



Strategic Plan Template Lane ESD Departments

The goals and equity lens were adopted by the Lane ESD Board on December 7, 2021. This strategic planning document moves the process to the next level. Each department will articulate specific steps they will use to meet the adopted board goals. The “We Won’t Stop” statements for each department will be used to develop outcomes. An example is provided to assist departments in completing this step.

Directions:

The Strategic Planning Template includes a template for the 5 Lane ESD Board goals. Each goal has a placeholder for two outcomes. Once the name of the department is entered at the top of the form, complete the template with the requested information. If additional outcomes are needed, copy the row and paste it below to add the necessary number of outcomes. If there is a Board goal that does not apply to your department, delete the template for that goal and move on to the next.

The following documents will be key for you to review and have available as you create your Strategic Plan section:

1. [Equity Lens Document](#).
2. [Board Goals](#). These are also provided in the Strategic Plan Document.
3. [We Won’t Stop Document](#). The We Won’t Stop Statements will be used to determine your outcomes on the strategic plan.
4. The [Strategic Plan Process Booklet](#). This contains all the information generated by the Strategic Planning Committee. This document has been updated with a Table of Contents to make the material more accessible.

Foundational Strategies for Successful Implementation:

Foundational Strategies	Location of the Foundational Strategies
Set a foundation for a commitment to equity, align stakeholders on a shared vision for equity, and level-set expectations for equity work	Board Adopted Vision and Equity Lens Strategic Plan
Identify key areas for action and implementation	Strategic Plan
Deepen Equity commitments by focusing on maintenance, refinement, and expansion of the Equity Goals, Outcomes and Activities	Strategic Plan



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Department: (Insert Department)

GOAL 1: All decisions and actions will reflect the guiding principles and affirmations in our Equity Lens document.				
Outcome 1:	Action and Action Steps:	Person with Overall Responsibility	Date Completed	Needed Prof. Development to Achieve this Outcome
Evidence the Outcome is Met:	Action: Action Steps:			
Outcome 2:	Action and Action Steps:	Person with Overall Responsibility	Date Completed	Needed Prof. Development to Achieve this Outcome
Evidence the Outcome is Met:	Action: Action Steps:			
Board Progress Report and Date:				



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Department: (Insert Department)

GOAL 2: Lane ESD staff along with community partners will be equity leaders trained to dismantle systems of oppression through interrupting inequitable policies and practices by providing culturally specific curriculum that reflects the histories of our students.				
Outcome 1:	Action and Action Steps:	Person with Overall Responsibility	Date Completed	Needed Prof. Development to Achieve this Outcome
Evidence the Outcome is Met:	Action: Action Steps:			
Outcome 2:	Action and Action Steps:	Person with Overall Responsibility	Date Completed	Needed Prof. Development to Achieve this Outcome
Evidence the Outcome is Met:	Action: Action Steps:			
Board Progress Report and Date:				



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Department: (Insert Department)

GOAL 3: All ESD staff and educators we serve will be provided the equity tools and training needed to inspire student learning, so all youth thrive.				
Outcome 1:	Action and Action Steps:	Person with Overall Responsibility	Date Completed	Needed Prof. Development to Achieve this Outcome
Evidence the Outcome is Met:	Action: Action Steps:			
Outcome 2:	Action and Action Steps:	Person with Overall Responsibility	Date Completed	Needed Prof. Development to Achieve this Outcome
Evidence the Outcome is Met:	Action: Action Steps:			
Board Progress Report and Date:				



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Department: (Insert Department)

GOAL 4: Youth, from all backgrounds, will have access to highly engaging and culturally relevant learning opportunities connected to our communities and delivered by diverse, qualified, and passionate educators.				
Outcome 1:	Action and Action Steps:	Person with Overall Responsibility	Date Completed	Needed Prof. Development to Achieve this Outcome
Evidence the Outcome is Met:	Action: Action Steps:			
Outcome 2:	Action and Action Steps:	Person with Overall Responsibility	Date Completed	Needed Prof. Development to Achieve this Outcome
Evidence the Outcome is Met:	Action: Action Steps:			
Board Progress Report and Date:				



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Department: (Insert Department)

GOAL 5: While amplifying youth voice, we will build trusted and inclusive relationships with our families and elevate the engagement of community partners that lead to improved equitable student outcomes.				
Outcome 1:	Action and Action Steps:	Person with Overall Responsibility	Date Completed	Needed Prof. Development to Achieve this Outcome
Evidence the Outcome is Met:	Action: Action Steps:			
Outcome 2:	Action and Action Steps:	Person with Overall Responsibility	Date Completed	Needed Prof. Development to Achieve this Outcome
Evidence the Outcome is Met:	Action: Action Steps:			
Board Progress Report and Date:				