



Region 1  
2023-2024 Strategic Plan,  
Year 1 of 5 Year Plan,  
sponsored by MiSTEM Network

Dr. Diane Owen- Rogers  
Kalamazoo Regional Educational Service Agency

# Region Strategic Plan, sponsored by MiSTEM Network

Region #1, Year #1 of 5 Plan for 2023-24

## Checklist (BEFORE starting your strategic plan):

If you **cannot** check off each box below, reach out to Lori to help begin your strategic plan.

- Is the information for your region (including region fiscal contact) up to date on our shared [Contact Information Table](#)?
- Email Lori Rasmussen ([rasmussenl2@michigan.gov](mailto:rasmussenl2@michigan.gov)) any updates that were made
- Reviewed any feedback on your 2022-2023 Region Grant Submission
- Completed the Needs Assessment (located in your [Region Strategic Plan Google folder](#)):
- Shared or received insight on your Needs Assessment from your region teams or advisory council
- Reviewed the [Frequently Asked Questions Document](#) to check for feedback, recommendations, and pitfalls from other regions
- Communicated with your fiscal to prepare for the budget and coding process moving forward
  - Confirm your Level 5's knowledge of the funding codes in the [funding codes sheet](#) for budget support
  - Reviewed the [three grant funds](#) that need to be referenced in your strategic plan

## Resource Drop:

Please link any/all source resources that you used to support you in your work, i.e. previous strategic plans, etc.

- 2023-2024 Needs Assessment
- Previous Strategic Plans

## Needs Assessment Capture - to be completed each year

Stakeholders Involved:

Insert the table (or list) from the Preparing for the Conversation Section in your completed Needs Assessment (located in your Region Strategic Plan Google folder).

Stakeholder	Affiliation
Jill Bland	Southwest Michigan First
Jamauri Bogan	Boggan Developments
Kris Jenkins	Branch ISD
Kevin Clark	Berrien RESA, REMC 11
Paige Eagen	Kalamazoo Valley Community College
Andrew Dohm	Southwest Michigan College
Tim Staffen	Calhoun ISD and SW CEAC
Tina Tribu	REMC 12 W Director, KRESA
Mike Vallier	KRESA
Lisa Jenkins-Meredith	KRESA
Mindy Miller	KRESA
Amy Dirlam	Berrien RESA, REMC 11
Samantha Cree	Epredia
Brian O'Donnell	HiTech Electric

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Meg Blinkiewicz	Kalamazoo Youth Development Network
Kristin Everett	Everett Evaluation
Jeni Opel	KRESA Career Connect
Christian Manley	Battle Creek Public Schools
Anna McCrumb	Calhoun ISD, REMC 12E

## Data Sources:

Insert the reflection results from the Discovering Data Section in your completed Needs Assessment (located in your Region Strategic Plan Google folder).

<b>EQUITY LENS DATA REFLECTION</b>	<p><i>Include a debrief of the conversation with your Advisory Board about the region equity data.</i></p> <p>The Advisory was surprised by the ALICE data that things seemed similar across counties and Barry had the lowest poverty rate. Need to continue to build our analysis of equity related to MiSTEM work.</p>
<b>REGION DATA REFLECTION</b>	<p><i>Include a debrief of the conversation with your Advisory Board about region noticings/wonderings.</i></p> <ul style="list-style-type: none"> <li>● Reach is good - event taking out MiCareerQuest</li> <li>● Events need to be representative of who is in the region - Kalamazoo centric, want to see more in other counties</li> <li>● What are impacts? Are their repeat participants?</li> <li>● What is the objective - Create a clear articulation of the “why” or goals for partners and participants</li> <li>● Social Network Analysis - want to see visual indicator of type of stakeholder and and strength of relationship</li> </ul>
<b>STATE &amp; NATIONAL DATA REFLECTION</b>	<p><i>Include a debrief of the conversation with your Advisory Board about state and national noticings/wonderings.</i></p> <ul style="list-style-type: none"> <li>● What other STEM achievement data might we use since we only have math and science? - no Computer Science data</li> <li>● What is happening when scores are changing? - ex. Middle grades have higher scores sometimes</li> </ul>

(Calhoun)

- Could use MCAN data as a metric to monitor over the next 5 years - how do we compare to other regions?
- What are the trends before Covid?

Needs Statements from your completed Assessment:

Insert the table from the Write Needs Statements Section in your completed Needs Assessment (located in your Region Strategic Plan Google folder).

### **NS1: STEM Education Asset Mapping and Data Analysis**

The current Regional Director started in March of 2020 as the Covid-19 pandemic hit. This disrupted collaboration and relationship building through the 2021-22 school year. Thus the Regional Director allocated a significant portion of time to work on the MiSTEM Network, including becoming the lead of the Math Action Area.

Over the next 5 years, Region 1 will focus on identifying STEM assets in the region across all 8 counties including STEM businesses, school programming, out of school time programming, community organizations, higher ed STEM assets, and ISD/RESA assets. Region 1 will also focus on building a more robust data set to use to identify our regional work. We will report metrics on a yearly basis to stakeholder groups.

### **NS2: STEM Coalition Building Across the Region**

The data suggests that continued siloed efforts will not support students accessing STEM opportunities. Currently, there are inconsistent methods for communicating about STEM opportunities across the region. Schools, community organizations, and higher ed work in silos. This type of work relies on who you know in order to get access to resources. Additionally, Region 1 has leveraged relationships in the Kalamazoo County area since KRESA serves as the fiscal.

Over the next 5 years, Region 1 will focus on Connecting, Convening, and Coalition Building across all 8 counties in the region. This includes consistent and strategic communication about STEM opportunities (website, social media, newsletter, stakeholder meetings).

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The Region will work to identify key stakeholder groups to communicate with as a strategy to build relationships and partnerships to move from transactional to transformational relationships.

### **NS3: Build Capacity for 3P learning implementation**

Currently, there are no formalized supports for 3P implementation in Region 1. The MiSTEM Advisory Council has called for all funding to support 3P learning as a pedagogical tool that increases engagement and supports career development necessary for the STEM workforce. In Region 1, there is a need for professional learning facilitators to be developed, teacher leaders to be identified who can share their examples of 3P implementation, and for regional partners to be identified who can support business and industry as well as community partnership to sustain projects. Additionally, there is a lack of expressed interest from educational leaders outside of CTE who want to engage or allocate resources for 3P.

Over the next 5 years, we will build leadership capacity for educational leaders to be trained as trainers of 3P as well as support high-quality PBL implementation. This work will include providing 3P professional learning, supports for project implementation in educational settings, connecting business and industry partners with schools, and identifying and communicating internship, externship, and apprenticeship opportunities.

### **NS4: There are inequitable STEM practices and inequitable access to STEM opportunities in this region**

(Common across all regional strategic plans)

One of the most glaring needs is equity across STEM within the Region. An analysis of Mi School Data revealed 5% of all teachers are teachers of color whereas 31% of students are students of color within Region 1. Students must see themselves reflected in the classroom - via teacher identity, the curriculum, engaging activities, and a variety of experiences. Depending on where a student is born and what their social political identities are (such as race, gender, first language, special education status, and family income level) a student receives drastically differential access to STEM education. Variability in school funding as well as geographical access to business and industry are two key factors in these inequities. Region 1 seeks to support student programming for students of color, students learning English, and female students. Region 1 will also support training for educators on anti-bias anti-racism and culturally responsive teaching as it relates to STEM education. Additionally, the Region will focus on supports for rural, suburban, and urban contexts to meet the various geographical needs.

## Vision for region Strategic Plans & Grants (*provided*)

The MiSTEM Council calls on each MiSTEM region to develop a regional strategic plan, in collaboration with the local career and educational advisory council, that is driven by the MiSTEM pillars and culture priority strategies. The region strategic plan will address the expectations named

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within the [State School Aid Act](#), and further aim to envision, connect, and promote richer STEM experiences for all learners within the region. In addition, region plans should support the 60x30 initiative by elevating guided pathways for STEM careers. Each region will seek to engage educators, families, community organizations, and business & industry in the region's strategic plan to provide learning experiences that connect learning with career pathways.

## Outcome Statements from your completed Needs Assessment:

Insert the table from the Region Outcome Development Section in your completed Needs Assessment (located in your Region Strategic Plan Google folder).

<p>O1: By 2028, Region 1 will build sustainable relationships with at least 100 STEM assets in Region 1, with 60% of assets outside of Kalamazoo County. The asset identification will focus on building business and school partnerships in service of high-quality 3P implementation as well as identifying professional learning providers to support ongoing 3P implementation throughout the region.</p> <p>Sustainable relationship means that:</p> <ol style="list-style-type: none"><li>1) A key person in the organization is identified to be a liaison between MiSTEM and the institution with a succession plan in place</li><li>2) Organization and Region 1 have completed a partnership agreement that includes roles and responsibilities for each</li></ol>
<p>O2: By 2028, Region 1 will create and maintain a communication plan that includes regional website, social media presence, newsletter, and stakeholder meetings to consistently communicate to 3 key stakeholder groups (local K-20 educators/administrators, ISD/RESA staff, business &amp; industry partners) to drive engagement and support relationship building across Region 1.</p>
<p>O3: By 2028, Region 1 will create and maintain a 3P teacher leadership network to support on-going 3P implementation in Region 1.</p>
<p>O4: Establish equitable STEM practices in the region that are inclusive, responsive, informed, and viewed through an equity lens. (Common across all regional strategic plans)</p> <p>By 2028, Region 1 will embed ABAR practices in all Region 1 events and opportunities.</p>

## Region Strategic Planning - to be completed new the year after hosting a quarterly visit - updated as needed each year in between

As you prepare to identify action items within your region, take a moment to ground in the outcome statements above to identify this year's region STEM actions that will support progress towards the outcomes. In collaboration with your region advisory council, the goals of your strategic plan should:

- Capture the current work of STEM partners and their actions within your region that support the co-constructed outcomes
- Build out connected actions between the initiatives within your region and potentially those across the state and nationally
- Envision actions and partnerships to address gaps in progress toward your region outcomes

## Strategic Plan

Culture Component - Bring together STEM actors within and across regions in a research-informed way

*\*The priority area language is still used in NexSys\**

- Strategy #1 Transform STEM learning with innovative and integrated 3P instruction opportunities
- Strategy #2 Create business-community-education STEM partnerships
- Strategy #3 Build equitable, inclusive change by investing STEM resources and opportunities in places with demonstrated need
- Strategy #4 Scale STEM successes in our regions related to MiSTEM goals and culture

**State Level**

The core of the state-level work is to support the understanding, evaluation, and execution of the strategies listed above.

Action Item <i>(Resource: Sample Region Actions)</i>	Strategies <small>*Culture strategies should be used at least once. Place a checkmark for all that apply*</small>				Measure <small>Name the data, not the evaluator</small>	Outcome Alignment <small>*checkmark for all that apply*</small>				Timeline	Partner(s) Involvement	<u>MiSTEM Involvement</u>
	1	2	3	4		1	2	3	4			



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RA1	Participate in each of the Math, Science & Engineering, and Computer Science Advisory Council Action Area activities as aligned to the Action Areas' strategic plans.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	TBD - will uses Network evaluation protocols	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		All year	MiSTEM Network Action Areas plan all events	Partnering with th... ▾
RA2	Formalize partnership in Region 1: Create a database and document current partners to begin to identify STEM assets in the region across all 8 counties including STEM businesses, school programming, out of school time programming, community organizations, higher ed STEM assets, and ISD/RESA assets. Develop a partnership agreement form based on the Kalamazoo Youth Development model. Identify 8 STEM assets(1 per county) to develop partnership agreements as a pilot test of the process.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Database is created with assets identified from each county, Cat. B tracker, Partnership Agreement Forms	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		All year	KRESA Career Connect Community Engagement Liaison, Michigan First, MAISA GELN Directors, Regional Advisory Board	Organizing the eve... ▾
RA3	Maintain consistent and strategic communication about STEM opportunities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Regional website	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		January - September 2024	Gud Marketing support website development;	Organizing the eve... ▾

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	to the region through the regional website, social media page, and newsletter. Launch a new regional website aligned to Network and Region's priorities in September 2024.											KRESA Career Connect Communications Staff	
RA4	Region will work to identify key stakeholder groups to communicate with as a strategy to build relationships and partnerships to move from transactional to transformational relationships (connected to Outcome 1). Identify stakeholder groups to have regular meetings with for the 2024-25 school year and add meetings to the Regional Director's calendar.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Cat. B tracker	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	All year	KRESA Career Connect Community Engagement Liaison, Michigan First, MAISA GELN Directors, Regional Advisory Board	Attending the event ▾
RA5	Engage in community STEM events such as Growlers and Battle Jacks Baseball STEM Education Days, JA Girls Dream STEM Day, and Community block parties for family STEM engagement.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Cat. A Tracker, event surveys	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	December 2023 - June 2024	Junior Achievement, District Service Office - Kalamazoo, Growlers Baseball, Battle Jacks Baseball, KRESA Career Connect	Financially sponso... ▾

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RA6	Build 3P educators leader network: Pilot a Communication by Design 3P three-day Academy summer 2024 for up to 24 educators focused on building leadership capacity of three regional teams. Teams will pilot 3P projects for the 2024-25 school year. Support MiTrades pilot of 3P instruction.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Cat. A Tracker, STEM Teacher survey	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	January - September 2024	Communication by Design	Organizing the eve... ▾
RA7	Pilot educator STEM externships - 3 sessions for 20 educators summer 2024.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Cat. A Tracker, STEM Teacher survey	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	March - September 2024	Marshall Public Schools, REMC 11, 12E, 12W	Organizing the eve... ▾
RA8	Convene ISD/RESA STEM staff at least 3 times to engage in 3P capacity building activities.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Cat. A Tracker	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	April - September 2024	Region 1 ISD/RESAs	Organizing the eve... ▾
RA9	Partner with REMC to engage educators in robotics and STEM in lit learning.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Cat. A Tracker, STEM teacher survey	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	All year	REMC 11, 12W, 12E	Financially sponso... ▾
RA10	Identify areas of concern for Region 1 related to equity by analyzing region 1 data through an equity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Cat. B Tracker and FY25	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	May - September 2024	Regional Advisory Board, KYD Network	Organizing the eve... ▾

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	lens to inform the FY25 strategic plan. Connected to Youth Advisory work.					Strategic Plan							
RA11	Engage 20+ educators in ABAR and 3P learning event summer 2024.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Cat. A Tracker, STEM teacher survey	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	March - September 2024	Dr. Nicole Fonger, Deirdre Courtney, KYD Network	Organizing the eve... <span>▼</span>

## Strategic Plan Narratives

### Narrative: correlation to needs assessment, in particular the different data lens (equity, region, state/national)

All Regional Actions are aligned to the needs statements as each of the four needs statements point to the need for capacity building and equitable access to STEM resources. This year is a re-set year following hosting the quarterly meeting in June of 2023. Region 1 will refocus on connecting, convening, and coalition building.

### Narrative for how region actions support the statewide STEM strategy culture.

All Region 1 Actions are aligned to the state strategies as they support access to 3P learning for both educators and students and focus on building school, community, and business relationships. The activities are focused on building strong STEM partnerships to accomplish the work collectively and scale success across the region.

### Narrative around how the MiSTEM Region Grant funds can support the actions above and where the region will need to seek additional partnerships, etc. to further the region outcomes & connected actions beyond the budget allocation

The region 1 budget will provide funding for the Regional Director's salary to have the time allocated to engage in the Regional Activities above. As partnerships are developed, organizations will provide funding for staff time such as our REMC partnership where REMC staff provide in-kind support for facilitating professional learning. Additionally many regional partners provide in-kind time to engage in meetings to further the region's work. Several partners also provide in-kind and financial donations to fund community events that are hosted by our partners. Region 1 will braid funding streams from the Network to support various Regional Actions such as 3P training supported by playbook grants and Action Area funding.

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**Please include the dates of your region's advisory council meetings for this grant year (include asynchronous meetings/data gathering).**

October 18, 2023  
February 13, 2024  
May 22, 2024  
Aug/Sept 2024 - TBD