



# NORTH RIVER COLLABORATIVE STUDENT SUCCESS PLAN 2024 – 2029



## Mission Statement

North River Collaborative will act as a leader in cooperatively developing and delivering innovative and cost-effective educational and therapeutic services for students, families, school districts, partner organizations, and communities in order to offer excellent, equitable, and highly relevant education for all.

## Vision Statement

North River Collaborative will utilize a culture of accountability, transparency, equity, and continuous improvement to fulfill our mission and remain at the forefront of educational innovation to meet the individual needs of students in our region within the most inclusive setting possible.

## Guiding Beliefs

### We believe...

- All students and families deserve equitable access to high-quality educational services that support student success in all domains as well as a life-long success as an independent adult.
- In an educational landscape where the needs of students are at the forefront of decision-making that includes personalized learning, individualized support systems, and a commitment to nurturing the holistic development of each learner at their highest potential.
- All students should be challenged to learn in a caring, inclusive, and flexible environment that appreciates diversity, values life-long learning, and prepares students to be successful.
- High-quality professional development combined with a rigorous informal and formal staff evaluation system is essential for improving education practice and maximizing student achievement.
- Providing opportunities for collaboration and inviting feedback from a diverse community of voices will foster growth and innovation and allow us to build and sustain cutting edge programs and services for all students.
- Through collegiality and shared commitment, we as a staff will continue to perform at our highest potential and be empowered to operate with agency and grow as individuals serving our organization in the fulfillment of its mission.

## Equity Statement

North River Collaborative believes that equity is rooted in reflective practice that permeates all facets of our organization. We actively seek to promote inclusion and the celebration of what makes our community members unique as we continue to maintain our collective dignity, civil rights, and safety. We understand that equitable practices guide us to continue to seek to mutually understand one another and expand the representation of all stakeholders in order to create a more diverse organization.

<b>Pillars of Success</b>		
<b>Program and Service Enhancement</b>	<b>Facilities and Operations</b>	<b>Human Resource Development</b>
<b>Strategic Objectives</b>		
The Collaborative will be responsive to stakeholder feedback as evidenced by the development of existing programs or services and the expansion of these supports to meet the needs of students in the region.	The Collaborative will develop comprehensive internal systems and work to reevaluate the physical space needs of our programs to provide high-quality work and learning spaces that foster innovative and efficient practices.	The Collaborative will support the agency, growth, and well-being of our existing staff while recruiting prospective team members to support our growing programs and services with a focus on building a community rooted in equity and understanding.
<b>Strategic Initiatives</b>		
1.1 Continue to evaluate our programs to ensure that high-quality instruction, related service support, and clinical/behavioral support is provided to our students.	2.1 Continue to build internal fiscal systems that enhance the efficiency and fiduciary responsibility of the Collaborative.	3.1 Ensure that the voice of all staff is incorporated into the decision-making process including gathering feedback on their self-care needs so that they may feel safe in the application of their skills.
1.2 Promote culturally responsive support strategies and resources that engage diverse learners and foster supportive, respectful, student-centered learning environments.	2.2 Work within the parameters of the North River Collaborative Capital Plan to improve the quality and capacity of the physical spaces that are utilized throughout the Collaborative.	3.2 Maintain and update our internal and external professional growth needs to support growth, agency, and innovation across all Collaborative departments and in the region as a whole.
1.3 Expand opportunities to further enhance family/caregiver and community engagement and activate partnerships that span across demographics.	2.3 Work within the parameters of the North River Collaborative Capital Plan to continue to enhance the quality of the transportation and technology resources utilized by the Collaborative.	3.3 Maintain and improve communication, safety, and security protocols and procedures throughout the Collaborative.
1.4 Engage with school district stakeholders to cultivate trust while offering competitive and responsive services.	2.4 Routinely evaluate the internal and external communication systems that foster a sense of community with our organization.	3.4 Actively seek to recruit highly qualified staff who will be able to maintain safety, make connections with, and prompt individualized progress in the students we serve.
1.5 Facilitate growth in consistent high-quality practices across the region among school districts and other collaboratives.		3.5 Continue to review and develop procedures that support inclusive and equitable practices across the Collaborative.