



# Nashua School District

Strategic Planning Committee  
Meeting #2  
June 18, 2025

**Your TLA Facilitators:**

**Philip Conrad** System Strategy Consultant

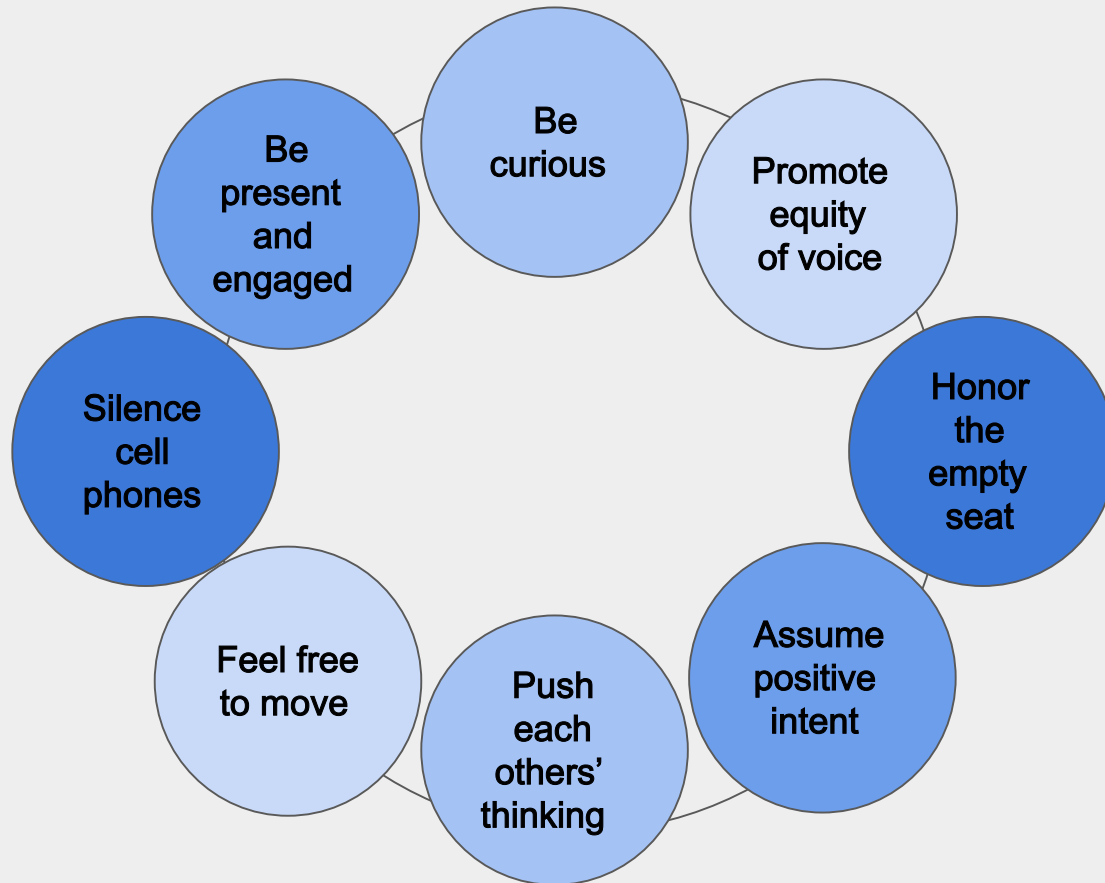
**Rebecca Gosselin** Executive Director

**Cynthia Smith** Associate Director, Partnerships

## Meeting #2 Agenda

- Status of Current Plan
- Mission and Core Values
- Value Statement
- Next Steps: Meeting
  - Meeting #3 Data Analysis Meeting: DATE
  - Meeting #4: DATE

# Community Agreements for Working Together



# Strategic Planning Committee Work

## Phase I: Building the Base

- Community Input / Feedback ✓
- Collecting Data ✓

## Phase II: Informing/Analyzing

- Reviewing the Last Plan ✓
- Assessing the Mission & Revisiting the Core Values ✓
- Building Vision
- Data Analysis: Developing Common Themes

## Phase III: Constructing and Implementing

- Developing Strategic Obj./ Initiatives
- Developing Theory of Action
- Implementing the Plan

Focus Groups  
Data Collection  
Survey  
TIME

### Meetings

#1: 6/4/25

#2:

6/18/25

#3: Data Mtg: 7/9/25

#4: 7/16/25

### Meetings

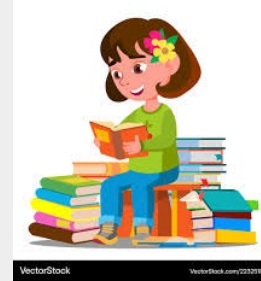
#5: 7/23/25

#6: 8/13/25

# Mission and Core Values



# Find your people!



## Why? Where? Plans?



## Team Assignment for Data Analysis Work

Team 1 Climate, Culture, Community Feedback	Team 2 Teaching, Learning & Leading	Team 3 Facilities, Finance, Human Capital
Mario Andrade	Mario Andrade	Mario Andrade
Cherrie Fulton	Daniel Alexander	Helayne Talbott
Kristine Smith	Jennifer Scarpati	Lisa Gingras
Matthew Poska	Mike Apfelberg	Robert Cioppa
Gail Casey	Becky Britton	Chris Thibodeau
Joe Manzioli	Nathan Burns	Jennifer Bishop
Alex Homola	Angela Bartlett	Paul Hebert
Brie Colby	Darcy Rock-O'Hara	Laura Short
Kate Millette	Carri Burns	Gina McGillick
Gabriel Falzarano	Sheikh Ahmed	Erin Anderson
Patricia Beaulieu	Anne McCubrey	Brittney Effler
TEACHING & LEARNING ALLIANCE	Diane Vienneau	



# Mission / Core Values

In Teams:

- Review the [Nashua Draft Mission Statements](#) from our last meeting, and the additional options provided.
  - Refine to one Mission Statement
- Review the [Nashua Draft Core Values](#) from our last meeting.
  - Refine to one set of Core Values



# Vision Statement



# Mission - Core Values - Vision

- The **Mission** explains who we are and our fundamental reason for existing. **It is our purpose, our why.**
- **Core Values** are the fundamental principles and practices that shape the district culture and guide NSD decisions and actions. **Core Values support the Mission and guide the Vision.**
- The **Vision** is an aspirational description of what the district would like to see happen or what NSD hopes to achieve by carrying out the Mission. **It's what success will look like at the end of this plan.**

# What is a Vision?

*“Think with audacity of imagination”*

-Curtis & City

- A **Vision** statement articulates the hopes and dreams of a school district expressed in a single, inspirational thought.
- Reading the Vision, people should understand in a general sense where the school district is going, and be inspired to join the movement.
- It is your compass, your North Star!

## Keep the End in Mind

- When vision is clear, all members of the organization give the same response to important questions like: **What do we want for our children?**
- Paint a **vivid picture** of the future.
- Think small in word count, and big in what is **possible!**

# Vision Examples

- Inspire and engage our learning community in the quest for excellence
- An exceptional education that develops innovative thinkers, curious and empowered learners, and compassionate citizens
- Engage the future with creativity and confidence
- Empower students to improve communities
- Embark on your journey; personal, local, global
- Inspired to learn, confident to explore, prepared to thrive
- Unparalleled opportunities leading to educational excellence and success for current and future generations
- All students will embark on a lifelong learning journey to flourish with empathy and confidence

# Developing Nashua's New Vision Statement

Step One: Brainstorm as a group

- What are your aspirations for NSD and its students?

Step Two:

- Using the brainstorm list, develop a brief Vision statement.

**You will have 20 minutes to develop a Vision statement**

# Working Version: Core Values

## Nashua Draft Core Values - Meeting #2

# Vision Draft



# Next Steps

- Strategic Planning Committee Meeting #3 (Data Analysis): July 9, 2025
- Homework: Familiarize yourself with your [Strategic Plan Internal Data](#)
  - Orient yourself to your Team Data folder, Common Themes Sheet, and data documents.
  - Do a high-level review of the data to familiarize yourself with its content and organization.
  - Maybe begin to identify trends or themes.
- Strategic Planning Committee Meeting #4: July 16, 2025
  - Teams present data analysis findings to the group
  - Begin to develop ideas for The Big Rocks (Goals)
  - Begin to develop initiatives for each of the goals
- Strategic Planning Committee Meeting #5: July 23, 2025

# Thank You!

[illegible]