



Hiawatha Valley Education District Strategic Plan Summary 2024-2027

Mission:

Fostering student growth through collaborative education

Vision:

Embracing partnerships and possibilities to improve lives

CORE VALUES

Collaboration · Service · Healthy Dialogue · Support · Growth

- We embrace *collaboration* as the path to fostering student growth.
- We provide meaningful value through *service to others*.
- We believe *healthy dialogue* builds trusting relationships.
- We believe students succeed through personalized *support* and individual *growth*.

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| <p>Work Teams and Culture <i>Advancing culture through effective interactions and shared values</i></p> | | <p>Talent Retention, Development, and Recruitment <i>Retaining, growing, and attracting the talent needed to serve in meaningful, impactful ways</i></p> | |
| <p>ENGAGEMENT & APPRECIATION</p> <ul style="list-style-type: none"> • Develop individualized approaches to showing appreciation for staff, districts, and students • Cultivate intentional/meaningful opportunities for connections that boost engagement | | <p>TALENT RETENTION & DEVELOPMENT</p> <ul style="list-style-type: none"> • Help employees gain confidence in their roles through improved training and professional development • Develop methods for assessing and improving employee engagement | |
| <p>ORGANIZATIONAL CULTURE</p> <ul style="list-style-type: none"> • Build shared understanding and accountability toward improved culture, trust and change management • Enhance collaboration and student learning through intentional service-oriented practices | | <p>TALENT RECRUITMENT</p> <ul style="list-style-type: none"> • Improve application, selection, and hiring processes • Foster partnerships that advance recruitment opportunities | |
| <p>Effective Communications <i>Enhancing healthy dialogue</i></p> | | <p>Impactful Services and Support <i>Advancing student-centered learning</i></p> | |
| <p>HEALTHY DIALOGUE</p> <ul style="list-style-type: none"> • Create opportunities for openly sharing expectations, offering/receiving feedback, and exploring possibilities | | <p>CONTINUOUS IMPROVEMENT</p> <ul style="list-style-type: none"> • Continually enhance the quality and effectiveness of services/programs | |
| <p>CONSISTENT & EFFECTIVE COMMUNICATIONS</p> <ul style="list-style-type: none"> • Identify and implement processes/tools to improve the timeliness, consistency, and effectiveness of communications | | <p>ADVANCED AWARENESS & UNDERSTANDING</p> <ul style="list-style-type: none"> • Develop avenues for advancing awareness and understanding of services/programs | |



Hiawatha Valley Education District Strategic Plan 2024-2027

WORK TEAMS AND CULTURE

Advancing our culture through effective interactions and shared values

ENGAGEMENT & APPRECIATION

Objectives/Strategies:

Develop individualized approaches to showing appreciation for staff, districts, and students

- Provide professional development on creating a culture of recognition
- Learn and understand how individuals desire to be recognized/appreciated
- Support supervisory staff in implementing individualized recognition
- Create opportunities for continuous learning about the value of personalized recognition

Cultivate intentional, meaningful opportunities for connections that boost engagement

- Seek feedback on the methods for networking/shared learning that people desire most
- Develop networking/shared learning opportunities for staff, principals, superintendents that improve a team approach to our services and support.
- Annually assess and implement opportunities for improved engagement.

ORGANIZATIONAL CULTURE

Objectives/Strategies:

Build shared understanding and accountability toward improved culture, trust and change management

- Provide professional development for all staff on the importance of and shared responsibility in organizational culture, trust, and change management
- Develop and provide continuous learning toward improving culture
- Annually implement at least one improvement identified through continuous learning

Enhance collaboration and student learning through intentional service-oriented practices

- Identify core practices of a successful service-oriented organizational culture
- Build awareness/understanding of core practices and aspired organizational values
- Develop approaches to evaluating and celebrating a service mindset

KEY RESULTS

- *Individuals working with/for HVED feel more engaged, valued, and connected.*
- *We exude a service mindset and work in alignment with our values.*

Effective Communications

Enhancing healthy dialogue

Objectives/Strategies:

HEALTHY DIALOGUE

Create opportunities for openly sharing expectations, offering/receiving feedback, and exploring possibilities

- Develop healthy dialogue skills through professional development
- Improve awareness and understanding of organizational structure and decision-making processes, the programs/services we offer, and our aspired organizational values
- Develop intentional opportunities to advance dialogue across and between staff, Principals, Superintendents, and the HVED Board of Directors

CONSISTENT & EFFECTIVE COMMUNICATIONS

Identify and implement improved processes/tools to improve the timeliness, consistency, and effectiveness of communications

- Determine desired content, consistency and delivery methods for sharing key information
- Provide consistent opportunities to create greater transparency and encourage healthy dialogue

KEY RESULTS

- *Responsive and clear communications help staff and school districts feel more informed/engaged.*
- *Healthy dialogue increases transparency and builds trust.*

Impactful Services and Support

Advancing student-centered learning

CONTINUOUS IMPROVEMENT

Continually enhance the quality and effectiveness of services/programs

- Develop a responsive feedback system to guide continuous evaluation and improvement of services/programs
- Research and communicate practices/methods that are core to providing collaborative education services that advance student-centered learning
- Advance intentional efforts to provide greater consistency of services and staffing for districts

ADVANCED AWARENESS & UNDERSTANDING OF SERVICES/PROGRAMS

Develop avenues for advancing awareness and understanding of services/programs

- Develop and communicate an annual master plan for service/support delivery
- Ensure timely awareness and understanding of necessary changes
- Establish a mentorship/leadership development plan to aid understanding/awareness of our service delivery models and methods

KEY RESULTS

- *Our services/programs are more effective and efficient.*
- *Student-centered learning is core to our services and delivery models.*

Talent Retention, Development, and Recruitment

Retaining, growing, and attracting the talent needed to serve in meaningful, impactful ways

TALENT RETENTION & DEVELOPMENT

Help employees gain confidence in their roles through improved training and professional development

- Develop consistent organizational and role-specific onboarding procedures/processes
- Establish an annual schedule of planned professional development for staff based on identified needs
- Build intentional mentorship opportunities for key positions

Develop methods for assessing and improving employee engagement

- Identify a clear tool for gathering engagement feedback
- Establish methods for responding to feedback and improving engagement

TALENT RECRUITMENT

Improve application, selection, and hiring processes

- Review and update job descriptions, roles, and responsibilities prior to posting opportunities
- Review and improve current interview process
- Streamline processes/procedures for communications with potential candidates and new hires

Foster partnerships that advance recruitment opportunities

- Work with area colleges to become an eligible/approved site for internships/practicums
- Work with colleges and staff to recruit interns and implement internships
- Develop and implement a consistent employee referral incentive system
- Work with area high schools to create awareness of/exposure to HVED careers

KEY RESULTS

- *Turnover rates and staffing shortages significantly decrease.*
- *We have the best possible people in the right positions.*
- *Foundational training and advanced development improve the quality of our services/programs.*
- *Improved employee engagement signifies a team culture – “We are HVED.”*

OUR STRATEGIC COMMITMENT TO ENSURE IMPLEMENTATION

We commit to ensuring implementation of our strategic plan through our commitment to:

Clarity Ensuring everyone knows/understands the plan.

Synergy Identifying goal champions and ensuring teams are working together to achieve our goals.

Action Developing annual/quarterly actions that will push us toward achieving our goals.

Accountability Verifying each person’s role in pursuing and achieving our goals and measuring success.

Enablement Assuring we have the systems, processes, and resources needed to effectively attain our goals.