



Enriching Learning...Enriching Lives

Strategic Plan

July 1, 2021 – June 30, 2024

CSIU Strategic Plan 2021-2024

Educational Entrepreneurship	Marketplace Entrepreneurship	Resource Entrepreneurship	Social Entrepreneurship
1. Increase and improve professional learning opportunities to support CSIU districts and staff, local, state, and national customers through the use of data.	2. Create a culture of entrepreneurial and innovative thinking by creating systemic processes and tools that facilitate ideation, the vetting of ideas, measuring impact, and assessing funding and longevity.	3. Create organizational culture and processes that cultivate effective and efficient stewardship of people, finances and facilities.	4. Create a culture that builds and strengthens relationships with internal and external partners to create impact in alignment with our strategic plan.
1.1 Ensure systemic integration of professional learning for internal staff and/or external customers.	2.1 Research and adopt models and tools that provide clarity, guidance, and processes around the development of new ideas and products. (intraprenurial)	3.1 Increase organizational effectiveness through personal change.	4.1 Develop and implement an internal equity inclusion and belonging plan.
1.2 Improve access to post-secondary education and training services by creating additional services and supports to remove barriers and improve equity among underrepresented populations.	2.2 Expand current partnerships and increase new partnerships to grow and create workforce development opportunities for incumbent and new employees, including fee-for-service offerings.	3.2 Create communications and public relations training, style guides, and approval structures for programs reporting to the CSIU Central Office that will allow program autonomy, promote consistent branding, use and understand marketing analytics, and maintain high quality communication and PR standards.	4.2 Cultivate the reputation of the CSIU as a hub for partnerships, relationships, events, and activities that focus on problem solving and improving the quality of life in our region.
1.3 Establish the LPN Career Center as a premiere training facility committed to the healthcare pipeline and meaningful partnerships in healthcare and higher education.	2.3 Expand communication to CS Trustees and member school districts (digital newsletter or bulletin, update the website)	3.3 Improve the quantity and quality of communications to all CSIU stakeholders internally, especially field staff, teleworkers, and employees at the Center for Schools and Communities to promote an inclusive culture.	4.3 Develop a strong working relationship with the CSIU Board
1.4 Create structures to ensure reciprocal communication between the initiatives and best practices in K-12 career development with those in post secondary workforce development and education.	2.4 Develop products and services based on the needs of local, state, and national customers.	3.4 Expand current budget reporting capabilities to CSIU Program Managers.	4.4 Create a blend of Equity, Equality, Fairness recognizing they are rarely the same thing
1.5 Increase professional learning opportunities in support of CSIU, district, and school leaders	2.5 Monitor and develop products and services currently provided to continue growth existing areas	3.5 Develop a 5-year capital budget to ensure the long-term financial and operational viability of the organization.	4.5 Apply the mindset of equity to all of our work.
1.6 Improve the use of data to improve student learning and improve professional development	2.6 Identify new markets/customers for expansion.	3.6 Implement a paperless filing system for CSIU personnel records	4.6 Lead coordinated equity efforts at CSIU.

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Educational Entrepreneurship	Marketplace Entrepreneurship	Resource Entrepreneurship	Social Entrepreneurship
1.7 Improve the efficiency and effectiveness of the teacher and staff evaluation system	2.7 Utilize data to determine and anticipate customer needs.	3.7 Revise and implement the annual performance appraisal process to better align assessment of skills and job knowledge to performance measures (inclusion of goals for supervisors)	4.7 Create internal and external communication structures to share the work and impact of the CSC
1.8 Increase professional learning opportunities in support of CSC customers and CSIU Districts	2.8 Develop products and services based on the needs of our partners in K-12 education, including fee-for-service offerings.	3.8 Review/restructure existing organization to increase efficiency.	
1.9 Utilize technology to improve high quality learning experiences for internal and external customers.	2.9 Develop new and eliminate existing products and services based on the needs of local, state, and national customers.	3.9 Develop a succession plan	
1.10 Leverage Finances, people, PD, and curriculum to support mental health initiatives in the region.	2.10 Create and disseminate targeted marketing materials to increase awareness of CSC services and products.	3.10 Improve facility layout to maximize employee/client interaction.	
	2.11 Develop a sustainability plan	3.11 Provide safe, efficient, comfortable and attractive facilities for all stakeholders.	
		3.12 Grow effective leaders (develop staff in leadership roles by offering appropriate professional development opportunities)	
		3.13 Create a sense of belonging for all CSIU staff members.	
		3.14 Attract and retain a highly effective, efficient, and diverse workforce.	
		3.15 Strengthen internal and external communications to promote staff knowledge and expertise.	

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	Educational Entrepreneurship	Marketplace Entrepreneurship	Resource Entrepreneurship	Social Entrepreneurship
	1. Increase and improve professional learning opportunities to support CSIU districts and staff, local, state, and national customers through the use of data.	2. Enable a culture of entrepreneurial and innovative thinking by creating systemic processes and tools that facilitate ideation, the vetting of ideas, measuring impact, and assessing funding and longevity.	3. Create organizational culture and processes that cultivate effective and efficient stewardship of people, finances and facilities.	4. Create internal and external communication structures to share the work and impact of the CSIU and its alignment with our mission, beliefs and commitment to equity.
Shared Goals	1.1 Ensure systemic integration of professional learning for internal staff and/or external customers.	2.1 Research and adopt models and tools that provide clarity, guidance, and processes around the development of new ideas and products. (intrapreneurial)	3.1 Increase organizational effectiveness through personal change.	4.1 Develop and implement an internal equity plan.
Bernadette	1.2 Improve access to post-secondary education and training services by creating additional services and supports to remove barriers and improve equity among underrepresented populations.	2.2 Expand current and new partnerships to grow and create workforce development opportunities for incumbent and new employees, including fee-for-service offerings.	3.2 Create communications and public relations training, style guides, and approval structures for CSIU programs that will promote autonomy and maintain high quality communication, branding, and PR standards.	4.2 Cultivate the reputation of the CSIU as a hub for partnerships, relationships, events, and activities that focus on problem solving and improving the quality of life in our region.
	1.3 Establish the LPN Career Center as a premiere training facility committed to the healthcare pipeline and meaningful partnerships in healthcare and higher education.		3.3 Improve the quantity and quality of communications to all CSIU stakeholders internally, especially field staff, teleworkers, and employees at the Center for Schools and Communities to promote an inclusive culture.	
	1.4 Create structures to ensure reciprocal communication between the initiatives and best practices in K-12 career development with those in post secondary workforce development and education.			
	1.10 Leverage Finances, people, PD, and curriculum to support mental health initiatives in the region.			
Brian		2.3 Expand communication to CS Trustees and member school districts (digital newsletter or bulletin, update the website)	3.4 Expand current budget reporting capabilities to CSIU Program Managers.	4.3 Develop a strong working relationship with the CSIU Board (specifically Finance and HR)
			3.5 Develop a 5-year capital budget to ensure the long-term financial and operational viability of the organization.	
			3.6 Implement a paperless filing system for CSIU personnel records	

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	Educational Entrepreneurship	Marketplace Entrepreneurship	Resource Entrepreneurship	Social Entrepreneurship
			3.7 Revise and implement the annual performance appraisal process to better align assessment of skills and job knowledge to performance measures (inclusion of goals for supervisors)	
Jared		2.4 Develop products and services based on the needs of local, state, and national customers.	3.8 Review/restructure existing organization to increase efficiency.	4.4 Create a blend of Equity, Equality, Fairness recognizing they are rarely the same thing
		2.5 Monitor and develop products and services currently provided to continue growth in existing areas	3.9 Develop a succession plan	
		2.6 Identify new markets/customers for expansion.	3.10 Improve facility layout to maximize employee/client interaction.	
		2.7 Utilize data to determine and anticipate customer needs.	3.11 Provide safe, efficient, comfortable and attractive facilities for all stakeholders.	
Alan	1.5 Increase professional learning opportunities in support of CSIU, district, and school leaders	2.8 Develop products and services based on the needs of our partners in K-12 education, including fee-for-service offerings.	3.11 Provide safe, efficient, comfortable and attractive facilities for all stakeholders.	4.5 Apply the mindset of equity to all of our work.
	1.6 Improve the use of data to improve student learning and improve professional development		3.12 Grow effective leaders (develop staff in leadership roles by offering appropriate professional development opportunities)	
	1.7 Improve the efficiency and effectiveness of the teacher and staff evaluation system		3.13 Create a sense of belonging for all CSIU staff members.	
Shileste	1.8 Increase professional learning opportunities in support of CSC customers and CSIU districts.	2.9 Develop new and eliminate existing products and services based on the needs of local, state, and national customers.	3.9 Develop a succession plan.	4.6 Lead coordinated equity efforts at CSIU.
	1.9 Utilize technology to improve high quality learning experiences for internal and external customers.	2.10 Create and disseminate targeted marketing materials to increase awareness of CSC services and products.	3.14 Attract and retain a highly effective, efficient, and diverse workforce.	4.7 Create internal and external communication structures to share the work and impact of the CSC
		2.11 Develop sustainability plan	3.15 Strengthen internal and external communications to promote staff knowledge and expertise.	

Steering Committee

Name	Position/Role	Building/Group/Organization	Email
Dr. John Kurelja	Administrator	Central Susquehanna Intermediate Unit - Work Foundations +	jkurelja@csiu.org
Dr. Molly Nied	Administrator	Central Susquehanna Intermediate Unit	mnied@csiu.org
Rae Ann Crispell	Administrator	Central Susquehanna Intermediate Unit	rcrispell@csiu.org
Terri Locke	Administrator	Central Susquehanna Intermediate Unit	tlocke@csiu.org
Dr. Anthony Serafini	Administrator	Central Susquehanna Intermediate Unit	aserafini@csiu.org
Melonie Vognetz	Staff Member	Central Susquehanna Intermediate Unit - Work Foundations +	mvognetz@csiu.org
Jennifer Bowman	Staff Member	Central Susquehanna Intermediate Unit	jbowman@csiu.org
Reanna Buehler	Staff Member	Central Susquehanna Intermediate Unit	rbuehler@csiu.org
Melissa Fisher	Staff Member	Central Susquehanna Intermediate Unit	mfisher@csiu.org
Brach Rosencrans	Staff Member	Central Susquehanna Intermediate Unit	brosencrans@csiu.org
Meghan Deitterick	Staff Member	Central Susquehanna Intermediate Unit	mdeitterick@csiu.org
Jessica Harry	Administrator	Central Susquehanna Intermediate Unit	jharry@csiu.org
Kaci Ballantyne	Parent	Parent	kaci.johanne.ballantyne@gmail.com
Paula Shoch	Parent	Parent	pshoch@hotmail.com
Lily Shoch	Student	Student	
Shileste Overton Morris	Administrator	Central Susquehanna Intermediate Unit	smorris@csiu.org
Brian Snyder	Administrator	Central Susquehanna Intermediate Unit	bsnyder@csiu.org
Bernadette Boerckel	Administrator	Central Susquehanna Intermediate Unit	bboerckel@csiu.org

John Brenchley	Administrator	Central Susquehanna Intermediate Unit	jbrenchley@csiu.org
Geoff Craven	Community Partner	Craven Tech	geoff.c@craventech.com

Intermediate Unit Profile

The Central Susquehanna Intermediate Unit (CSIU) is a regional education service agency that prides itself on serving the needs of schools, students, families and communities. CSIU's many programs and services reflect our mission to provide quality education services that help students learn, support teachers in bringing best practices to the classroom, and offer valuable services to school districts.

The CSIU's primary service area consists of Columbia, Montour, Northumberland, Snyder and Union counties in central Pennsylvania. It also includes:

- 17 school districts
- 3 career and technical centers
- 69 nonpublic schools
- 36,945 public and nonpublic school students and
- 3,905 district instructional, administrative and support staff

The CSIU provides four main services areas; administrative services, educational services, financial services and marketplace services. The funding sources for those services are provided via state and federal grants, state contracts and service contracts. Our client base includes education services for CSIU-region schools and communities, educational programs and technical assistance to schools statewide through contracts with state agencies, and purchasing cooperatives for schools and government agencies across the nation.

As an organization, we ask our staff to look for new opportunities and to be innovative as they strive to understand our clients and their needs. We believe this operating philosophy contributes to our entrepreneurial spirit and enhances our commitment to education and lifelong learning. Over the years, the CSIU developed specialized areas of expertise and has been a pioneer in the areas of technology software and support, and purchasing cooperatives for products and services. Schools in other regions wanted to take advantage of what the CSIU was providing to its local districts. This has benefitted schools in the CSIU region by increasing economies of scale – the greater the number of buyers, the greater the volume of purchases, and the greater the savings.

Mission and Vision

Mission

CSIU: Enriching Learning . . . Enriching Lives.

Vision

We are all ambassadors of the CSIU and therefore are committed to: Service to Others: We value collaborating with schools and the community to enrich lives and maximize potential. We value serving schools and communities with integrity, compassion and authenticity to meet individual and collective needs; Equity in Action: We value fostering and preserving a culture of diversity, equity and inclusion that honors the differences and perspectives of all those we serve. We value ensuring every child has the opportunity to reach their fullest potential regardless of race, ethnicity, socio-economic status, gender, ability, sexual orientation or other characteristics that make each student unique; Passion for Excellence: We value making a positive difference and striving to achieve excellence. We value pursuing bold ideas with heart and purpose; Innovation for Growth: We value thinking creatively to promote innovation and entrepreneurship. We value leading courageously and developing solutions for current and future challenges.

Educational Value Statements

Students

Students are the first priority and are the future. The CSIU will continue providing programs and services to children to meet their specific needs and to support them as they reach their maximum potential.

Staff (Formally Educators)

The CSIU values the diversity of staff and their unique talents, perspectives and contributions. The CSIU will provide support and resources for staff to learn and grow.

Administration

Leadership development is necessary to keep moving toward excellence. The CSIU will provide opportunities for administrators to cultivate the necessary traits, skills, confidence and practical knowledge to in turn support students, staff, school partners, clients, parents, and the community.

LEA Leaders

Fostering strong partnerships with LEAs is vital to the success of the CSIU region. The CSIU will provide innovative, responsive, cost-effective and client-centered services to our region districts.

Parents

Parents are an integral part to the success of our students. The CSIU will partner with parents to support students in attaining goals and reaching their maximum potential.

Community

Teamwork and collaboration with community members provides new opportunities to clients in our region. The CSIU will continue to build and grow existing partnerships with community organizations and expand new partnerships.

Other (Optional)

Summary Of Strengths and Challenges

Strengths

Strength	Consideration In Plan
There has been strong participation in job alike groups spanning a variety of professional field areas.	No
	No
Empower leadership for IU continuous improvement.	Yes
Provide learner-centered supports to ensure that all students are ready to learn.	No
Implement data-driven human capital strategies.	No
The CSIU has prepared adults to gain and maintain meaningful employment and achieve high school equivalency degrees.	No
95% of students are making progress or mastering IEP goals.	No
Surveys indicate a high satisfaction rate for services and requests for a continuation of services.	No
A robust collection of professional development opportunities have been offered at various times across a variety of formats (*online, hybrid, in person, asynchronous, etc.).	No
Collaboration with local school districts and clients have allowed the CSIU to expand supports and services in the area of special education.	No
Partnerships with districts have resulted in collaboration to develop health and safety plans with consistent efforts across the region and flexibility to address the uniqueness of each district.	No

Challenges

Challenge	Consideration In Plan
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Establish a more consistent method for collecting and sharing user feedback to make real-time adjustments to programming to meet the needs of our stakeholder groups.	No
Anecdotal data suggests that professional staff are often unavailable for various professional learning offerings due to the availability of substitutes within their districts and that administrative staff are often unavailable due to building/district level responsibilities during the school day.	No
	No
Focus on continuous improvement of instruction.	Yes
Organize and allocate resources and services strategically and equitably.	Yes
Provide professional learning opportunities to meet the needs of CSIU and region districts' staff, and local, state and national customers.	Yes
Create systematic processes and tools to support entrepreneurial and innovative thinking for problem solving.	Yes
Coordinate structures to foster effective and efficient stewardship of people, finances and facilities.	Yes
Build and strengthen partnerships with internal and external stakeholders.	Yes

Most Notable Observations/Patterns

Cross collaboration between departments will strengthen the services the CSIU can provide.

Analyzing Strengths and Challenges

Strengths

Strength	Discussion Points
Empower leadership for IU continuous improvement.	Building leadership in all IU employees with strengthen the effectiveness of the organization and the services that CSIU is able to provide.

Challenges

Challenge	Discussion Points	Priority For Planning	Priority Statement
Focus on continuous improvement of instruction.		No	
Organize and allocate resources and services strategically and equitably.		No	
Provide professional learning opportunities to meet the needs of CSIU and region districts' staff, and local, state and national customers.	Alignment of the professional learning offerings must be based on data to meet the needs of region, state and national clients.	Yes	Increase and improve professional learning opportunities to support CSIU districts and staff, local, state and national customers through the use of data.
Create systematic processes and tools to support entrepreneurial and innovative thinking for problem solving.	Processes and tools are needed to facilitate ideation, vetting ideas, measuring impact and assessing funding and longevity.	Yes	Enable a culture of entrepreneurial and innovative thinking by creating systemic processes and tools that facilitate ideation, vetting ideas, measuring impact, and assessing funding and longevity.
Coordinate structures to foster effective and efficient stewardship of people, finances and facilities.	Structures need to be coordinated and aligned so the organization can function more effectively.	Yes	Create organizational culture and processes that cultivate effective and efficient stewardship of people, finances, and facilities.

Build and strengthen partnerships with internal and external stakeholders.	Stronger relationships will create partnerships both inside and outside of the organization.	Yes	Create a culture that builds and strengthens relationships with internal and external partners to create impact in alignment with the CSIU strategic plan.
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Goal Setting

Priority: Increase and improve professional learning opportunities to support CSIU districts and staff, local, state and national customers through the use of data.

Outcome Category	Measurable Goal Statement	Measurable Goal Nickname	Target Year 1	Target Year 2	Target Year 3
Professional learning	Ensure systemic integration of professional learning for internal and/or external customers.	Educational Entrepreneurship- Professional Learning	Improve the use of data to improve student learning and improve professional development.	Increase professional learning opportunities in support of CSIU, district and school leaders.	Ensure systemic integration of professional learning for internal and/or external customers.
Post-secondary transition to school, military, or work	Improve access to post-secondary education and training services by creating additional services and supports to remove barriers and improve equity among underrepresented populations.	Educational Entrepreneurship- Career Development	Create structures to ensure reciprocal communication between the initiatives and best practices in K-12 career development with those in post-secondary workforce development and education.	Establish the LPN Career Center as a premiere training facility committed to the healthcare pipeline and meaningful partnerships in healthcare and higher education.	Improve access to post-secondary education and training services by creating additional services and supports to remove barriers and improve equity among underrepresented populations.

Priority: Enable a culture of entrepreneurial and innovative thinking by creating systemic processes and tools that facilitate ideation, vetting ideas, measuring impact, and assessing funding and longevity.

Outcome Category	Measurable Goal Statement	Measurable Goal Nickname	Target Year 1	Target Year 2	Target Year 3
Other	Develop products and services based on the needs of local, state and national customers.	Marketplace Entrepreneurship-Products & Services	Research and adopt models and tools that provide clarity, guidance and processes around the development of new ideas and products.	Utilize data to determine and anticipate customer needs.	Develop products and services based on the needs of local, state and national customers.

Priority: Create organizational culture and processes that cultivate effective and efficient stewardship of people, finances, and facilities.

Outcome Category	Measurable Goal Statement	Measurable Goal Nickname	Target Year 1	Target Year 2	Target Year 3
Other	Create communications and public relations training, style guides and approval structures for programs reporting to the CSIU Central Office that will allow program autonomy, promote consistent branding, use and understand marketing analytics, and maintain high quality communication and public relations standards.	Resource Entrepreneurship-Public Relations	Create a CSIU style guide for use by all CSIU employees.	Develop on-demand, public relations trainings for CSIU staff.	Create communications and public relations training, style guides and approval structures for programs reporting to the CSIU Central Office that will allow program autonomy, promote consistent branding, use and understand marketing analytics, and maintain high quality communication and public relations standards.
Other	Revise and implement the annual performance appraisal process to better align assessment of skills and job knowledge to performance measures.	Resource Entrepreneurship-Appraisals & Evaluations	Develop a goals process for evaluation for CSIU supervisory staff.	Improve the efficiency and effectiveness of the teacher and staff evaluation system.	Revise and implement the annual performance appraisal process to better align assessment of skills and job knowledge to performance measures.
Other	Provide safe, efficient, comfortable, and attractive facilities for all stakeholders.	Resource Entrepreneurship-Facilities	Evaluate environmental needs of CSIU facilities.	Improve facility layout to maximize employee/client interaction.	Provide safe, efficient, comfortable, and attractive facilities for all stakeholders.

Priority: Create a culture that builds and strengthens relationships with internal and external partners to create impact in alignment with the CSIU strategic plan.

Outcome Category	Measurable Goal Statement	Measurable Goal Nickname	Target Year 1	Target Year 2	Target Year 3
School climate and culture	Develop and implement an internal equity plan.	Social Entrepreneurship-Equity	Create a blend of equity, equality, and fairness, recognizing that they are rarely the same thing.	Apply the mindset of equity to all of our work.	Develop and implement an internal equity plan.
Other	Cultivate the reputation of the CSIU as a hub for partnerships, relationships, events and activities the focus on problem-solving and improving the quality of life in the CSIU region.	Social Entrepreneurship-Partnerships	Develop a strong working relationship with the CSIU board.	Create internal and external communication structures to share the work and impact of the Center for Schools and Communities.	Cultivate the reputation of the CSIU as a hub for partnerships, relationships, events and activities the focus on problem-solving and improving the quality of life in the CSIU region.

Action Plan

Action Plan for: Data analysis						
Measurable Goals		Anticipated Output			Monitoring/Evaluation	
<ul style="list-style-type: none"> Marketplace Entrepreneurship-Products & Services Educational Entrepreneurship-Professional Learning 		Student growth reports and customer products			Progress will be monitored by program supervisors and senior leaders.	
Action Step	Anticipated Start Date	Anticipated Completion Date	Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
Conduct data analysis on student achievement and growth to meet student needs.	11/01/2021	10/31/2022	Dr. Molly Nied/Chief Academic Officer	Data collection tools/warehouses, data analysis protocols	No	No
Analyze customer feedback to inform development of products to meet customer needs.	07/01/2022	06/30/2023	John Brenchley/Chief Innovation Officer	Customer service surveys, feedback documentation	No	No

Action Plan for: Professional Learning

Measurable Goals			Anticipated Output		Monitoring/Evaluation	
<ul style="list-style-type: none"> Social Entrepreneurship-Equity Resource Entrepreneurship-Public Relations Educational Entrepreneurship-Professional Learning Resource Entrepreneurship-Appraisals & Evaluations 			Professional learning needs assessment, professional development offerings, programmatic improvements, equity plan, CSIU Communications and Style Guide		Progress will be monitored by program supervisors and senior leaders.	
Action Step	Anticipated Start Date	Anticipated Completion Date	Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
Conduct a needs assessment of region districts to determine professional learning topic areas.	11/01/2021	06/30/2022	Anthony Serafini/Director of Professional Development	Needs assessment	No	Yes
Provide professional learning offerings to region districts aligned to district needs as a result of the needs assessment.	07/12/2022	10/30/2024	Anthony Serafini/Director of Professional Development	Needs assessment data, training and consultation staff	No	Yes
Provide training and support to district and CSIU administrators and staff on Act 13 implementation for educator effectiveness.	11/01/2021	06/30/2022	Anthony Serafini/Director of Professional Development	Act 13 resources, PA-EETP	Yes	Yes
Train CSIU staff on use of the CSIU Communications and Style Guide.	11/01/2021	06/30/2023	Bernadette Boerckel/Chief Outreach Officer	CSIU Communications and Style Guide	No	Yes
Provide training to CSIU supervisory staff on the Leadership Performance Appraisal and annual goal processes.	11/01/2021	06/30/2022	Brian Snyder/Chief Operations and Financial Officer	Leadership Performance Appraisal, Zoom, CSIU website	Yes	Yes
Provide CSIU staff with professional learning on understanding the similarities and differences	11/01/2021	10/31/2024	Shileste Overton Morris/Chief Programs Officer	Equity, equality and fairness resources, Equity Committee	Yes	Yes

between equity, equality, and fairness.						
Provide professional learning on applying the mindset of equity to all of one's work.	07/01/2022	10/31/2024	Shileste Overton Morris/Chief Programs Officer	Equity resources, Equity Committee	Yes	Yes
Create an equity plan.	11/01/2021	10/31/2024	Shileste Overton Morris/Chief Programs Officer	Equity resources, Equity Committee	No	Yes

Action Plan for: Facility Compliance and Improvements

Measurable Goals			Anticipated Output		Monitoring/Evaluation	
<ul style="list-style-type: none"> Resource Entrepreneurship-Facilities 			Building improvements		Monitoring of progress will be done by Senior Leaders.	
Action Step	Anticipated Start Date	Anticipated Completion Date	Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
Conduct physical assessments of facilities to ensure safety, efficiency, comfort and desired appearance.	11/01/2021	06/30/2022	Ken Erb/Manager of Buildings and Grounds	CSIU facilities/programs, physical assessments	No	No
Redesign CSIU facility layouts to maximize employee/client interactions	12/01/2021	06/30/2022	Ken Erb/Manager of Buildings and Grounds, Senior Leaders	CSIU building plans/maps, Facilities staff	No	Yes

Professional Development Action Steps

Evidence-based Strategy	Action Steps
Professional Learning	<ul style="list-style-type: none">• Provide training and support to district and CSIU administrators and staff on Act 13 implementation for educator effectiveness.• Provide training to CSIU supervisory staff on the Leadership Performance Appraisal and annual goal processes.• Provide CSIU staff with professional learning on understanding the similarities and differences between equity, equality, and fairness.• Provide professional learning on applying the mindset of equity to all of one's work.

Professional Development Activities

Act 13 Educator Effectiveness						
Action Step	Audience	Topics to be Included	Evidence of Learning	Lead Person/Position	Anticipated Timeline Start Date	Anticipated Timeline Completion Date
<ul style="list-style-type: none"> Provide training and support to district and CSIU administrators and staff on Act 13 implementation for educator effectiveness. 	CSIU program supervisors, CSIU region districts' administrators, teachers	Act 13, Danielson Framework for Teaching	Teacher and administrator evaluations	Anthony Serafini/Director of Professional Development	11/01/2021	06/30/2022
Learning Formats						
Type of Activities	Frequency		Danielson Framework Component Met in this Plan		This Step Meets the Requirements of State Required Trainings	
Professional Learning Community (PLC)	Three times throughout the year		<ul style="list-style-type: none"> 1a: Demonstrating Knowledge of Content and Pedagogy 1b: Demonstrating Knowledge of Students 1c: Setting Instructional Outcomes 1d: Demonstrating Knowledge of Resources 1e: Designing Coherent Instruction 1f: Designing Student Assessments 2a: Creating an Environment of Respect and Rapport 2b: Establishing a Culture for Learning 2c: Managing Classroom Procedures 2d: Managing Student Behavior 2e: Organizing Physical Space 3a: Communicating with Students 3b: Using Questioning and Discussion Techniques 3c: Engaging Students in Learning 3d: Using Assessment in Instruction 3e: Demonstrating Flexibility and Responsiveness 4a: Reflecting on Teaching 			

		<ul style="list-style-type: none"> • 4b: Maintaining Accurate Records • 4c: Communicating with Families • 4d: Participating in a Professional Community • 4e: Growing and Developing Professionally • 4f: Showing Professionalism 	
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Leadership Performance Appraisal						
Action Step	Audience	Topics to be Included	Evidence of Learning	Lead Person/Position	Anticipated Timeline Start Date	Anticipated Timeline Completion Date
<ul style="list-style-type: none"> Provide training to CSIU supervisory staff on the Leadership Performance Appraisal and annual goal processes. 	Senior Leader and supervisory staff	Performance appraisal process SMART goal development and implementation	Completed leadership performance appraisal SMART goal attainment	Mandy Rothermel/Human Resources Manager	11/01/2021	06/30/2022
Learning Formats						
Type of Activities	Frequency		Danielson Framework Component Met in this Plan		This Step Meets the Requirements of State Required Trainings	
Professional Learning Community (PLC)	Three times throughout the year		<ul style="list-style-type: none"> 4e: Growing and Developing Professionally 			
Other	On-demand training module, as needed		<ul style="list-style-type: none"> 4e: Growing and Developing Professionally 			

Equity Training						
Action Step	Audience	Topics to be Included	Evidence of Learning	Lead Person/Position	Anticipated Timeline Start Date	Anticipated Timeline Completion Date
<ul style="list-style-type: none"> Provide CSIU staff with professional learning on understanding the similarities and differences between equity, equality, and fairness. Provide professional learning on applying the mindset of equity to all of one's work. 	All CSIU employees	Equity, equality and fairness; equity mindset	Equity practices utilized in the work of all staff	Shileste Overton Morris/Chief Programs Officer	07/01/2022	10/31/2024
Learning Formats						
Type of Activities	Frequency		Danielson Framework Component Met in this Plan		This Step Meets the Requirements of State Required Trainings	
Professional Learning Community (PLC)	Two times per year		<ul style="list-style-type: none"> 2a: Creating an Environment of Respect and Rapport 			

Communications Action Steps

Evidence-based Strategy	Action Steps
Professional Learning	<ul style="list-style-type: none">• Conduct a needs assessment of region districts to determine professional learning topic areas.• Provide professional learning offerings to region districts aligned to district needs as a result of the needs assessment.• Provide training and support to district and CSIU administrators and staff on Act 13 implementation for educator effectiveness.• Train CSIU staff on use of the CSIU Communications and Style Guide.• Provide training to CSIU supervisory staff on the Leadership Performance Appraisal and annual goal processes.• Provide CSIU staff with professional learning on understanding the similarities and differences between equity, equality, and fairness.• Provide professional learning on applying the mindset of equity to all of one's work.• Create an equity plan.
Facility Compliance and Improvements	<ul style="list-style-type: none">• Redesign CSIU facility layouts to maximize employee/client interactions

Communications Activities

CSIU Staff Weekly Update Email					
Action Step	Audience	Topics to be Included	Type of Communication	Anticipated Timeline Start Date	Anticipated Timeline Completion Date
<ul style="list-style-type: none"> Train CSIU staff on use of the CSIU Communications and Style Guide. Provide CSIU staff with professional learning on understanding the similarities and differences between equity, equality, and fairness. Provide professional learning on applying the mindset of equity to all of one's work. Create an equity plan. 	CSIU staff	CSIU Communications Style Guide, Equity Plan, Equity Training	Bernadette Boerckel, Chief Outreach Officer	11/01/2021	10/31/2024
Communications					
Type of Communication			Frequency		
Email			As needed		

Region Training Announcements					
Action Step	Audience	Topics to be Included	Type of Communication	Anticipated Timeline Start Date	Anticipated Timeline Completion Date
<ul style="list-style-type: none"> Provide professional learning offerings to region districts aligned to district needs as a result of the needs assessment. 	CSIU region educators.	All topics determined from the professional learning needs assessment	Anthony Serafini/Director of Professional Development	11/01/2021	10/31/2024
Communications					
Type of Communication			Frequency		
Email			Weekly correspondence		
Other			On the CSIU registration site, as offerings are posted		

Professional Learning Needs Assessment Results					
Action Step	Audience	Topics to be Included	Type of Communication	Anticipated Timeline Start Date	Anticipated Timeline Completion Date
<ul style="list-style-type: none"> Conduct a needs assessment of region districts to determine professional learning topic areas. 	CSIU region educators	Professional learning needs	Anthony Serafini/Director of Professional Development	11/02/2021	06/30/2022
Communications					
Type of Communication			Frequency		
Presentation			One time		
Email			One time		

Leadership Performance Appraisal					
Action Step	Audience	Topics to be Included	Type of Communication	Anticipated Timeline Start Date	Anticipated Timeline Completion Date
<ul style="list-style-type: none"> Provide training to CSIU supervisory staff on the Leadership Performance Appraisal and annual goal processes. 	CSIU Senior Leaders and supervisory staff	Leadership Performance Appraisal SMART Goals	Bernadette Boerckel/Chief Outreach Officer	11/01/2021	06/30/2022
Communications					
Type of Communication			Frequency		
Email			Three times per year		
Presentation			Two times per year at Leadership Roundtable		

CSIU Office Redesign					
Action Step	Audience	Topics to be Included	Type of Communication	Anticipated Timeline Start Date	Anticipated Timeline Completion Date
<ul style="list-style-type: none"> Redesign CSIU facility layouts to maximize employee/client interactions 	CSIU staff	CSIU office redesign plans and updates	Bernadette Boerckel/Chief Outreach Officer Ken Erb, Manager of Buildings and Grounds	11/01/2021	06/30/2021
Communications					
Type of Communication			Frequency		
Email			As needed during building upgrades		