



Hiawatha Valley Education District Strategic Plan 2024-2027

Summary of Process/Plan
Provided By:



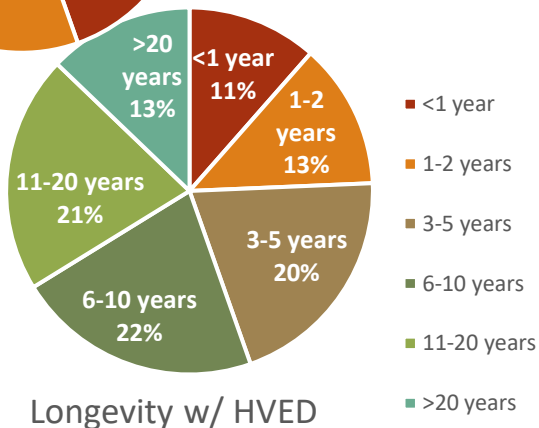
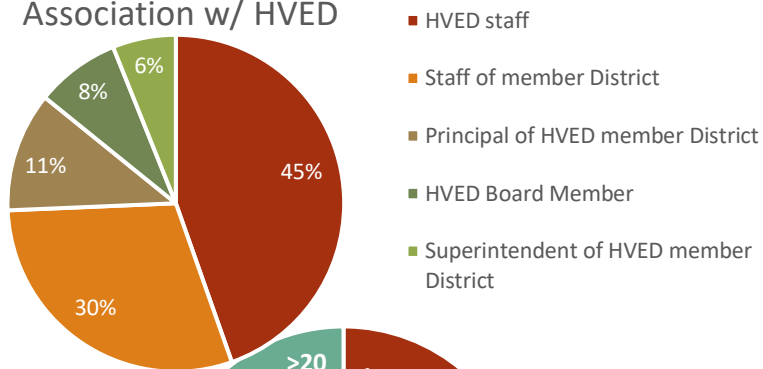
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Methods of Gathering Input

Survey – Sent to Staff/Districts

Completed Responses: 149

Association w/ HVED



Review of Insights from 22-23

17 Interviews

- ▶ Directors – 6
- ▶ Super/Prin – 4
- ▶ Other Professionals - 2
- ▶ Teachers/Paras – 3
- ▶ Board – 2

Focus Groups

- ▶ SPED Coordinator/Leadership
- ▶ Interview Team/Cabinet
- ▶ HVED Support Staff
- ▶ Principals/SPED Teachers
- ▶ HVED Licensed Teachers
- ▶ Superintendents

Other Methods of Gathering Insights:

- 2 Planning Sessions w/ Committee representing Superintendents, Principals, Board, and HVED Exec Leadership Team
- Focus Groups: Principals, Superintendents, Itinerant Staff

Mission (& Purpose – Your Why)

*For staff and Board, HVED's mission is...
to improve the lives of students by
providing exceptional services in
partnership with our member districts.*

Provide Education Support Districts
Students Needs
Services Teams Exceptional

Making a difference. Improving lives.
Students
help support Families
needs Districts
Co-workers

“Being able to SUPPORT the districts; help them with common solutions.”

“I love seeing the different ways we improve the lives of students – how much difference you can make in their day.”

Mission, Vision & Values

Mission statements clarify WHAT we do and WHY

Vision statements clarify what we will see as a result – the IMPACT we seek (our so what)

Value statements identify the core principles that guide and direct the organization and its culture, setting the tone for interactions with customers, employees, and partners.

Mission & Vision Statements

Must be simple, but it must *harness the hearts of people*.

Old Mission:

In partnership with member districts, we will be a progressive educational agency that embraces modern technology and data driven, research-based methodologies and resources to provide a high quality education to all students *so that they may reach their full potential*.

Old Vision:

Exceptional Teams
Empowering Exceptional Students

NEW Mission:

**Fostering student growth
through collaborative education**

NEW Vision:

**Embracing partnerships and
possibilities to improve lives**

HVED 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*.

Analysis of Key insights by Consultant

Suggested Focus Areas for Next 2-3 Years:

► Retaining, Recruiting, and Developing Talent

- Working to address staffing shortages, improving the onboarding processes, and training to ensure staff satisfaction and improve retention

► Improving HVED's Work Environment/Culture

- Enhancing staff morale, promoting respectful and positive attitudes, and improving trust among staff and leadership

► Developing Consistent/Quality Services

- Ensuring/developing more consistent services/staffing, systems, and processes. This includes focusing on service/program improvement over consideration of expanded/new initiatives as well as resolutions around **facilities*** to ensure quality of existing buildings/resources during the central location efforts.

► Communication

- Ensuring accurate/consistent/timely information is available/conveyed across staff and to members

Respondents emphasize the importance of consistent support and staff retention for effective service delivery.

There is a general sense that HVED's service quality has been impacted by staffing-related issues and shifts in service focus. Focus on quality of existing over adding any new services/programs during these difficult times of retaining talent.

***Facilities** – Responses regarding centrally-located facilities were mostly favorable, noting the positive impact this may have on HVED's ability to be more efficient, make more services available to more students, as well as the potential to improve staffing needs, interaction, and engagement. A few expressed concerns with a central location, noting the distance for some districts by placing programs in Winona.

The Difference Between **Goals**, **Objectives**, **Strategies**, and **Tactics**



Goals and Objectives

Set the direction (like a destination on a map.)
(Where do we want to go?)

Strategies and Tactics

Establish the route we'll take to get there.
(How will we get there?)

Key Results

Specific outcomes that help you measure progress toward your objectives.
(How will we know if we're getting there?)

2024-2027

Strategic Plan:

Goals & Objectives

Strategies are in plan; Tactics will be established by staff.

Work Teams and Culture <i>Advancing culture through effective interactions and shared values</i>	Talent Retention, Development, and Recruitment <i>Retaining, growing, and attracting the talent needed to serve in meaningful, impactful ways</i>
ENGAGEMENT & APPRECIATION <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	TALENT RETENTION & DEVELOPMENT <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
ORGANIZATIONAL CULTURE <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	TALENT RECRUITMENT <ul style="list-style-type: none">• Improve application, selection, and hiring processes• Foster partnerships that advance recruitment opportunities
Effective Communications <i>Enhancing healthy dialogue</i>	Impactful Services and Support <i>Advancing student-centered learning</i>
HEALTHY DIALOGUE <ul style="list-style-type: none">• Create opportunities for openly sharing expectations, offering/receiving feedback, and exploring possibilities CONSISTENT & EFFECTIVE COMMUNICATIONS <ul style="list-style-type: none">• Identify and implement processes/tools to improve the timeliness, consistency, and effectiveness of communications	CONTINUOUS IMPROVEMENT <ul style="list-style-type: none">• Continually enhance the quality and effectiveness of services/programs ADVANCED AWARENESS & UNDERSTANDING <ul style="list-style-type: none">• Develop avenues for advancing awareness and understanding of services/programs

What's Next? COMMITMENT TO ENSURE IMPLEMENTATION

- Clarity** Ensuring everyone knows/understands the plan.
- Synergy** Identifying goal champions and ensuring teams are working together to achieve our goals.
- Action** Developing tactics for prioritized strategies: 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.



Thank You!

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