CSIU Strategic Plan 2021-2024

Educational Entreprenuership	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.

Central Susquehanna Intermediate Unit

CSIU Strategic Plan 2021-2024

Educational Entreprenuership	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.	

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