

## Roughrider Education Services Program Strategic Plan

**Mission: Our mission at RESP is to serve & assist schools within our region in all of their efforts toward school improvement, while taking into consideration their individual school's needs.**

		LEADERSHIP CAPACITY			LEARNING CAPACITY		RESOURCE CAPACITY	
		RESP operates under governance & leadership that establishes a mission to ensure organizational effectiveness. RESP will engage & involve stakeholders in meaningful & productive ways & demonstrate the capacity to implement strategies that improve results of learning & professional practice.			RESP provides programs & services that are valued & meet the needs of its schools, which includes an analysis of results.		RESP examines the allocation & use of resources to ensure the organization is aligned with the stated mission, has appropriated levels of funding for sustainability, & organizational effectiveness.	
STRATEGIC	GOVERNANCE & LEADERSHIP		HUMAN RESOURCES	STAKEHOLDER ENGAGEMENT	PROGRAMS & SERVICES	USING RESULTS FOR CONTINUOUS IMPROVEMENT	PROFESSIONAL LEARNING	LONG-RANGE SUSTAINABILITY PLANNING
	GOALS	RESP will operate under governance & leadership that ensures organizational effectiveness.		RESP will engage in a systematic process to recruit, employ, & retain qualified staff to fulfill their roles & responsibilities to support its mission.	RESP will communicate & engage stakeholders to build trust & support.	RESP will coordinate &/or facilitate programs & services that support its mission & meet the needs of its schools.	RESP will implement an evaluation system that generates data on the effectiveness of the organization & use the results to guide continuous improvement.	RESP will provide meaningful learning that supports its mission & the educational needs of its staff.
RESP follows the Cognia Standards to Quality for ESA's & achieves Cognia accreditation		RESP hires & retains the highest quality staff. (1.4, 1.5, 1.6, 1.7)	RESP supports the growth of the North Dakota Regional Education Association (NDREA).	RESP, in conjunction with its stakeholders, proposes innovative solutions to meet schools' needs. (2.1, 2.2)	RESP utilizes data to make informed decisions for continuous improvement related to strategic initiatives. (2.4, 2.5, 2.6)	RESP delivers leadership growth opportunities for staff to grow professionally. (3.1, 3.2, 3.3)	RESP maximizes the efficiency of human, material, & financial resources (3.4, 3.5, 3.6, 3.7, 3.8)	
OBJECTIVES	RESP governing body operates responsibly & functions effectively (1.1, 1.2, 1.3, 1.4)		RESP ensures staff efficiency & productivity by maintaining a positive workplace culture & environment. (1.5, 1.6, 1.7)	RESP provides opportunities for stakeholder's feedback in key areas of operations, innovation, professional learning, programs & services. (1.8, 1.10)	RESP develops, facilitates & delivers high-quality, targeted professional learning for schools designed to enhance performance & progress of students. (2.2, 2.23)			RESP receives & appropriately administers grant funding under provisions of federal &/or state law. (3.7)
			RESP provides experiences to improve leadership effectiveness. (1.9)	RESP staff engages in professional learning, research, & training to maintain & further develop expertise in areas of need. (1.6, 1.10)	RESP oversees the operation & sustainability of its programs & services for schools & partners. (2.1, 2.2, 2.3)			