



## Strategic Plan Architecture

**Purpose:** Improve student achievement for ALL learners

**Metrics:** Increase the percentage of A or B districts to 85% by 2024

Achieve 65% of total possible points on consortium grade by 2024

### Goal 1: Innovation and Impact – Provide innovative solutions and impactful services

NEFEC's existence depends upon our ability to serve member districts through providing proactive, relevant solutions and services that positively impact every aspect of education.

**Metrics:**

- 75% of educators complete at least one level of follow-up implementation after attending Delta professional learning
- Increase by 10% annually the number of hits on data visualizations
- Maintain a 0% null FTE for Florida state reporting

**Strategies:**

- 1A. Incorporate student data in all sessions of Professional Learning, use available progress monitoring, and tie to outcomes
- 1B. Develop new, innovative service offerings based on latest trends in K-12 education
- 1C. Provide a data visualization platform that allows for district specific tracking and reporting
- 1D. Continually enhance data governance processes for auditing state reporting to ensure accurate and complete data are transmitted to DOE
- 1E. Provide intensive supports to districts around recruitment and retention of high-quality educators

### Goal 2: Collaboration – Promote district collaboration

All districts can benefit from the collective experience, wisdom, and expertise of fellow member districts when given the opportunity through networked, explicit platforms for collaboration.

**Metrics:**

- Average of 90% of member districts attending board and major advisory council meetings
- 100% of districts achieving less than 54% of total grade points (B grade) collaborate with NEFEC on an individualized district plan of support for the school year
- 90% of districts will present at least one best practice at a NEFEC-sponsored function during a school year

**Strategies:**

- 2A. Promote best practices through collaboration
- 2B. Develop annual individualized support plans for targeted districts based on areas of need and student performance
- 2C. Strengthen communications to engage all districts and encourage participation at all NEFEC events

## Goal 3: Advocacy - Amplify districts' voices with key decision makers

Advocating for the collective voice of rural school districts is a core tenant of the Consortium. Strategic engagement of key decision makers is paramount for successful advocacy.

### Metrics:

- 100% of board engaged in the state and/or federal legislative process
- 100% of NEFEC administrative staff will participate in state-level professional organizations

### Strategies:

- 3A. Foster strategic relationships at both the federal and state levels through legislators, key USDOE and FLDOE members, and other external partners
- 3B. Broaden representation on statewide/regional boards, committees, and professional organizations
- 3C. Ensure the voice of rural Florida schools is represented in conversations about state funding, proposed bills, and rulemaking

## Goal 4: Fiscal Responsibility - Ensure NEFEC is a fiscally responsible organization

Employing a high quality, professional staff and providing participating school districts with a return on their investment requires sound fiscal management. Strategic and creative financing enable NEFEC to maintain exemplary, service-minded staff with a high cost savings to districts.

### Metrics:

- Maintain a minimum of 60% of the annual operating budget from grants and other non-member district sources
- Sustain a total fund balance at a minimum of 15% of the annual operating budget
- Lower the average MOD Rate of participating NEFEC Risk Management districts by .2 over the next five years

### Strategies:

- 4A. Increase diversification of funding sources
- 4B. Mitigate risk exposure for NEFEC and member districts

## Goal 5: Talent Management – Build on the strength of NEFEC staff

Our organization's greatest strength is the talent, quality, and dedication of our staff. It is imperative that we recruit, grow, and retain the best possible employees to assist member districts through a culture of servant leadership.

### Metrics:

- 95% of staff are retained by the organization annually (excluding retirements)
- 90% of selected applicants will still be employed after their first two years
- 85% of staff respond when surveyed that they participated in meaningful professional learning opportunities that led to growth

### Strategies:

- 5A. Strengthen the recruitment and selection process
- 5B. Build a culture that supports retention of high-performing staff
- 5C. Develop and implement succession plans for key roles