

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:

- Equity Lens Document.
- 2. <u>Board Goals</u>. 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 <u>Strategic Plan Process Booklet</u>. 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



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
	Action:			
Evidence the Outcome is Met:				
	Action Steps:			
Outcome 2:	Action and Action Steps:	Person with Overall Responsibility	Date Completed	Needed Prof. Development to Achieve this Outcome
	Action:			
Evidence the Outcome is Met:	Astion Change			
	Action Steps:			

Board Progress Report and Date:



Department: (Insert Department)

Outcome 1:	Action and Action Steps:	Person with Overall Responsibility	Date Completed	Needed Prof. Development to Achieve this Outcome
	Action:			
Evidence the Outcome is Met:	Action Steps:			
Outcome 2:	Action and Action Steps:	Person with Overall Responsibility	Date Completed	Needed Prof. Development to Acieve this Outcome
	Action:			
Evidence the Outcome is Met:	Action Steps:			



Department: (Insert Department)

GOAL 3: All ESD staff and educators we s Outcome 1:	erve will be provided the equity tools ar Action and Action Steps:	nd training needed to insp Person with Overall Responsibility	Date Completed	all youth thrive. Needed Prof. Development to Achieve this Outcome
	Action:	Responsibility		Achieve this Outcome
Evidence the Outcome is Met:	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:



Department: (Insert Department)

Board Progress Report and Date:

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. **Person with Overall Needed Prof. Development to Action and Action Steps: Date Completed** Outcome 1: Responsibility **Achieve this Outcome** Action: **Evidence the Outcome is Met: Action Steps: Person with Overall Needed Prof. Development to Action and Action Steps: Date Completed** Outcome 2: Responsibility **Acieve this Outcome** Action: **Evidence the Outcome is Met: Action Steps:**



Department: (Insert Department)

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 Acieve this Outcome
Evidence the Outcome is Met:	Action: Action Steps:			