

NSSEO Strategic Plan

Action Plan Talking Points

Governing Board

February 2025



Governance Structure

In January, NSSEO continued Strategic Planning Meetings creating action plans around changes in Governance Structure, Facilities and Finance, Recruitment and Retention, and Programs:

- NSSEO Governance structure is recommended to be augmented to include a tier of governance for member district superintendents providing recommendations to the governing board.
- Other special education cooperatives with the desired structure are recommended to be reviewed and a gap analysis performed. in January 2025.
- It is recommended that member district superintendents, NSSEO superintendent and governing board president meet with NSSEO attorney to augment the existing/design the desired structure in February 2025.
- The administration will request that the NSSEO Governing Board will approve the new structure at their March 2025 Governing Board Meeting.
- Member Districts would then have 90 days to review and determine if they will approve the new structure.
- The new structure, if approved is proposed to be in place July 1, 2025, and is proposed to include clear roles and responsibilities of shareholders and designate shareholder levels of: Responsible, Accountable, Consulted and Informed.
- The plan, if approved, will be reviewed, at a minimum, annually in conjunction with the NSSEO Strategic Plan.

Finance/Facilities

- Create a fiscally responsible and long range facilities plan
 - Creating an assessment of educational alignment of facilities and needs.
 - Develop model of project prioritization
 - Annually reviewing finances and capital improvements
 - Clear communication of plans and actions
- Create a sustainable financial model to support facilities improvement needs.
 - Evaluating funding models of other cooperatives.
 - Establish minimum annual contributions of member districts to facilities fund and timeline and frequency of contributions.
 - Investigate additional sources of revenue.
- Review annually as part of NSSEO Strategic Plan Review.

Highly Qualified Staff Instruction & Programming

- Create structures by which to attract highly qualified staff.
 - Identify and implement incentives related to upcoming CBA negotiations
 - Review staffing plans/analyze gaps
- Create Structures by which to retain highly qualified staff.
 - Explore incentives staff identify as motivating
 - Continue exit interviews and establish 'stay' interviews at 5years.
- Create culture of high satisfaction and engagement
- Audit current programs
- Establish member district needs assessments
- Establish entrance and exit criteria for programs
- Establish consistent referral process
- Audit IEPs to establish training needs



**NSSEO Proposed Governance
Structure
REDESIGN
February 2025**

Governing Board
OMA
CBA, Board Policy, Approve Superintendent

Operational Board
OMA
NSSEO Personnel, Bids,

Finance (Not OMA)

Instruction (Not OMA)

Facilities (Not OMA)