Strategic Plan Progress Dashboard
April 2025

Marquette-Alger RESA
SERVING SUPERIOR SCHOOLS

MTSS
Phase: Implementing

Wellness
Phase: Implementing

Early Childhood
Phase: Monitoring

CTE
Phase: Implementing

Communication
Phase: Improving

Professional Development
Phase: Implementing

1. Assessing
2. Planning
3. Implementing
4. Monitoring
5. Improving
6. Sustaining

Special Education Millage
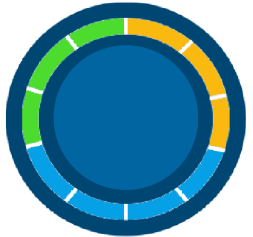**Phase: Sustaining**

Strategic Plan
Progress Dashboard Key

Anchored in a continuous improvement approach, the multi-colored graphic below illustrates the various elements for each priority in our strategic plan. Our strategic plan dashboard has been color coded to align to the multi-phased approach illustrated below.

3. Implementing
4. Monitoring
6. Sustaining
1. Assessing
2. Planning
5. Improving
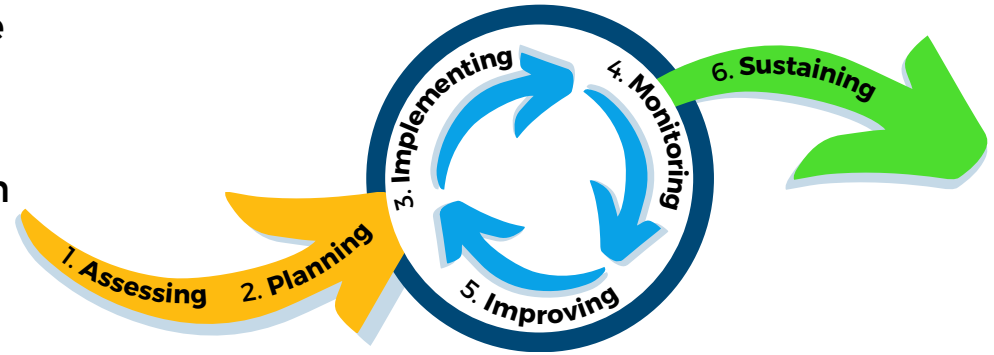
This dial is filled into the **orange** color from the continuum. This represents that an area is in the assessing or planning phase.

This dial is filled into the **blue** color from the continuum. This represents that an area is in the implementing, monitoring, or improving phase.

This dial is filled into the **green** color from the continuum. This represents that an area is in the sustaining phase.

This bar shows what phase an objective is in.

Assessing   Planning   Implementing   Monitoring   Improving   Sustaining
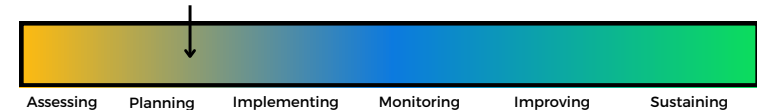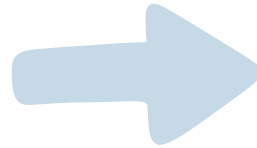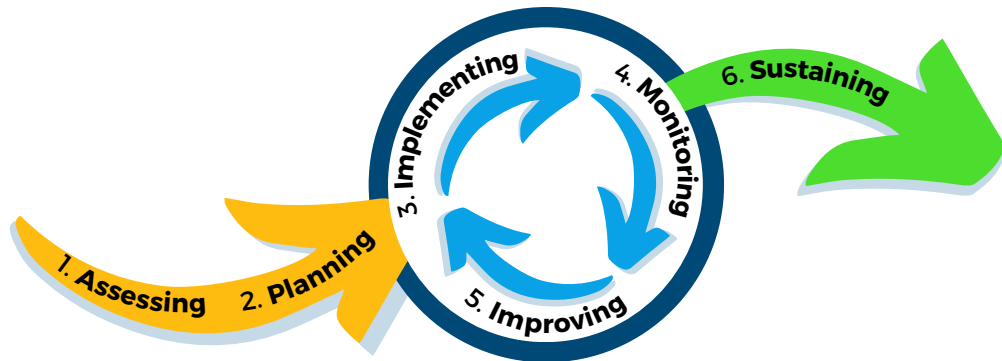
Professional Development

Goal: Provide a targeted menu of professional development offerings.

Phase: Implementing
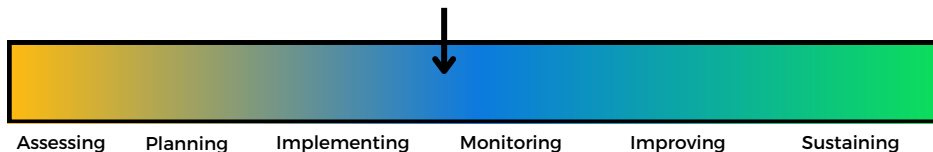
November 2023

Phase: Implementing

April 2025

Professional Development

Phase: Implementing

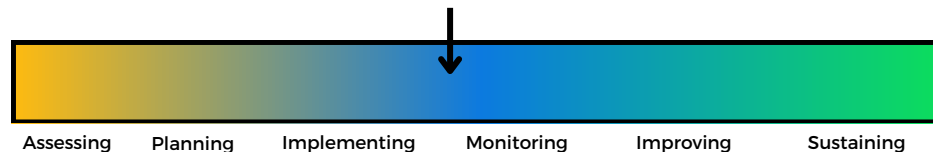**Goal:** Provide a targeted menu of professional development offerings.

1. Assessing   2. Planning   3. Implementing   4. Monitoring   5. Improving   6. Sustaining

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Identify current Professional Development (PD) offerings & meetings.

Assessing   Planning   Implementing   Monitoring   Improving   Sustaining

Identify professional development needs and priorities RESA-wide.

Assessing   Planning   Implementing   Monitoring   Improving   Sustaining

Establish an infrastructure to support a culture of professional learning and continuous PD improvement.

Assessing   Planning   Implementing   Monitoring   Improving   Sustaining

Improve the Marquette-Alger RESA website content and functionality to serve as a more effective communication tool and resource for all stakeholders.

Assessing   Planning   Implementing   Monitoring   Improving   Sustaining

MARQUETTE-ALGER RESA
SERVING SUPERIOR SCHOOLS
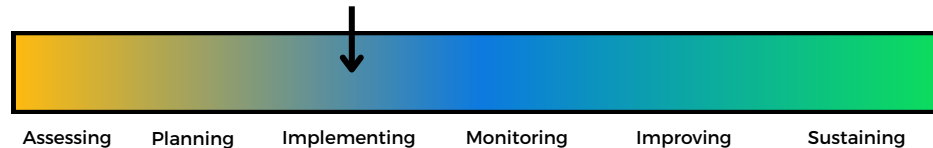
Multi-Tiered System of Support

Goal: Implement a Multi-Tiered System of Support with fidelity.

Phase: Implementing

November 2023

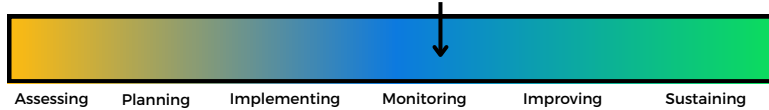**Phase: Implementing**

**April 2025**

Multi-Tiered System of Support

Goal: Implement a Multi-Tiered System of Support with fidelity.


Phase: Implementing

Operationally define a Multi-Tiered System of Support (MTSS), align research, and establish common language.
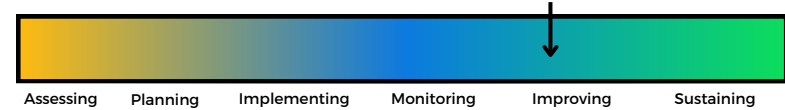

Assessing · Planning · Implementing · Monitoring · Improving · Sustaining

Establish availability of regional tools necessary to support the implementation of MTSS with fidelity.

Assessing · Planning · Implementing · Monitoring · Improving · Sustaining
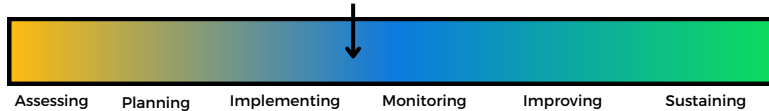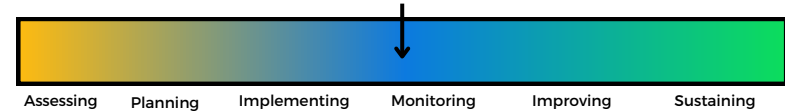
Establish an infrastructure to support a culture of program evaluation and continuous improvement.

Assessing · Planning · Implementing · Monitoring · Improving · Sustaining
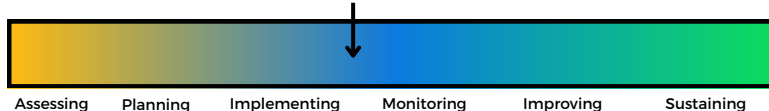
Establish baseline for LEA implementation of MTSS

Assessing · Planning · Implementing · Monitoring · Improving · Sustaining

Assist LEAs with the procedural and structural elements of Teaming in an MTSS framework.

Assessing · Planning · Implementing · Monitoring · Improving · Sustaining

Sustain and expand the understanding and importance of implementation with fidelity.
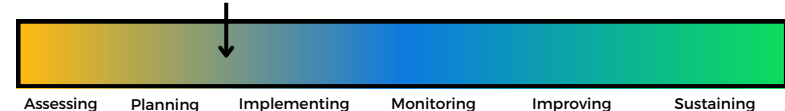
Assessing · Planning · Implementing · Monitoring · Improving · Sustaining

MARQUETTE-ALGER RESA
SERVING SUPERIOR SCHOOLS

Wellness

Goal: Implement robust mental health services.

Phase: Implementing

November 2023

Phase: Implementing

April 2025

Wellness

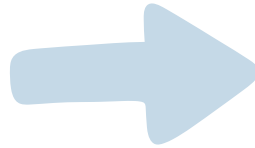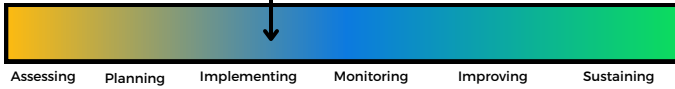## Goal: Implement robust mental health services.

Phase: Implementing

Assess current regional landscape of preventive and tier 1 & 2 interventions.

| Assessing | Planning | Implementing | Monitoring | Improving | Sustaining |

Assess current regional landscape of tier 3 mental health services and identify areas of strength and need.

| Assessing | Planning | Implementing | Monitoring | Improving | Sustaining |
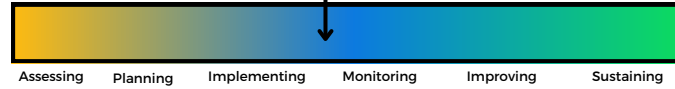
Research and review current regional crisis response plan/protocols and identify potential opportunities to strengthen and support local school districts.

| Assessing | Planning | Implementing | Monitoring | Improving | Sustaining |
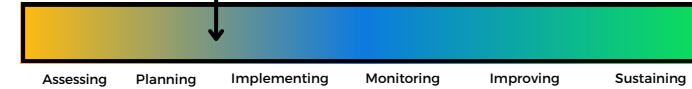
Assist LEAs across the region in establishing/enhancing MTSS to address prosocial skill development and trauma informed practices.

| Assessing | Planning | Implementing | Monitoring | Improving | Sustaining |

Implement a RESA-wide crisis response plan/protocol that fits the needs of our diverse school districts.

| Assessing | Planning | Implementing | Monitoring | Improving | Sustaining |
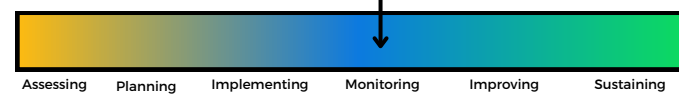
Implement a tier 3 mental health plan for children in collaboration with schools and community stakeholders.

| Assessing | Planning | Implementing | Monitoring | Improving | Sustaining |

Develop and implement training, wellness and collaboration opportunities for regional students and families in service area.

| Assessing | Planning | Implementing | Monitoring | Improving | Sustaining |

Sustain the education and programming of school and community-based mental health services with fidelity.

| Assessing | Planning | Implementing | Monitoring | Improving | Sustaining |

MARQUETTE-ALGER RESA
SERVING SUPERIOR SCHOOLS
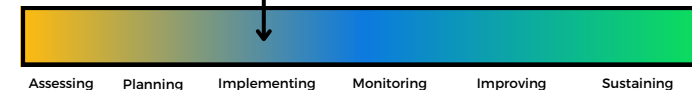
Early Childhood

Goal: Expand Early Childhood Education services.

Phase: Monitoring

November 2023

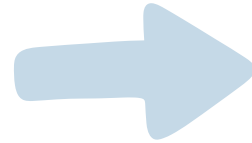Phase: Monitoring

April 2025

Early Childhood

Goal: Expand Early Childhood Education services.
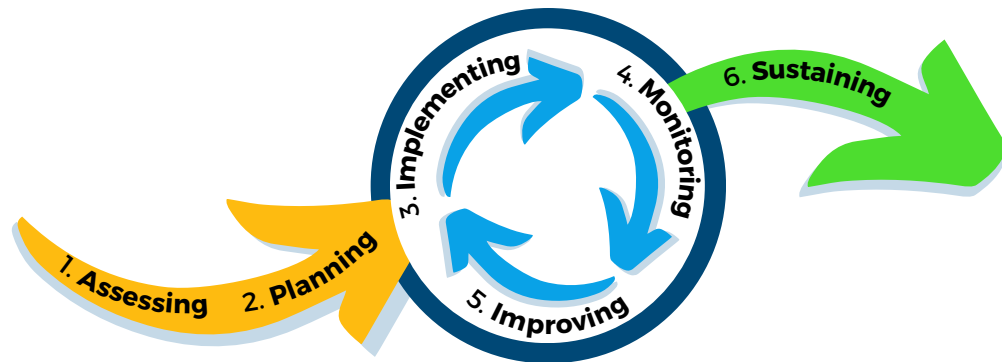
Phase: Monitoring

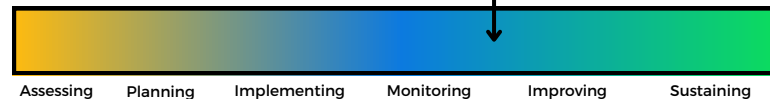Establish workforce support opportunities to retain current educators.

Assessing	Planning	Implementing	Monitoring	Improving	Sustaining

Establish program models of inclusive best practices in early childhood using research and data.

Assessing	Planning	Implementing	Monitoring	Improving	Sustaining
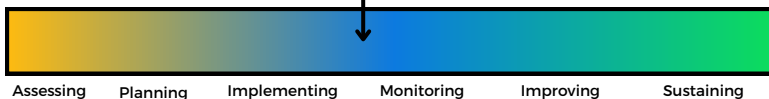
Expand family engagement opportunities across the entire service area.

Assessing	Planning	Implementing	Monitoring	Improving	Sustaining

Create opportunities to attract and develop new qualified staff.

Assessing	Planning	Implementing	Monitoring	Improving	Sustaining

Expand Early On awareness within the community.

Assessing	Planning	Implementing	Monitoring	Improving	Sustaining

Create and support opportunities for additional three- and four-year-old classrooms.
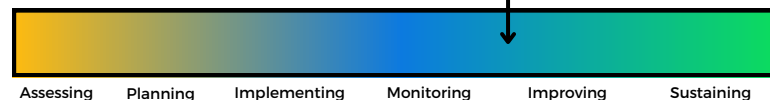
Assessing	Planning	Implementing	Monitoring	Improving	Sustaining

1. Assessing   2. Planning   3. Implementing   4. Monitoring   5. Improving   6. Sustaining

MARQUETTE-ALGER RESA
SERVING SUPERIOR SCHOOLS

Career & Technical Education

Goal: Expand and increase access to Career & Technical Education programs.

Phase: Implementing

November 2023

Phase: Implementing

April 2025

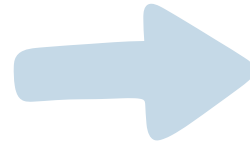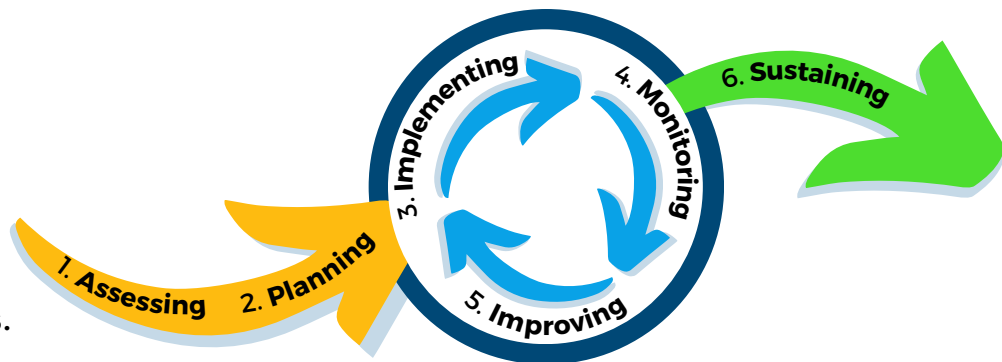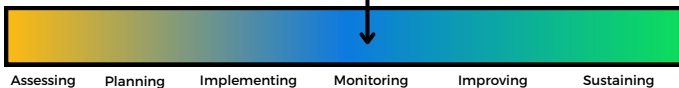# Career & Technical Education

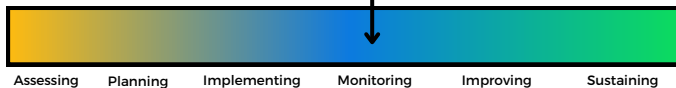**Goal:** Expand and increase access to Career & Technical Education programs.
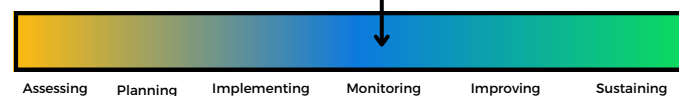

Phase: Implementing

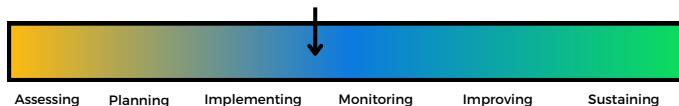Identify and prioritize regional student, employer and community needs.

Assessing	Planning	Implementing	Monitoring	Improving	Sustaining

Identify barriers to participation in CTE.

Assessing	Planning	Implementing	Monitoring	Improving	Sustaining

Identify and establish regional partnerships with regional businesses and organizations.

Assessing	Planning	Implementing	Monitoring	Improving	Sustaining

Explore CTE Funding streams.

Assessing	Planning	Implementing	Monitoring	Improving	Sustaining

Provide greater access to students across Marquette-Alger RESA.

| Assessing	Planning	Implementing	Monitoring	Improving	Sustaining
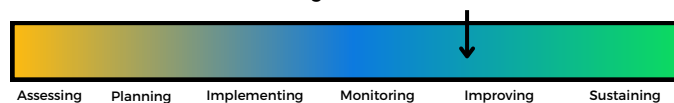
Strengthen partnerships between Marquette-Alger RESA CTE and communities, Higher Education, businesses, and organizations.

Assessing	Planning	Implementing	Monitoring	Improving	Sustaining

Sustain high quality programs for students through our sustained partnerships with communities, businesses and organizations across Marquette-Alger RESA.

Assessing	Planning	Implementing	Monitoring	Improving	Sustaining
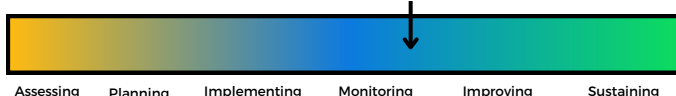
Sustain financial viability for CTE programs across region.
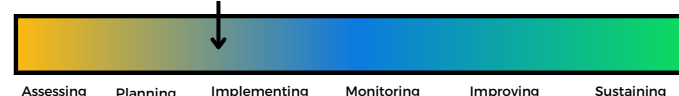
Assessing	Planning	Implementing	Monitoring	Improving	Sustaining

MARQUETTE-ALGER RESA
SERVING SUPERIOR SCHOOLS

Communication

Goal: Implement a communication plan that leads to enhanced community awareness and strengthens education partnerships and student outcomes.

Phase: Improving

November 2023
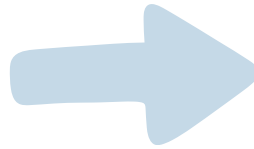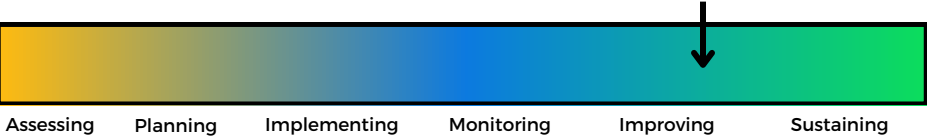
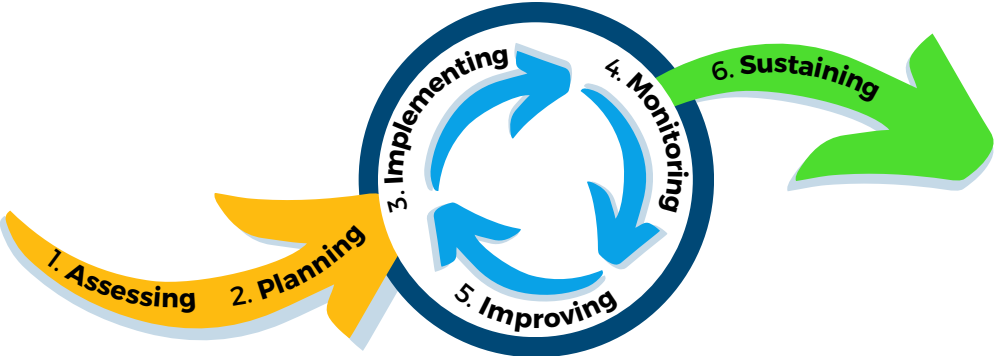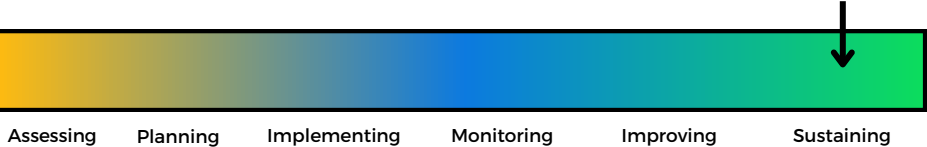**Phase: Improving**

April 2025

Communication

Goal: Implement a communication plan that leads to enhanced community awareness and strengthens education partnerships and student outcomes.

Phase: Improving

1. Assessing 2. Planning 3. Implementing 4. Monitoring 5. Improving 6. Sustaining

Streamline Marquette-Alger RESA email and other communications to ensure stakeholders receive the information they need as efficiently as possible.

Assessing Planning Implementing Monitoring Improving Sustaining

Increase overall awareness of Marquette-Alger RESA's comprehensive program offerings through both new and improved avenues of communication.

Assessing Planning Implementing Monitoring Improving Sustaining

Implement a sound process for internal communications to ensure staff and consultants are informed at all times.

Assessing Planning Implementing Monitoring Improving Sustaining

Improve the Marquette-Alger RESA website content and functionality to serve as a more effective communication tool and resource for all stakeholders.

Assessing Planning Implementing Monitoring Improving Sustaining

MARQUETTE-ALGER RESA
SERVING SUPERIOR SCHOOLS
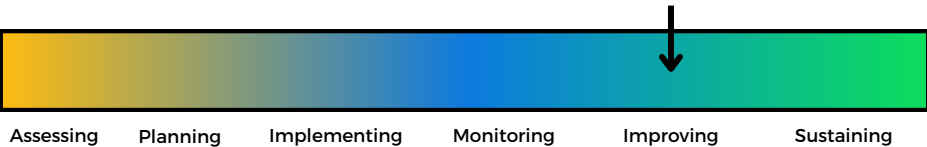
Retired...
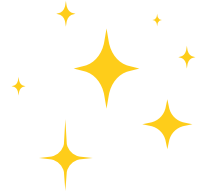
Achieved Passage of Special Education Millage

Phase: Sustaining

MARQUETTE-ALGER RESA

SERVING SUPERIOR SCHOOLS

New: Special Education

Goal: To create an inclusive, high-quality special education system that strengthens services, supports educators, and ensures equitable outcomes for all students with disabilities.
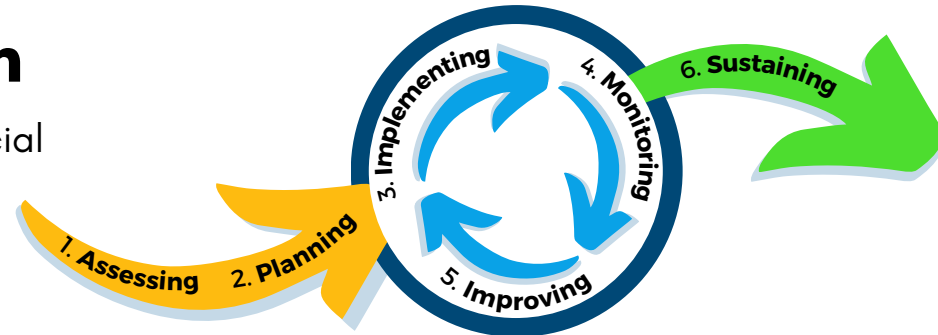
Phase: Planning

1. Assessing 2. Planning 3. Implementing 4. Monitoring 5. Improving 6. Sustaining

Expand programming options for students with disabilities, ages 19-26.

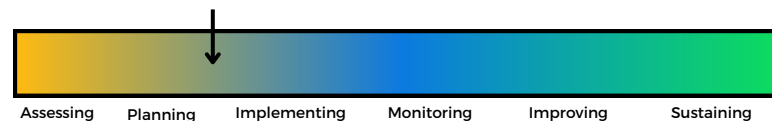Assessing Planning Implementing Monitoring Improving Sustaining

Establish student behavior support teams to provide direct collaboration and intervention support for school personnel in managing complex student behaviors.

Assessing Planning Implementing Monitoring Improving Sustaining
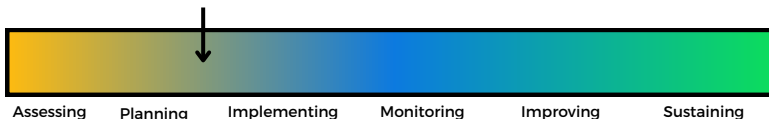
Implement a special education-focused professional learning program, including a paraprofessional boot camp and job-embedded coaching, to ensure staff have the knowledge and resources necessary to provide high-quality services to students with disabilities.

Assessing Planning Implementing Monitoring Improving Sustaining

Expand capacity of Superior Shores Therapeutic Day Treatment.

Assessing Planning Implementing Monitoring Improving Sustaining

Establish RESA-operated categorical special education programs within selected LEAs, where appropriate, ensuring these programs align with Least Restrictive Environment (LRE) requirements.

Assessing Planning Implementing Monitoring Improving Sustaining
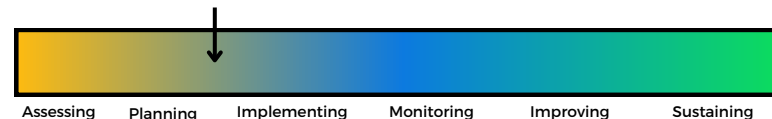
Continue the comprehensive review of LEA and Marquette-Alger RESA special education evaluation processes and procedures, identifying areas for improvement.

Assessing Planning Implementing Monitoring Improving Sustaining

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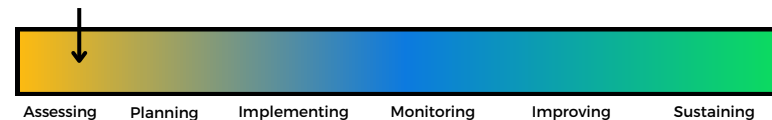
Objectives and Key Results (OKRs)

2024 - 2025

Department Head	Title	OKR Title	Objective	Q1/Q2 Goals Progress	Q3 Goals Progress	Q4 Goals Progress
Anthony Bertucci	Chief Financial Officer	General Fund Budget OKR	Ensure the Marquette-Alger RESA general fund operating budget is prepared, reviewed, and presented in a transparent, timely, and accessible manner, meeting statutory requirements and providing clear insights for constituent districts.	0.5	0.625	To be updated
Theresa King	Director of Special Education Compliance and Accountability	Special Education Compliance OKR	Enhance the knowledge and capacity of both Marquette-Alger RESA and local education agency (LEA) stakeholders to make data-driven and compliant decisions related to special education placement, eligibility, and programming.	0.385	To be updated	To be updated
Trae Forgette	Director of Technology	AI Integration OKR	Leverage AI as a tool to improve efficiency, safety, and inclusivity across all departments within the agency.	0.1771	To be updated	To be updated
Tammy Nyen	Executive Director of Special Education Services	Special Education Identification Rate Alignment	**Retired:** Identify and address the key factors contributing to the higher special education identification rate in the Marquette-Alger RESA compared to statewide averages, with the goal of aligning the region's identification practices with state and national benchmarks, while ensuring equitable and accurate services for all students.	0.5	1	To be updated
Jen Krzewina	Director of Mental Health Services	Suicide Prevention and SEL Integration	Educate and engage LEAs and stakeholders in suicide prevention and integrate SEL and PBIS frameworks with BTAM practices to enhance student support systems.	0.4375	To be updated	To be updated
Erich Ziegler	Director of Career and Technical Education	CTE Opportunities Platform	Create a centralized and organized platform that educates students about CTE opportunities and gathers actionable data to inform future programmatic decisions.	0.4165	To be updated	To be updated
Monica Nordeen	Director of HR and Communication	Onboarding and Communications Improvement	Improve employee onboarding experience and solidify communications partnership with Donovan Group to ensure high user satisfaction.	0.75/0.33	To be updated	To be updated
Kyra Thorpe	Director of Special Education	Special Education Effectiveness and Collaboration	Enhance Special Education program effectiveness and improve collaboration and communication across districts.	0.583	To be updated	To be updated
Lyndsay Carey	Director of Early Childhood	Assess Local Childcare Needs	Assess local childcare and GSRP needs to support school districts' investment and expansion planning.	0.75	To be updated	To be updated
Jon Young	Director of MTSS	MTSS Data Integration	Improve the integration and use of data to drive decision-making within MTSS and the broader school improvement process to ensure targeted interventions and resource allocation.	0.344	To be updated	To be updated
Travis Smith	Deputy Superintendent of Educational Services	Building ISD Leadership Expertise and Central Office Readiness	Expand expertise in ISD operations and strengthen superintendent/central office experience.	0.5	0.5	To be updated

![Marquette-Alger RESA logo — Serving Superior Schools]

Coming Soon...

Technology & Innovation