

HIGH PLAINS REGIONAL EDUCATION COOPERATIVE 3

STRATEGIC PLAN

JANUARY 2025—JUNE 2028



Preface to the High Plains Regional Education Cooperative Strategic Plan

The High Plains Regional Education Cooperative (HPREC) Strategic Plan represents a unified vision for advancing educational excellence across our member districts. This plan is more than a document—it is a commitment to collaboration, innovation, and equity in service to the students and communities we serve. Developed through thoughtful dialogue and stakeholder engagement, it reflects our shared aspirations and the practical steps needed to achieve them.

Our Vision

“Driving innovation that leads to equitable access for educational services through fiscal stewardship, determination and regional teamwork.”

Our Mission

High Plains Regional Education Cooperative’s mission is to provide innovative educational services that empower schools to improve student outcomes

Core Values

- **Collaboration:** We believe in the power of partnerships to achieve shared goals.
- **Entrepreneurial/Stewardship** – how to stay balanced and yet forward thinking in light of low opportunities
- **Determination/GRIT** – because of complexity of issues for the region, this value is needed to be successful, grit, stay the course to overcome adversity
- **Innovation:** We embrace creative solutions to meet evolving educational challenges.
- **Customer Service:** We prioritize responsiveness and excellence in supporting our districts.

Strategic Goals

1. Recruit and hire **at least five qualified ancillary staff members** (such as speech Language pathologists, occupational therapists, physical therapists, and school psychologists) and other key personnel **each year** to meet the service needs of HPREC3 member districts achieving **a minimum total of 15 new hires by end of 2029**.
2. Support member districts by solidifying existing CTE programs and introducing at least one or more new CTE pathway annually (e.g., healthcare, IT, skilled trades) across participating districts for a total of three or more new programs by 2029.
3. Provide comprehensive services to all member districts through the 2029 school year by: delivering at least one professional development session per quarter for each identified professional sub-group. Maintain 100% attendance compliance with all state-mandated meetings. Sharing quarterly service reports with all member districts.

SOAR Framework

This Strategic Plan is grounded in the SOAR analysis—Strengths, Opportunities, Aspirations, and Results—developed through collaborative sessions with leadership teams and stakeholders. Our strengths include robust networking, specialized support services, and resource pooling. Opportunities focus on ancillary staffing, professional development, and regional coordination. Aspirations center on innovative staffing solutions, leadership training, and improved teacher culture. Results are defined through measurable outcomes and key performance indicators that will guide our progress over the next three years.

Commitment to Accountability and Engagement

This plan is not static; it is a living framework that will evolve as we respond to emerging needs and opportunities. We are committed to transparency and accountability, ensuring that progress is monitored and communicated regularly. Community engagement remains central to our approach, as we believe that lasting success depends on the voices and contributions of all stakeholders—educators, families, and community partners. Together, we will transform challenges into opportunities and aspirations into achievements. The High Plains Regional Education Cooperative Strategic Plan is our collective promise to deliver excellence, equity, and innovation for every student in our region.

Core Values

Trust -

1. Innovation is crucial for survival; it's important to collaborate, but also to think creatively and beyond conventional methods.
2. **Collaborative Leadership – teamwork, importance of cooperative working together toward decision making
3. **Customer Service – relationship building, customer focus, keeping the kids first
4. Diversity—district having to hire a variety of people to fill needs
5. Flexibility
6. **Entrepreneurial/Stewardship – how to stay balanced and yet forward thinking in light of low opportunities
7. Communication
8. **Determination/GRIT – because of complexity of issues for the region, this value is needed to be successful, grit, stay the course to overcome adversity

Both work teams had agreement on the values. They both selected the same values, in the same order!

Vision Statement

“Driving innovation that leads to equitable access for educational services through fiscal stewardship, determination and regional teamwork.”

Comments from group during discussion: importance of fiscal responsibility, statement must communicate to leadership/staff the importance of anticipating needs for the region, need to be aggressive finding funds and opportunities that fit the region.

Mission Statement

Our mission is to provide innovative educational services that empower schools to improve student outcomes

Goals

Goal One – Staffing

Potential Actions: (Year One) -

Develop – propose a model for regional staffing, include budget proposal, funding scenarios, potential grant funding –
Maybe pilot in one area (ie, Psych)

Potential partnership with organizations, such as CES, to contract with REC to schedule work across the region. MOA would need to be developed to describe the partnership with CES/REC

Ancillary services and the need to coordinate schedule/use across district.

Goal Two – CTE

Potential Actions: (Year One)

Conduct an analysis of current CTE programs/practices in place – gather data on what is available, working
Develop comprehensive workplan to expand, including budget proposal, funding scenarios, potential grant funding,
(budget to include scenarios that include participating districts)

Goal Three – Services

Admin, staff and board training

Coordinating PED requirements – identify and develop support for districts needs, develop workplan – liaison work
with district, state meeting coordination

High Plains Regional Education Cooperative 3

Focus Group

Tuesday, October 28, 2025

The High Plains Regional Education Cooperative 3 focus group met on October 28, 2025, identified strengths including networking, special education support, facilities, financial resources, and statewide initiative knowledge. Opportunities discussed encompassed ancillary staffing, professional development, CTE alignment, and increased funding. Aspirations highlighted improving state-wide meeting attendance distribution among REC superintendents with a centralized reporting system, continued research on state financial and resource support, school board training, behavioral specialist availability, resource pooling, leadership training, and AI implementation guidance, with a goal to enhance ancillary service personnel contracts over a three-year plan.

Strengths:

Networking

Experience

Special Ed Support/Training

Facilities and Technology

Instructional Resources/Human Resources

Financial Ability to Support Districts

Power School Support/Student Info System

Knowledge of Statewide Initiatives—Whole Child-Keeping with State Requirements

CTE Support for Districts—Program and Human Resource

Child Find Support

Books

Procurement Contracts

Free Online bus driver training

Opportunities:

Internal:

Ancillary Staffing Support

Beginning of Year Conference for all Staff-Networking-Virtual follow ups with staff specific meetings

Coordinating Textbook Adoption with follow up Professional Development

Need for additional staffing to provide CPI training or flexibility for present provider

More local Professional Development Opportunities in partnership with PED in a centralized location

CTE Alignment and intra districts—community colleges and higher education

Shared initiatives with in the REC districts

More funding for RECs—Increase indirect cost rate

Aspirations:

Strategically fulfill state and other required meeting attendance obligations while managing multiple responsibilities

Support and better understanding of state opportunities / benefits—construction support

Finding the right people for the job

Better clarity on PED requirements

Training support for boards—keep them up to date; roles and responsibilities of board and superintendent—stay in each of their respective lanes; instruction, strategic planning, and accreditation.

Virtual training for board members

REC host board training

Behavioral Specialist

How to pool resources to address all student needs all the time

Site level administrator training and network collaboration for principals

Professional development for central office leadership at the national level

Centralized training for ancillary professional staff

Quarterly networking sessions for teachers, janitors, EA's etc.

REC becomes rotating center for training

Training and support for AI. Define restrictions, security, monitoring, and implementation

Pooling college resources for students

Identifying resources for post graduate students

Results:

Number of related ancillary service personnel contracted by the REC for districts year 1, 2, 3, of plan

Metrics (KPI's) will be revisited during the development of Goals, action plans, and strategies

High Plains Regional Education Cooperative 3

Administrator Focus Group

Monday, November 3, 2025

<p>Strengths:</p> <ul style="list-style-type: none">Makeup of REC and potential to help regionMedicaid billing and Medicaid supportSpecial Ed support and keeping apprised of special ed initiatives and activitiesProfessional DevelopmentI-Ready and MAPS paidRepiloted magnetic reading programAccess to CPI trainingSocial Worker servicesCTE programsMaintain Power School special ed portalPull all micro-districts together for grant writing and resources in generalHelped with curriculum reviewDyslexia servicesProcurement servicesBus driver training portalSpecial Education Law roundtablesChild Find	<p>Opportunities:</p> <ul style="list-style-type: none">Ancillary Services and sharing of staff; gifted and talented; guidance counselorsCompliance Support with state requirements and sharing supportREC hub in pulling districts togetherREC handles administrative and other types of supportBetter informed on administrative servicesExpanding the list-serveProfessional development for teachers and staff – bring teams together to network in a timely manner and share best practices face to face and virtual – strength of cohortsCreate a regional calendar or professional dayProfessional service contracts for playgrounds, flooring, etc.CTE regional coordination, grant funding, mobile unit to schools,Advanced notification of PED requirements and supportRecruitment - Promote NM higher teacher pay
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Aspirations:

BCBA certified personnel needed

General social services provided

Being creative in meeting the needs of school districts;
planning for sharing of staff

Enhance culture and climate to make teacher profes-
sion more inviting

Results:

Board Training – analyze current district needs with regard to board training, develop plan, coordinate training with other organizations and assist with development of a training calendar and options.

Conduct a review of current menu of services -

Guardrails

- 1. Adherence to budgetary controls and demonstration of responsible financial management.**
- 2. Preservation of current levels of effective support services and program delivery.**
- 3. Ongoing efforts to engage and establish collaborative relationships with every district within the REC, as well as with relevant state and national organizations.**

HIGH PLAINS REC 3 STRATEGIC PLAN

Strategic Goal 1 – Recruit and hire **at least five qualified ancillary staff members** (such as speech-language pathologists, occupational therapists, physical therapists, and school psychologists) and other key personnel **each year** to meet the service needs of HPREC3 member districts, achieving a **minimum total of 15 new hires by the end of 2029**.

Action Plans:	Strategies to Accomplish Action Plans	Key Performance	Completion Date	Responsible Party
Hiring an Executive Director	<ul style="list-style-type: none"> Determine the hiring window Develop the job description and advertisement Advertise the position for one month Submit applications to the Chair Arrange interviews Hold the first round virtually and bring finalists in person 	<ul style="list-style-type: none"> Determine the hiring window Develop the job description and advertisement Post the advertisement for one month Submit application to the Chair 	By Jan 1 By Jan 20 Jan 21-Mar 1 End of March	REC President K Sumpter Board Exec Director Exec Dir and Board
Recruit a full-time speech language pathologist (SLP) for employment within the region	Assessment of staffing needs for each district (request for full time equivalents)	FTE Spreadsheet from each district (original generated by HPREC)	August 1, 2026	Executive Director
Training for admin, staff and board	Each district will evaluate and report their specific professional development needs	Percentage of districts reporting professional development needs to REC. 100% of districts submit their professional development needs assessment by August1, 2026.		

HIGH PLAINS REC 3 STRATEGIC PLAN

<p>Training for admin, staff, and board</p>	<p>For Years One and Two: Plan a regional “back to school” professional development kickoff event.</p>	<p>Target: At least 90% of districts attend and actively participate in the kickoff event each year.</p> <p>Measurement Method: Track attendance records and collect post-event feedback surveys from district representatives to assess engagement and satisfaction.</p>		
<p>Full-Time Equivalent (FTE) spreadsheet for every district, original created by HPREC.</p>	<ul style="list-style-type: none"> Assess PD needs by district. Plan a regional back-to-school PD day for Years One and Two. 	<p>Summary of needs assessment findings and proposed monthly training schedule—one session scheduled each month.</p> <p>Coordination and alignment with the organizational calendar.</p>	<p>?</p> <p>Year 2</p>	<p>Executive Director,</p> <p>Exec Dir and Board</p>
<p>Develop a Comprehensive Recruitment Calendar</p>	<ul style="list-style-type: none"> Schedule participation in job fairs, university career days, and professional conferences. Create a timeline for digital campaigns and outreach to professional associations. 	<ul style="list-style-type: none"> Recruitment calendar developed to include schedule with timeline. 		
<p>Strengthen Partnerships</p>	<ul style="list-style-type: none"> Formalize agreements with universities and training programs for pipeline development. Engage with state and national organizations to expand candidate pools. 	<ul style="list-style-type: none"> Partnerships with universities and training programs finalized. Relationships with state and national organizations established 		
<p>Enhance Digital Presence</p>	<ul style="list-style-type: none"> Launch targeted ads on platforms like LinkedIn and specialized job boards. 	<ul style="list-style-type: none"> Digital marketing campaigns are developed, maintained and updated. 		

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<p>Implement Incentive Programs</p>	<ul style="list-style-type: none"> • Offer relocation assistance and sign-on bonuses for hard-to-fill positions. • Create referral bonuses for current staff. 	<ul style="list-style-type: none"> • A plan for an Incentive program and benefits are developed and operational. 		
<p>Streamline Hiring Process</p>	<ul style="list-style-type: none"> • Standardize interview protocols and reduce time-to-hire through automated scheduling. • Assign dedicated HR liaisons for candidate engagement. 	<ul style="list-style-type: none"> • Protocols for the interview process are in place, automated system is operable, and HR processes are standardized. 		

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Strategic Goal 2– Support member districts by solidifying existing CTE programs and introducing at least one or more new CTE pathway annually (e.g., healthcare, IT, skilled trades) across participating districts for a total of three or more new programs by 2029.

Action Plans:	Strategies to Accomplish Action Plans	Key Performance Indicators	Completion Date	Responsible Party
1. Conduct Needs Assessment	<ul style="list-style-type: none"> Survey member districts to identify high-demand career fields. Analyze labor market data to prioritize pathways (e.g., healthcare, IT) 	<ul style="list-style-type: none"> Program Launch: At least one new CTE pathway introduced each year 	April of each school year	Counselor and/or CTE coordinator at each district
2. Strengthen Existing Programs	<ul style="list-style-type: none"> Audit current CTE offerings for quality and compliance. Provide professional development for CTE instructors. 	<ul style="list-style-type: none"> Enrollment Growth: Percentage increase in student participation in CTE programs 	June of each school year	Counselor and/or CTE coordinator at each district in collaboration with HPREC CTE project coordinator
3. Develop New Pathways	<ul style="list-style-type: none"> Collaborate with industry partners and higher education institutions. Create curriculum aligned with state standards and industry certifications. 	<ul style="list-style-type: none"> Industry Partnerships: Number of formal agreements with employers and colleges Certification Attainment Percentage of students earning industry—recognized credentials 	Ongoing with a goal of at least 3 HEI and/or community colleges	Counselor and/or CTE coordinator at each district in collaboration with HPREC CTE project coordinator

HIGH PLAINS REC 3 STRATEGIC PLAN

4. Secure Funding	<ul style="list-style-type: none"> • Apply for state and federal CTE grants. • Allocate cooperative resources for equipment and instructional materials. 	<ul style="list-style-type: none"> • Funding Secured: Total grant dollars obtained for CTE initiatives 	Ongoing with all funds budgeted by April of each year	REC Executive Director with CTE project coordinator
5. Marketing & Outreach	<ul style="list-style-type: none"> • Launch campaigns to promote new pathways to students and parents. • Host informational sessions and career fairs. 	<ul style="list-style-type: none"> • Satisfaction Metrics: Survey results from students, parents, and employers 	1 career fair per school year in the spring and 1 college fair per school year in the fall (minimum)	REC Executive Director with CTE project coordinator (will collaborate with district counselors/CTE coordinators to schedule)

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Strategic Goal 3 – Provide comprehensive service to all member districts through the 2029 school year by: delivering at least one professional development session per quarter for each identified professional sub-group. Maintain 100% attendance compliance with all state-mandated meetings. Sharing quarterly service report with all member districts.

Goals One:	Strategies to Accomplish	Evaluation	Completion Date	Responsible Party
1. Professional Development	<ul style="list-style-type: none"> • Board Training • SPED Training <ul style="list-style-type: none"> Present Levels Timelines for reporting Goal Writing Consistency with all ancillary staff • Crisis Prevention Training w/additions for ASD and ADHD awareness <ul style="list-style-type: none"> Unified way *PBIS <ul style="list-style-type: none"> Max Capture Synergy SSIS CTE Next Step Planning Level All Direct Staff Training MLSS Support • Mental Health Early Signs 	<ul style="list-style-type: none"> • PD Delivery: 1 session per subgroup per quarter (track completion rate). • Satisfaction: Average PD session rating \geq 4.0 on post-event surveys 		

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	<ul style="list-style-type: none"> • Curriculum Create an annual PD calendar segmented by professional subgroups • Assign facilitators and secure venues or virtual platforms • Collect feedback after each session for continuous improvement 			
<p>2. State-Mandated Meetings</p>	<ul style="list-style-type: none"> • Maintain a compliance checklist for all required meetings. • Designate a coordinator to monitor attendance and documentation. • Use automated reminders and scheduling tools to prevent gaps. • HPREC calendar of meetings and required reports. 	<ul style="list-style-type: none"> • Compliance: 100% attendance and documentation for all state-mandated meetings. • Summary Report: is shared with all HPREC3 superintendents 	<p>CPIR reviewed after each meeting</p>	
<p>3. Quarterly Service Reports</p>	<ul style="list-style-type: none"> • Centralized Tracking: Use a shared dashboard for PD sessions, compliance, and reporting deadlines. • Stakeholder Engagement: Communicate expectations and timelines to district leaders early. • Continuous Improvement: Review feedback and compliance metrics quarterly to adjust processes 	<ul style="list-style-type: none"> • Reporting: Quarterly reports delivered to all districts by deadline • Timeliness: Reports submitted within 5 business days of quarter end 		

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Review current menu of services/ training and ancillary in all districts	<ul style="list-style-type: none">• HPREC providers a list of offerings that are current• List of current providers			
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