Wellness (added via Operations)

Family and Community Partnerships (added via Operations)

Training and Coaching on High Quality Instruction, especially in self-contained programs (Teacher Support)

Stronger Tier 1 (school-wide) Systems (Embed into our strategies)

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Add SEL for Pre-K

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Add SEL for Pre-K

Teacher and System Support

- **Mentoring Teachers and Leaders**
- **Content Specific Training and Coaching**

*Training and Coaching
Strong school system*

Graduation and Beyond

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Systemic Racial Disparities across all data sets

Lean in to your table

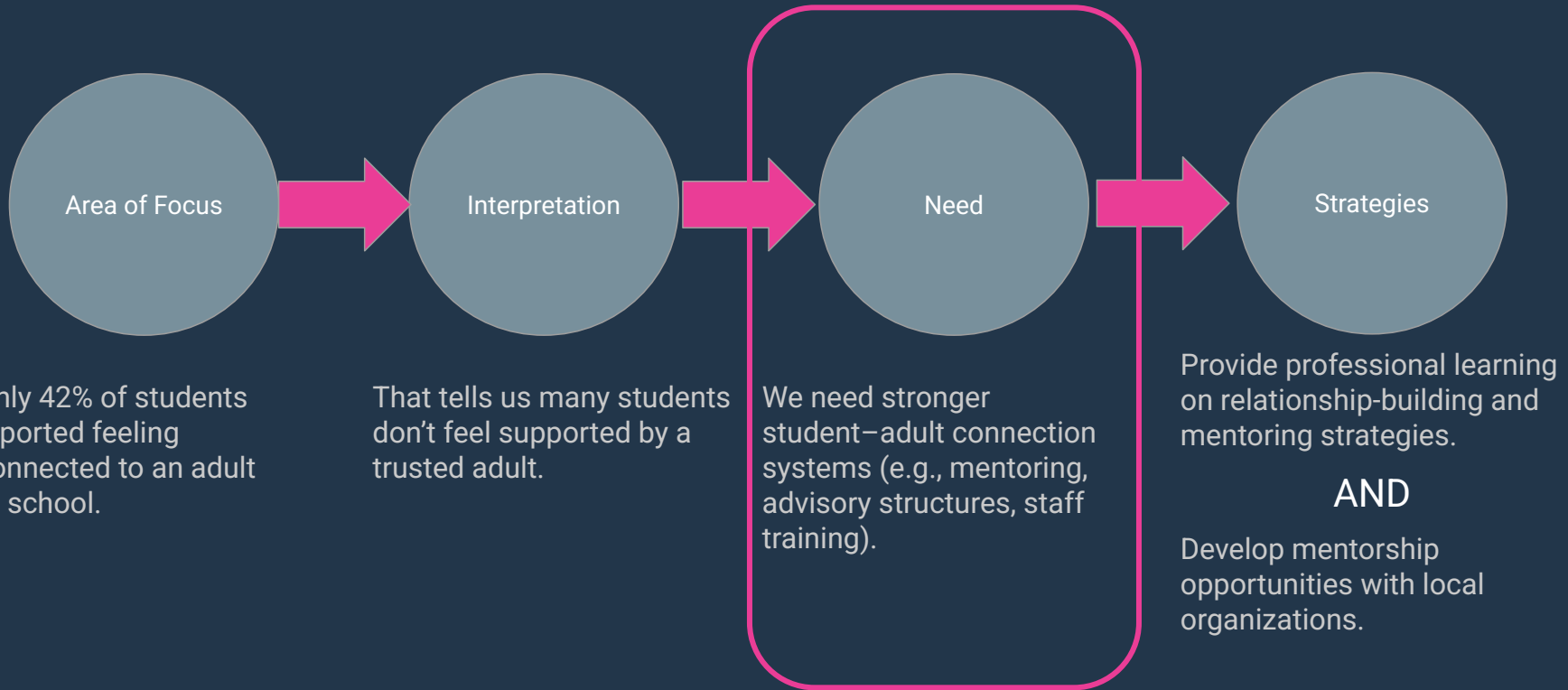
Any concerns with these changes?

Any questions we still need to ask Administrative Council and Operations departments?



Identify Needs

Needs



Example of Needs

EI/ECSE

Community providers are reporting feeling overwhelmed and unsupported in their ability to support kids with high behavior needs

Potential Needs:

Inclusive classroom behavior routines

De-escalation Strategies

Managing behaviors

PBIS tailored for pre-k settings

Coaching

Well-trained support staff

Identifying What we NEED to Address Barriers

At your table

- Review Barriers (2 min)
- Discuss & agree on Needs (5 min)

Rotate (2 times)

- Review (2 min)
- Affirm / Refine / Add New (5 min)

Share Out (10 min)

- Focal Area and Need (2 min/table)

Next Steps

Using the needs you've identified, Cabinet, Administrative Council, and Department teams will start brainstorming strategies.



IMAGINE

Break

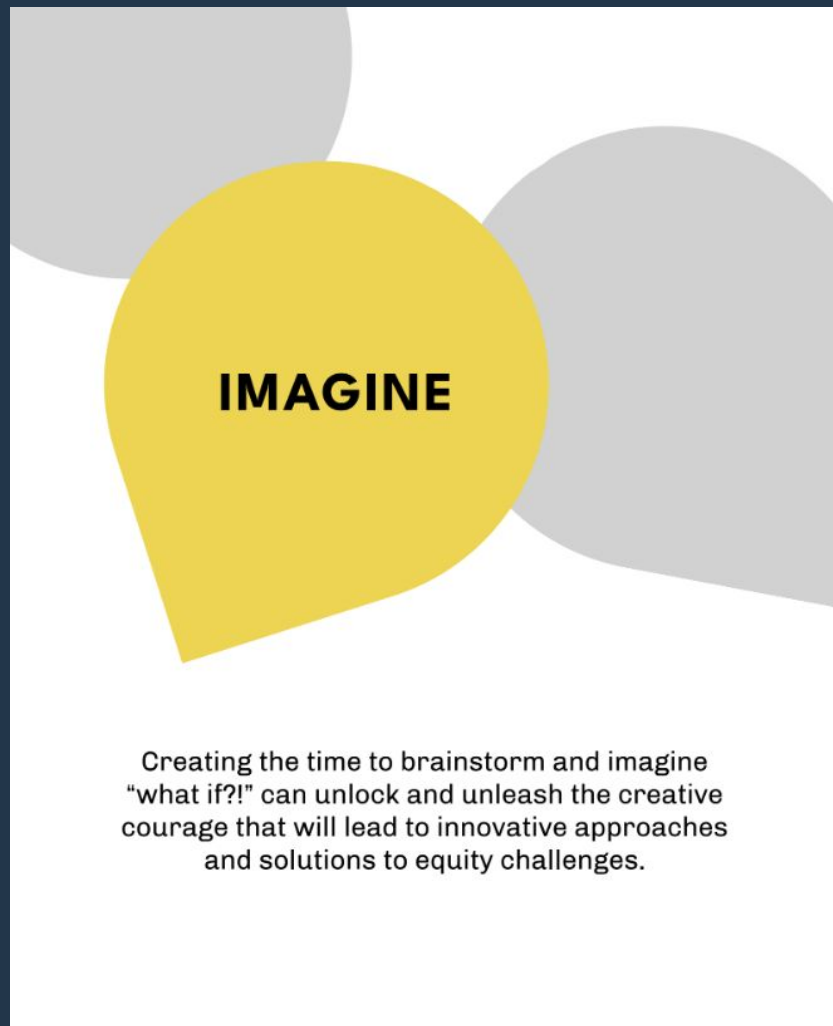




Imagine Our Future

IMAGINE

- Are we giving ourselves permission to consider ideas that may not feel possible in order to move past status quo solutions?



Creative Courage

Imagine it's 5 years from now. What would you be proud to say we accomplished as an ESD?

Proposing 5 Year Goals

Long-term goals are like a course across the ocean. They keep you focused beyond the storms of today, guiding toward the horizon of your vision.



Smart Goal Gallery Walk

In the next 5 years, we aim to [increase/decrease]
[measure] from [start point] to [goal].

As you write, consider:


- What would signal real improvement?
- What's bold, but achievable?
 - If we're below 50% don't set a goal above 85%
 - Only go above 95% if we're already in the 90s

Smart Goal Gallery Walk

In the next 5 years, we aim to [increase/decrease]
[measure] from [start point] to [goal].

Gallery walk

- On Track = Seems right, realistic, ambitious
- Consider = Aim higher, different metric, or clarify

	
On Track	Consider

Next Steps

Goals you drafted will be review by Cabinet, Administrative Council and Department Teams...

They are likely to be adjusted!



Wrap-Up



Planning Ahead...

What are the Research-Based Strategies for these Needs?

- August/September**
Center around:
- *Legislative Priorities*
 - *NWRESD Vision, and Mission*
 - *Component District Feedback*
 - *Regional Data*

- September/October**
Listening sessions with community:
- *Students and Families*
 - *Staff & Equity Affinity Groups*
 - *Component District Staff*
 - *Regional Superintendents*

Oct 23rd
October
Define long-term goals and needs for improvement

November
Co-design around barriers with community

Dec 8th
December
Articulate research-based strategies and define intended impact

January/February
Board Review, Feedback & Adoption

What's coming next meeting? (October 2025)

- Imagine our Strategies to reach our Goals



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?