

Nashua School District

Strategic Planning Committee Meeting #6

Data Analysis

August 13, 2025

Your TLA Facilitators:

Philip Conrad System Strategy Consultant

Rebecca Gosselin Executive Director

Cynthia Smith Associate Director, Partnerships

TEACHING & LEARNING ALLIANCE

Strategic Planning Committee Work

Phase I: Building the Base

- Community Input / Feedback ✓
- Collecting Data ✓

Phase II: Informing/Analyzing

- Assessing the Last Plan ✓
- Visiting the Mission & Revisiting the Core Values ✓
- Building Vision ✓
- Data Analysis: Developing Common Themes ✓

Phase III: Constructing and Implementing

- Developing Strategic Obj/ Initiatives ✓
- Developing Theory of Action ✓
- Implementing the Plan

Focus Groups
Data Collection
Survey
TIME

Meetings

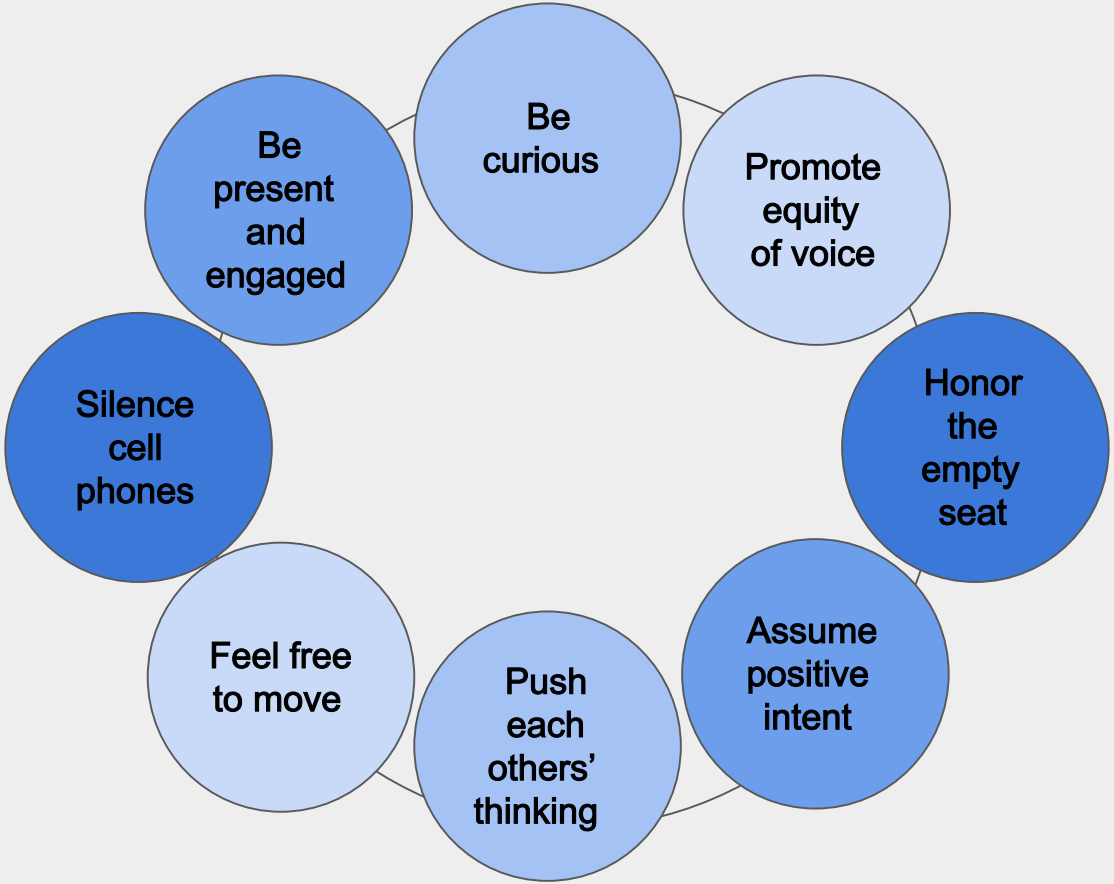
#1: 6/4/25
#2: 6/18/25
#3: Data Mtg: 7/9/25
#4: 7/16/25

Meetings

#5: 7/23/25
#6: 8/13/25

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Community Agreements for Working Together



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Meeting #6 Agenda

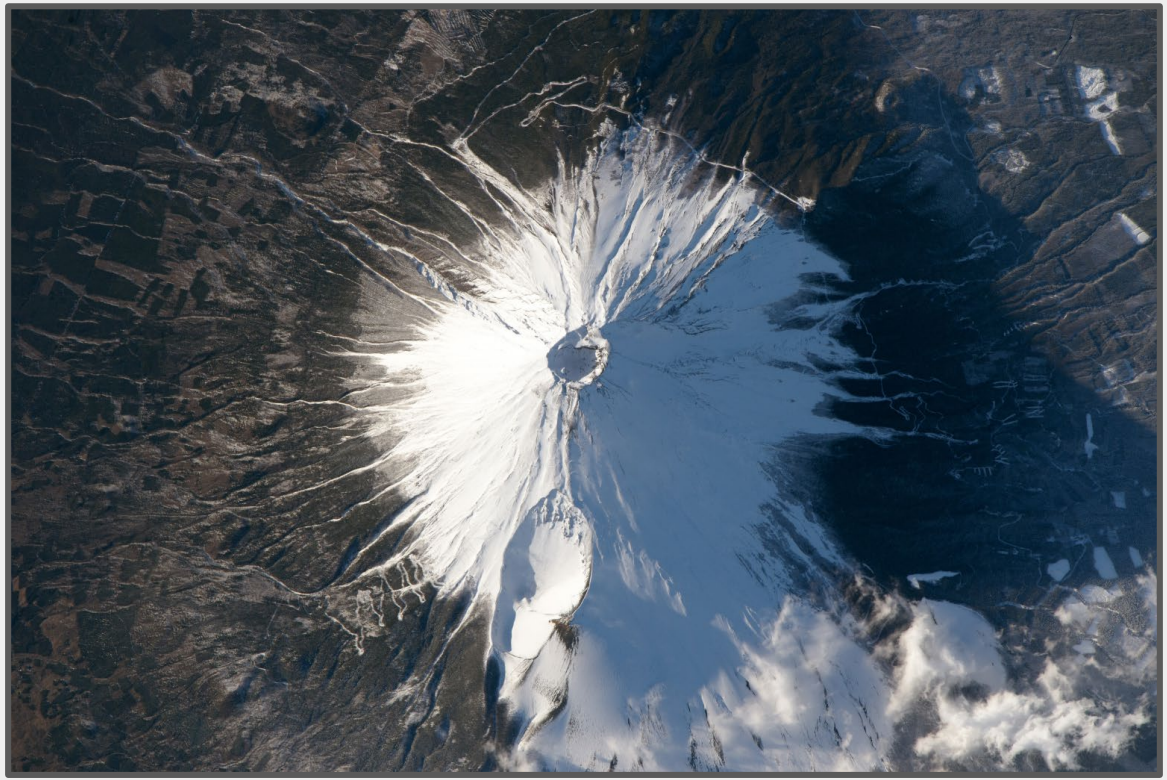
1. Frame Leadership Team additions as building on Committee Work
2. Are the intitivies right, and are they written with a forward lens (as written in Mission & Vision)
    a. Culture of Continuous Improvement
    b. Think outside the box/Think Differently (Apple)
    c. Innovation happens in the Solution of any issue
    d. Innovation as a throughline
    e. Innovation
    f. Curiosity
3. Vision Success for each initiative (Whole Group) in measurable terms
    - Current: Create and enforce policies around ADA/DOJ compliance across the district for all families to have equitable communication and support
    - Culture of Continuous Improvement: Create equitable communication and support for all families
1. Theory of Action
2. *Review other strategic plans (from Mario or Detroit)*
3. Next Steps
    a. District Leadership Team
    b. School Board
    c. Community

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Under the Wave off Kanagawa or The Great Wave
Katsushika Hokusai
1830-1832

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Review our Initiatives

Review the initiatives…

Are they the right initiatives for the future of the district?

Are they written with a forward lens like the Mission and Vision?

Vision: The Nashua School District is a community where curiosity drives education, and every learner is valued.

Mission: The mission of the Nashua School District is to provide personalized educational opportunities and cultivate the skills and perspectives necessary for contributions to the community

What are WORDS that are repeated throughout the plan?



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So that we can ensure our work is future orientated

Do our Initiatives, Action Steps, and Measures of Success demonstrate:

- A Culture of Continuous Improvement exists
- Thinking beyond the ordinary or outside the box
- That Innovation happens in the Solution of any issue
- That Innovation is a throughline
- That Curiosity is embraced throughout the process

An example…

We initially wrote:

- Create and enforce policies around ADA/DOJ compliance across the district for all families to have equitable communication and support

If we view it from a lens of continuous improvement we could write it as:

- Create equitable communication strategies and supports for all families

With this in mind, can we envision success for each initiative in measurable terms?

Developing the Theory of Action DRAFT

IF our district:

- [Climate, Culture, & Community Engagement: Inform/Engage]
- [Teaching, Learning, & Leading: Educate]
- [Operational Efficiency & Future Planning: Connect/Lead]
- [Innovate, Research, & Design]

THEN, we will:

- [Mission, Vision, & Core Values]

MISSION:

The mission of the Nashua School District is to provide personalized educational opportunities and cultivate the skills and perspectives necessary for meaningful contributions to the community.

VISION:

The Nashua School District is a community where curiosity drives education, and every learner is valued.

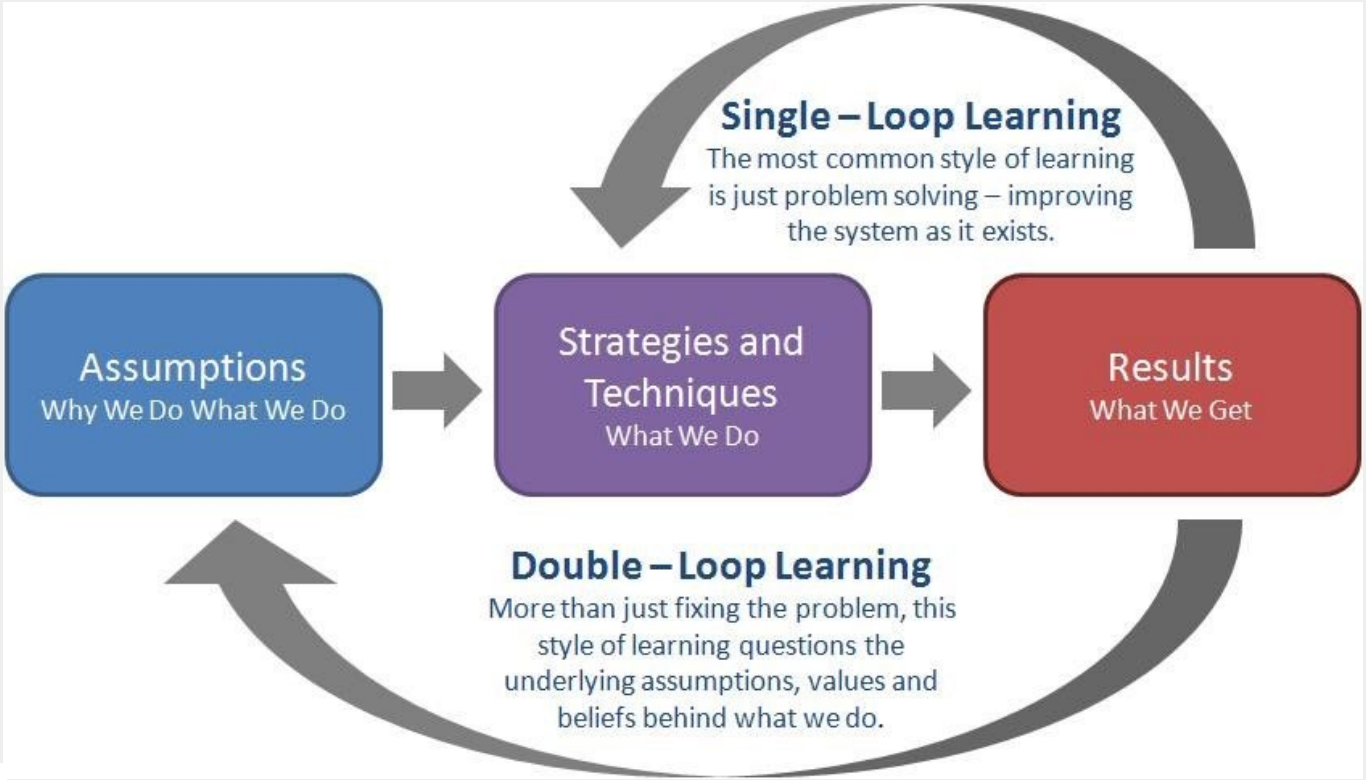
CORE VALUES:

- Positive
- Respectful
- Inquisitive
- Determined
- Engaged

Thank you for creating such a strong foundation!



Double Loop Learning



Another way to think about it…

Detroit Michigan Blueprint 2027

Dartmouth MA Strategic Plan


thank you
danke
謝謝
gracias
merci
obrigado
dziękuję
bedankt
go raibh maith agat
teşekkür ederim
ngiyabonga
شكراً جزيلاً
спасибо
рахмат
Баярлалаа
dank je
tapadh leat
mochchakkeram
terima kasih
sukriya
kop khun krap
arigatô
dakujem
мерси
tack
mersi
barka
welalin
spas
kia ora
vinaka
faafetai lava
kiitos
dankie
blagodaram
misaotra
matondo
paldies
grazzi
mahalo
хвала
asante
manana
obrigada
tenki
murakoze
chokrane
mauruuru
hvala
köszönöm
dhanyavad
nanni
nandri
bayarlalaa
gràcie
enkosi
akun
dankon
aciu
djiere dieuf
tau
дякую
mamnun
chnorakaloutioun
gratias ago
gràcies
sulpáy
taiku
sobodi
dēkuji
sagolun
mësi
didi madloba
najis tuke
kam sah hamnida
rahmat
ありがとう
tanemirt
rahmet
grazie
diolch
dhanyavadagalu
shukriya
merce
takk
trugarez
ευχαριστώ
xièxie
감사합니다
তোমাকে ধন্যবাদ