

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.

YEAR 5

- 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.