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.

YEAR 1

- Conduct an assessment of programs and services.
- Develop and implement an introductory suite of training sessions for paraprofessionals offered throughout the year.
- Collaborate with member districts to research and implement funding solutions needed for facility maintenance and improvements as well as learning innovations.
- 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.
- Establish a written process for continuous review of positions and human resources practices (e.g., interviewing, onboarding, evaluation, marketing).
- 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.
- Extend communication to building principals and non-member districts to improve awareness of and access to cooperative resources.

YEAR 2

- Explore and learn from Educational Service Agencies nationwide.
- Establish a dedicated TrueNorth research and development team to engage in continuous improvement cycles with the outcome of expanding the menu of innovative services.
- Develop and implement a Family University and support system.
- Select and implement data software for improved billing and system integration practices.
- Assess and improve communication practices based on national school public relations standards.
- Survey member districts to identify priority advocacy areas and determine how to address them.

YEAR 3

- Develop implementation plans.
- Develop and implement an introductory suite of training sessions for substitute teachers offered throughout the year.
- Organize regional recruiting opportunities for specialized positions to ensure equity in the workplace.
- Increase non-member usage of cooperative programs and services.
- Define success through the refinement of Key Performance Indicators.
- The TrueNorth Policy Committee will lead a review of the Articles of Agreement to ensure alignment to the strategic plan.
- Provide ongoing training on federal and state requirements to ensure consistent regional practices, and provide ongoing communication regarding legislative updates.

YEAR 4

- Establish a post-secondary task force that will focus on improving regional post secondary college and career employment outcomes.
- Expand and facilitate job-alike networks across the region with the goal of increasing learning and knowledge sharing.
- Pursue grants and alternative funding sources for the benefit of member districts.
- Collaborate with member districts for regional data sharing to better understand learning outcomes across the cooperative.
- 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.
- Establish an administrative mentoring and coaching program to assist with implementation of inclusive practices.
- Recruit at least one new member district and establish a procedure for onboarding.
- 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.

YEAR 5