

Strategic Plan

Collective Commitment #1: Cultivate anti-racism, multiculturalism, and diverse racial perspectives in program design, continuous improvement, and decision-making

Strategy 1.1: Establish and sustain agency-wide Equity Learning Teams to support continued learning and action towards improving access and outcomes for historically marginalized students.

Strategy 1.2: New NWRESD staff receive meaningful equity professional development as a part of comprehensive onboarding.

Strategy 1.3: The Office of Equity and Family Partnerships will provide equity learning opportunities to support all NWRESD staff and our component district educators in becoming inclusive of historically marginalized groups.

Strategy 1.4: Form and sustain a racially diverse Equity Policy Advisory Committee to conduct policy reviews towards improving access and dismantling systemic racism.

Strategy 1.5: Expand employment pathways to ensure the region benefits from the strengths and assets of a racially diverse workforce.

Strategy 1.6: Improve NWRESD and regional practices for hiring, retention, and advancement of a diverse workforce.

Collective Commitment #2: Create culturally sustaining learning environments that ensure each student is safe, known, and connected

Strategy 2.1: NWRESD Early Learning and Social-Emotional Learning Schools implement robust Multi-Tiered Systems of Support (MTSS).

Strategy 2.2: NWRESD professional learning services support component school districts to implement robust Multi-Tiered Systems of Support (MTSS).

Strategy 2.3: Develop regional data systems to support data-based teaming to identify, intervene, monitor, and adjust instruction and interventions.

Strategy 2.4: NWRESD schools have reliable and demonstrated systems for emergency response and reunification.

Collective Commitment #3: Establish high expectations for achievement and personal growth for each student

Strategy 3.1: Provide regional professional development services towards increasing inclusionary practices, student engagement, and academic outcomes.

Strategy 3.2: Expand career-technical, college credit, and experiential learning opportunities for historically marginalized students.

Strategy 3.3: Refine and implement a meaningful, growth-oriented professional evaluation system for all staff.

Strategy 3.4: Embed racial equity performance expectations within the professional evaluation systems for all staff.

Strategy 3.5: Improve telepractice models for delivering specialized services to children experiencing disabilities.

Collective Commitment #4: Use culturally sustaining, research-based practices for designing and delivering instruction

Strategy 4.1: Expand access to inclusive early learning settings for historically marginalized students.

Strategy 4.2: NWRESD practitioners ensure evaluation practices are culturally sustaining and evidence-based.

Strategy 4.3: NWRESD professional learning services support component school districts to establish culturally sustaining learning environments that are intellectually, emotionally, and socially safe.

Strategy 4.4: Implement professional learning communities (PLCs) within NWRESD schools.

Collective Commitment #5: Develop authentic, reciprocal, and inclusive partnerships with our diverse students, families, and community partners

Strategy 5.1: Develop department and school Action Plans in partnership with our racially diverse community.

Strategy 5.2: All Action Plans include family engagement strategies.

Strategy 5.3: Design and implement a community engagement toolkit to assist districts in strengthening partnerships with diverse families and communities.

Strategy 5.4: NWRESA provides ongoing technical assistance to districts to continuously engage historically marginalized groups.

Strategy 5.5: Establish NWRESA as the premier regional cross-sector convener to improve access, equity, and inclusivity in the communities we serve.

Collective Commitment #6: Seek, organize, and allocate resources toward achieving these commitments

Strategy 6.1: Services to component school districts are responsive and utilized.

Strategy 6.2: NWRESD resources are aligned to the Strategic Plan.

Strategy 6.3: Increase early learning facility capacity to expand inclusive services.

Strategy 6.4: Improve connectivity and security in online educational and work environments across the region.

Strategy 6.5: Ensure NWRESD budget provides prudent reserves to meet unexpected emergencies and statewide funding shortfalls.