

Strategic Plan 2023-2028

Goals and Objectives

TrueNorth Educational Cooperative 804 is committed to providing an equitable education for all learners. Federal legislative expectations, and over 40 years of evidence-based research, together support an integrated comprehensive system of services delivered to students with disabilities and their nondisabled peers.



Learning

GOAL: TrueNorth will provide a comprehensive continuum of inclusive educational opportunities for all learners.

■ **Enhance TrueNorth programs and services.**

- Conduct an assessment of programs and services. Y1
- Explore and learn from Educational Service Agencies nationwide. Y2
- Develop implementation plans. Y3

■ **Establish a dedicated TrueNorth research and development team to engage in continuous improvement cycles with the outcome of expanding the menu of innovative services.** Y2

■ **Establish a post-secondary task force that will focus on improving regional post secondary college and career employment outcomes.** Y4

■ **Expand professional learning offerings:**

- Develop and implement an introductory suite of training sessions for paraprofessionals offered throughout the year. Y1
- Develop and implement a Family University and support system. Y2
- Develop and implement an introductory suite of training sessions for substitute teachers offered throughout the year. Y3
- Expand and facilitate job-alike networks across the region with the goal of increasing learning and knowledge sharing. Y4
- Establish an administrative mentoring and coaching program to assist with implementation of inclusive practices. Y5



Resource Allocation

GOAL: TrueNorth will partner with member districts around leveraging and sharing resources to enhance existing programs and services, while developing the infrastructure necessary to offer innovative services.

■ Collaborate with member districts to research and implement funding solutions needed for facility maintenance and improvements as well as learning innovations. Y1

■ The TrueNorth Leadership Council, in collaboration with the Superintendent, will establish procedures for significant usage changes that provide ample financial planning time for the cooperative. Y1

■ Establish a written process for continuous review of positions and human resources practices (e.g., interviewing, onboarding, evaluation, marketing). Y1

■ Select and implement data software for improved billing and system integration practices. Y2

■ Organize regional recruiting opportunities for specialized positions to ensure equity in the workplace. Y3

■ **Increase existing revenue streams and develop new revenue sources.**

- Increase non-member usage of cooperative programs and services. Y3
- Pursue grants and alternative funding sources for the benefit of member districts. Y4
- Recruit at least one new member district and establish a procedure for onboarding. Y5



Communication

GOAL: TrueNorth will communicate effectively within the organization, with member districts, and with the broader community.

- The Leadership Council, in partnership with the TrueNorth Superintendent, will develop strategies to improve understanding of the Articles of Agreement, associated membership responsibilities, and program/service offerings. Y1
- Extend communication to building principals and non-member districts to improve awareness of and access to cooperative resources. Y1
- Assess and improve communication practices based on national school public relations standards. Y2
- Define success through the refinement of Key Performance Indicators. Y3
- Collaborate with member districts for regional data sharing to better understand learning outcomes across the cooperative. Y4



Advocacy

GOAL: TrueNorth will strengthen the voices of learners, families, and member districts to eliminate barriers and provide access to support and resources.

- Survey member districts to identify priority advocacy areas and determine how to address them. Y2
- The TrueNorth Policy Committee will lead a review of the Articles of Agreement to ensure alignment to the strategic plan. Y3
- Provide ongoing training on federal and state requirements to ensure consistent regional practices, and provide ongoing communication regarding legislative updates. Y3
- Facilitate networking and professional learning to support districts in working collaboratively with private (e.g. therapeutic day schools, neuropsychiatrists, advocates) and school-based personnel in understanding IEP and Section 504 requirements. Y4
- Establish a Leadership Council legislative committee that will communicate regularly with local, state, and federal representatives and related organizations advocating for the resources and needs of public school districts and educational cooperatives. Y5

