



# Nashua School District

Strategic Planning Committee Meeting #5

Data Analysis

July 23, 2025

**Your TLA Facilitators:**

**Philip Conrad** System Strategy Consultant

**Rebecca Gosselin** Executive Director

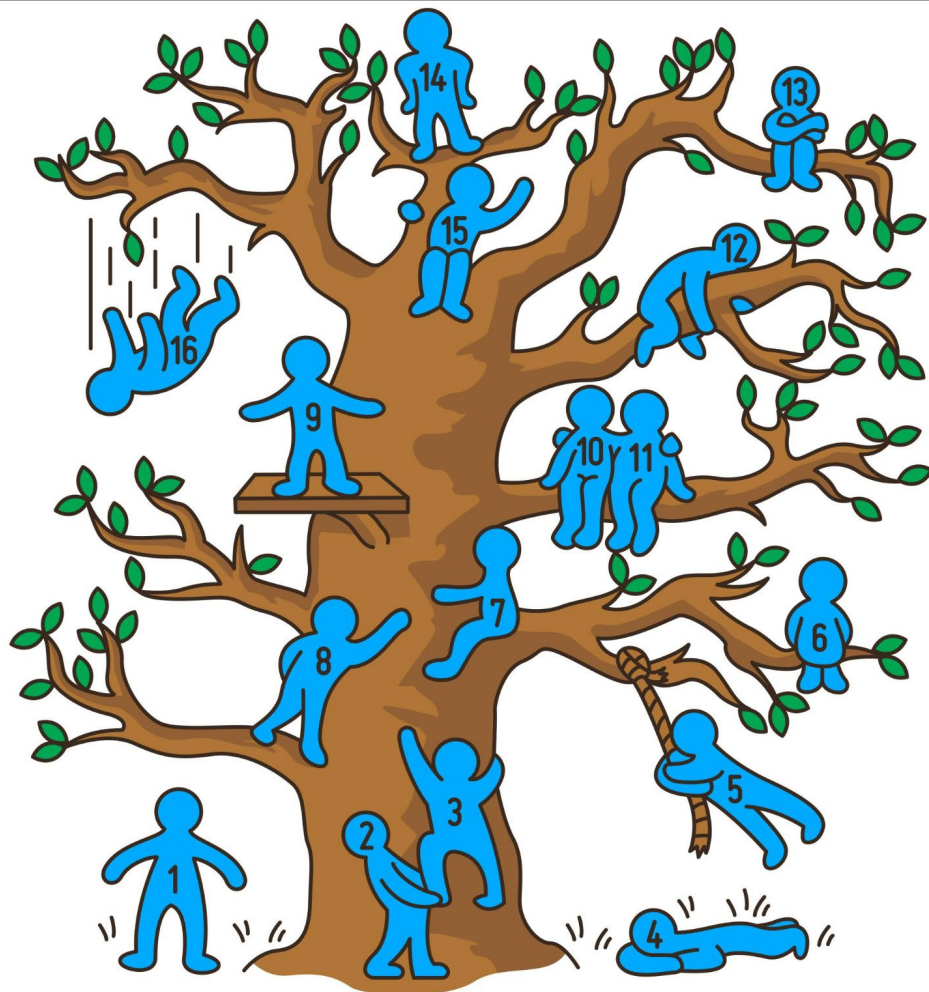
**Cynthia Smith** Associate Director, Partnerships

# Meeting #5 Agenda

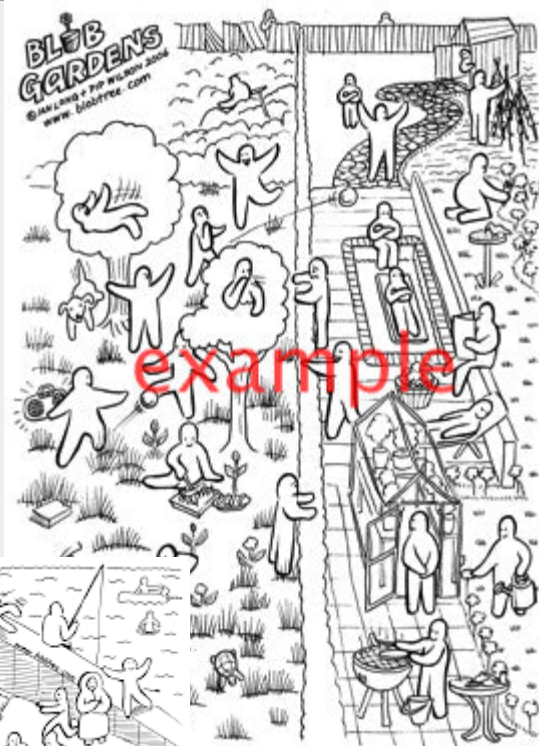
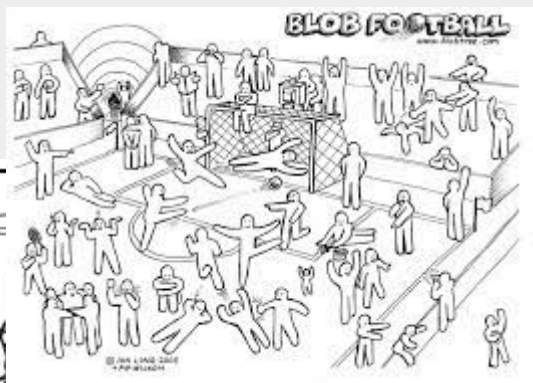
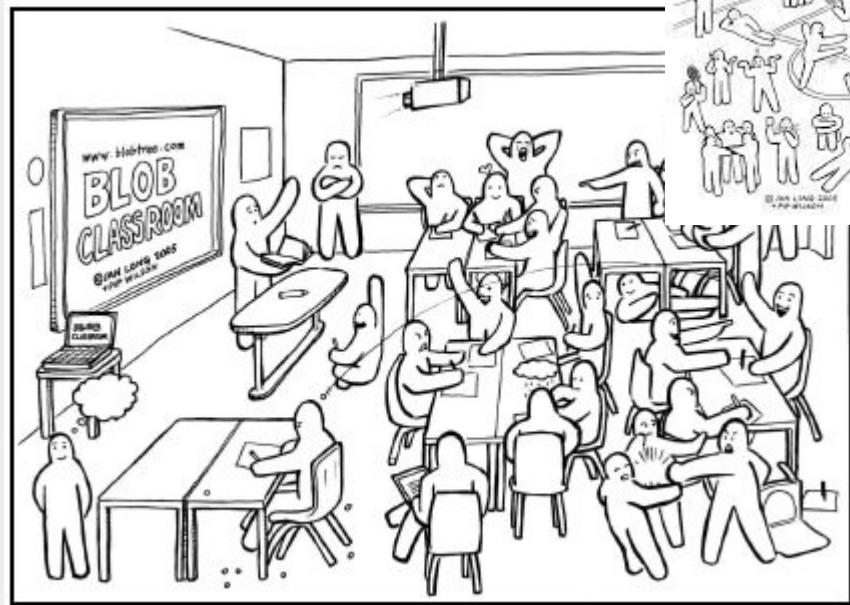
- Review
  - Vision
  - Mission
  - Core Values
- Big Rocks/Focus Areas/Strategic Initiatives
- Next Steps
- Meeting #6: August 13, 2025



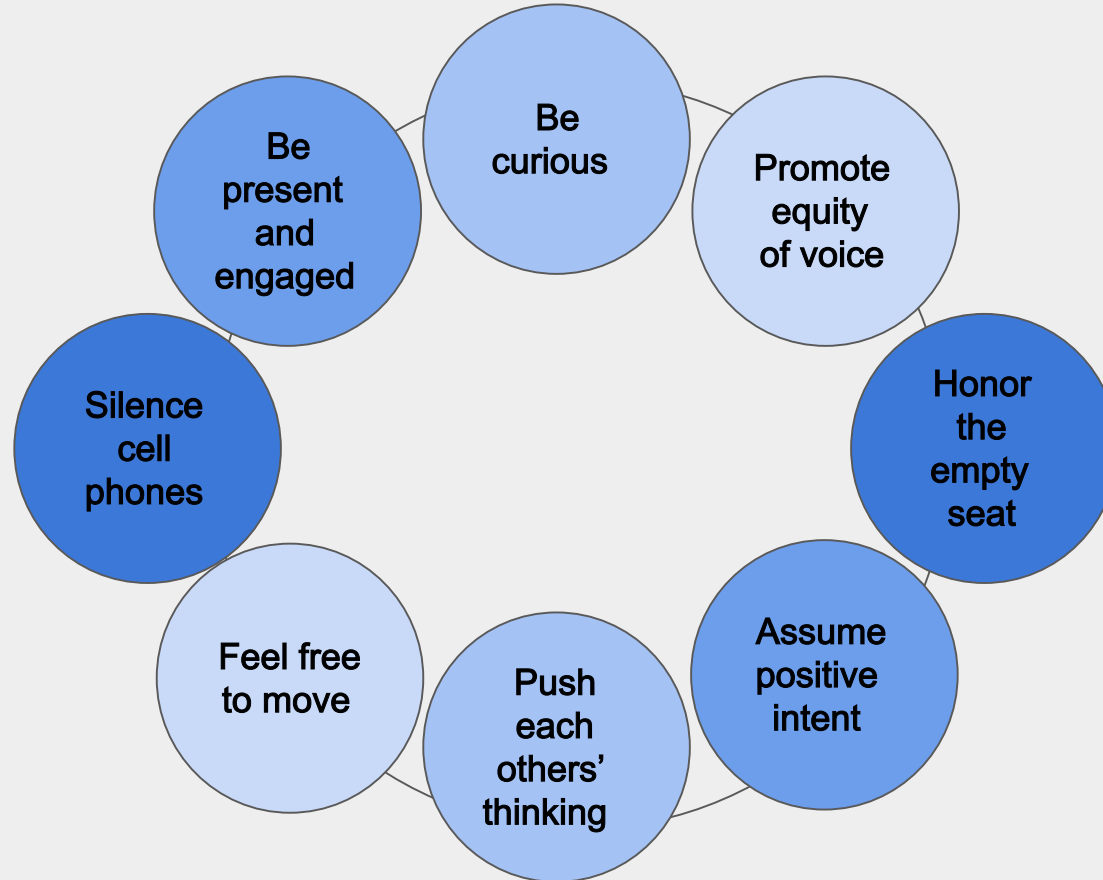
Under the Wave off Kanagawa or The Great Wave  
Katsushika Hokusai  
1830-1832







# Community Agreements for Working Together



# Strategic Planning Committee Work

## Phase I: Building the Base

- Community Input / Feedback ✓
- Collecting Data ✓

## Phase II: Informing/Analyzing

- Assessing the Last Plan ✓
- Visiting 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

# Reaching Consensus Protocol

- The discussions we have had so far have strengthened our final product
- Moving forward, we want to ensure that the final product continues to be strong, but we need to vet the work as succinctly as possible
- We will use the following consensus process to discuss the work
  - **Consensus means that :**
    - I can live with it as presented
    - I can support the implementation of this decision
    - If so, thumbs up!
    - Thumbs up = Majority!
- We will revisit all components before our final meeting to be sure we still have consensus



# Nashua School District



## Visions, Missions, and Core Values DRAFTS

## “Final” Vision Draft

The Nashua School District is a community where curiosity drives education and every learner is valued.

## “Final” Mission

The mission of the Nashua School District is to provide personalized educational opportunities and cultivate the skills and perspectives necessary for meaningful contributions to the community.

# “Final” Core Values

- *TO BE ADDED*

# Nashua School District



## NSD Focus Areas and Strategic Initiatives

# Today

- Strategic Initiatives

- What are the big rocks?
  - Edit as needed
  - Clean them up
  - Combine/tweak as necessary

- Action Steps

- What will be done to complete the initiative

- Measure of Success

- How we will know the initiative is completed?

Don't worry about "Timeline" or "Led by" - admin will do that



# Sample

## Focus Area #2: Safety, Belonging, and Well-Being

**Objective:** Provide a safe and inclusive environment to support social, emotional, and personal growth

Initiative	Action Steps	Timeline	Led By	Measure of Success
Student Well-Being/Social Emotional Support	<ul style="list-style-type: none"><li>● Establish communications and procedures to inform teachers about specific student needs</li><li>● Review and articulate current NTSS systems at each level</li><li>● Identify gaps and opportunities for data collection, interventions, and training for all staff</li><li>● Recommend evidence-based interventions</li></ul>	Years 1-3	Directors of SS, TLT, support services staff	<p>Established procedures regarding the implementation of NTSS tiered interventions</p> <p>Recommendations to the team regarding adjustments to instruction</p> <p>The development of a fully functional K-12 Tiered System of Support for social-emotional and academic intervention</p>

# Emergence of Common Themes ( Spokes/Focus Areas/Goals)

Team 1 Community Feedback	Team 2 Teaching, Learning & Leading	Team 3 Facilities, Finance, Human Capital

# Emergence of Common Themes

Option One:

[illegible]

# Moving Forward

- Which option - or something else?
- Moving forward
  - Do we have enough for some priority areas within each of these?
  - Do we have some solid info for action items?

## To Think About

- What do you want the final plan to look like?
  - Theme
  - How different than the last one?
  - Do we import the Portrait of a Learner?
  - Sample Plans



## Next Steps

- Meeting #6 - August 13, 2025
  - Finalize Initiatives
  - Begin Final Draft