

A green banner with a white border, tilted slightly upwards from left to right. The word "WELCOME!" is written in large, white, bold, sans-serif capital letters.

WELCOME!

MNP20 September Meeting

September 18, 2025

Agenda overview

Today's agenda:

- Welcome and introductions
- Strategic planning kickoff
- 2025 priorities & progress
- Announcements, closing activity
- Informal connection time

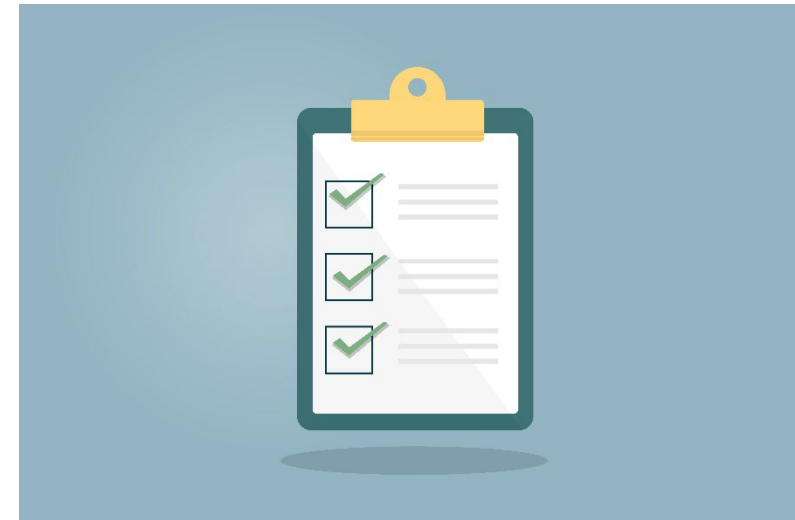


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Welcome



Photo by Garrett Cumber on Unsplash

- Welcome from Josiah
- Approval of May meeting minutes
- Welcome from Chair Graff
- Executive Committee transition update
- Introduction of Deputy Director Mandy Janssen

Introductions

- Name, organization, role
- Are you an MNP20 member or a guest?
- Share 2-3 sentences about something in your work you are excited for this fiscal year



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Strategic Planning Kickoff

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Strategic Planning Process

MNP20 GENERAL EDUCATION PARTNERSHIP

SEPTEMBER 18, 2025

About The Improve Group

- Organization history
- Evaluation, strategic planning, facilitation
- Anchored in Minnesota, but works locally, regionally, and sometimes nationally
- An employee-owned cooperative

Welcome & Introductions

Agenda

- Introduction to strategic planning
- Overview of the MNP20 Strategic Planning process
- Discussion

Show of hands, who has been recently involved in strategic planning? 1-2 people share what they liked about it.

What is Strategic Planning?

Strategic planning involves:

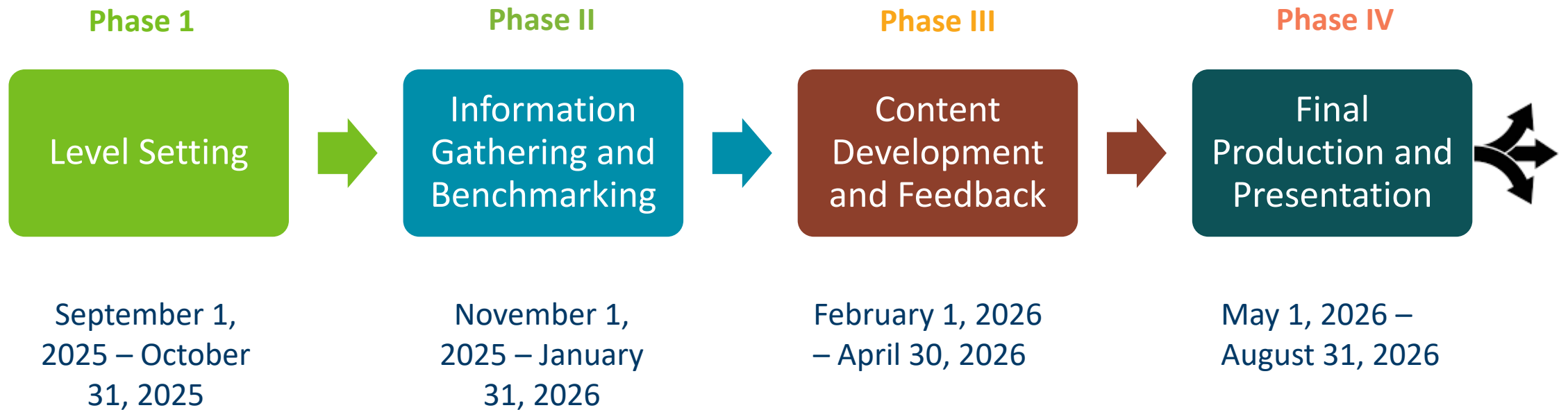
- Developing a near-term vision for the organization (5 years)
- Identifying critical issues – internal and external – that stand in the way of MNP20's vision
- Mapping a strategy towards the MNP20 vision, accounting for current challenges, strengths, and opportunities, and emergent issues
- Developing implementation plans that operationalize strategy

Result: determines the focus of an organization and where it spends its resources

Participatory Approach

- **Inclusive participation** invites and sustains the engagement of all members.
- **Teamwork and collaboration** are necessary to get a task done in the most effective, efficient, and economical way.
- **Individual and group creativity** bring out the best of each person's rational and intuitive capacities.
- **Action and ownership** position the group to take action on decisions owned and supported by group members.
- **Iterative process**, that accommodates emergent learning and activities.
- **Reflection and learning** confirm individual and group resolve.

Overview of the MNP20 Strategic Planning Process



Phase I – Level Setting

Objectives

1. Understanding Strategic Planning Expectations through:

- Inception meetings with the MNP20 Executive Director and Deputy Director
- Understanding expectations from MNP20 General Partners
- Meetings with the MNP20 Executive Committee
- A virtual orientation meeting for the MNP20 Strategic Planning Task Force

2. Other Level Setting

- Background document review (MNP20 2024 Annual Report, Outcomes Data, Theory of Change, Mission, and Vision)
- Interest holder mapping (who is represented, and who might be missing)

Phase II - Information Gathering and Benchmarking

Research

- Research and summarize current trends in P-20 strategic planning by reviewing strategic plans in 4-5 comparable states
- Research current initiatives from four to five comparable P-20s in other states: 4-5 states
- Identify high-impact practices for P-20-type partnerships based on current research and recommendations from the field (e.g., from national organizations such as Education Commission of the States, Lumina Foundation, Jobs for the Future, etc.)
- Provide a written summary of research

Phase II - Information Gathering and Benchmarking

Outreach and Information Gathering

- Based on the interest holder map, identify interest holders to be engaged
- Determine the best method for engaging different interest holders (surveys, interviews, focus groups)
- Develop appropriate protocols for surveys, interviews, and focus groups
- Collect and Analyze and summarize data from surveys, interviews, and focus groups.
- Provide a written summary of findings to the MNP20 Strategic Planning Committee and MNP20 Executive Committee.

Phase III – Content Development and Feedback

Workshop Objectives

1. Environmental Scan:

- To establish a shared understanding of the environment in which MNP20 operates. To prioritize what strategic actions should be implemented first
- Review previous summary reports for the strategic planning workgroup
- Based on Benchmarking Research, WAVE Analysis activity
 - Horizon (Out of Sight/Emerging): New ideas, concepts, or experimental trends that are not yet visible but could "shake things up" in the future.
 - Emerging Trends: Early-stage trends with nascent momentum that are just starting to form and gain attention.
 - Swell/Crest: Established, dominant trends and practices that have widespread momentum and positive results.
 - Undertow/Disappearing: Trends or old habits that are fading away, declining in significance, or have already become obsolete.

Phase III – Content Development and Feedback

Workshop Objectives

1. Practical Vision:

- To come to consensus on what MNP20 wants to see in place in 5 years (July 2026-June 2031) as a result of their actions.
- Review values and the implications they have on realizing MNP20's Vision
- Consensus workshop to reconcile the strategic planning group's visions

Underlying Contradictions & Strategic Directions

Workshop Objectives

1. Underlying Contradictions:

- To uncover barriers and challenges that might get in the way of MNP20 achieving its Practical Vision
- Root cause analysis, forcefield analysis, or consensus workshop.

2. Strategic Directions:

- To establish clear strategies and activities that set the course for MNP20
- Operative question: “What innovative, substantial actions will deal with the underlying contradictions and move us toward our vision?”

Focused Implementation & Action Planning

Workshop Objectives

1. Focused Implementation:

- To prioritize what strategic actions should be implemented first
- Determine roles and responsibilities
- Map out calendaring at a high level



2. Action Planning

- To develop detailed action plans for top priority action items
- Who, what, where, why, when?

- A five-year strategic plan that considers all of Minnesota and is anchored in the needs of all of Minnesota's learners, urban, rural, and focused on equity.
- A strategic plan that clearly identifies priorities and who will do what and when.
- A strategic plan that is a living document with built-in flexibility as priorities change or issues emerge.

Question and Answer

- Do you have questions about the planning process I just laid out?

Discussion

- What are your hopes and fears as we embark on this strategic planning process?
- What are you hoping to get out of this strategic planning process? What are you looking forward to?
- Where do you see potential challenges or obstacles with this planning process? What concerns do you have?
- What questions do you have about this process?
- Reflection with two people next to you on what we need to consider for the strategic planning project ahead, then report out.



MINNESOTA P-20 EDUCATION PARTNERSHIP

Strengthening outcomes for all of Minnesota's learners.

2025 Priorities and Progress

2025 Priority Updates

- Strategic planning
- Educator workforce
- “Next Phase of Dual Enrollment Policy” cohort
- Educational attainment goal
- Career pathways statewide effort
- MNP20 financial sustainability and ROI
- FAFSA supports landscape review
- MNP20 communications strategy



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Announcements & closing whip-around

Member
spotlights starting
in November!



**Feel free to stay and
connect with one another!**

**Please be sure to complete and leave your “temperature
check” document before you go.**