



Idaho EcosySTEM Webinar

Information Sharing & Alignment
Strategic Action Plan
Implementation Planning

October 7, 2022

Agenda

- About Spark!
- Where we have been: Strategic Action Plan
- Where we are going: Implementation Planning
- Next Steps
- Questions



Where we have been

Strategic Action Plan



Where we have been

Mission: To foster the integration of STEM experiences for Idahoans, creating problem-solvers and critical thinkers who will lead and sustain our economy.

2020

1. **First statewide convening**
 - a. Design Process Outcomes: Aspirational Statement, Resources & Needs, 4 Priority Areas
2. **Needs Assessment**
3. **Fall Virtual Convenings**
4. **Funding opportunity to form Regional Hubs**

2021

1. **Governance Board**
 - a. Developed infrastructure
2. **Spring Virtual Convening**
3. **Working Groups continue meetings**
4. **Monthly webinars**
5. **Three hub coordinators**
 - a. Dan Schillo - South West Idaho STEM Hub (SWISH)
 - b. Susan Stauffer - Idaho North & North Central STEM Hub (INNC STEM)
 - c. Ashley Schaffner - Idaho South and South East STEM Hub (ISSE STEM)

2022

1. **Monthly webinars**
 - a. Place-based, impactful work in each region
2. **Hub Funding**
3. **Hub Growth and Programming**
4. **Transition from Governance to Leadership Team**
5. **In-person Spring Convening in Lewiston on April 29 -30**
6. **Strategic action planning May -August 2022**

2022 Continued

1. **Implementation planning with the Idaho EcosySTEM Leadership Team September 2022 - February 2023**
 - a. Implementation plan created by February 2023



Strategic Action Plan

Norming Slides



Meeting Norms

- We participate as equals with shared responsibility for the outcomes
- We communicate openly, honestly, and respectfully
- We listen as allies
- We stick to the agenda
- We have no hidden disagreements or questions; if we disagree, we do so with grace and tact
- We help each other learn
- We show up on time and prepared



Idaho EcosySTEM Vision

Dedicated partners collaborate to coordinate STEM experiences and opportunities in Idaho.



Guiding Principles

- **Reinforce Existing Activities** – Avoid duplication by supporting what already exists and building reciprocal partnerships.
- **Ensure Balanced Representation** – Prioritize inclusion of individuals who are furthest from STEM in Idaho and promote access and opportunity for all Idaho STEM voices and partners.
- **Lead with Connection** – Bring education, industry, and other leaders to the table to collaboratively address STEM workforce development needs in Idaho.
- **Engage the Whole System** – Communicate and work across sectors in Idaho and deliver programming at the local level.
- **Use Data to Drive Action** – Hold a strong commitment to evidence-informed decision-making and continuous improvement.
- **Ground in Joy** – Joyfully and inclusively advance STEM access and opportunities in Idaho.



Idaho EcosySTEM

Accountability Structure Definitions

Idaho EcosySTEM

A group of partners working together to support STEM learning and workforce development in all Idaho communities to ensure a prosperous future.

Infrastructure Workgroup | Communications Workgroup | Capacity Workgroup | STEM Experiences Workgroup

Leadership Team

Cohesive team that provides direction and decisions for the EcosySTEM. The Leadership Team is representative of Idaho STEM voices.

Regional Hubs (ISEE, INNC, SWISH)

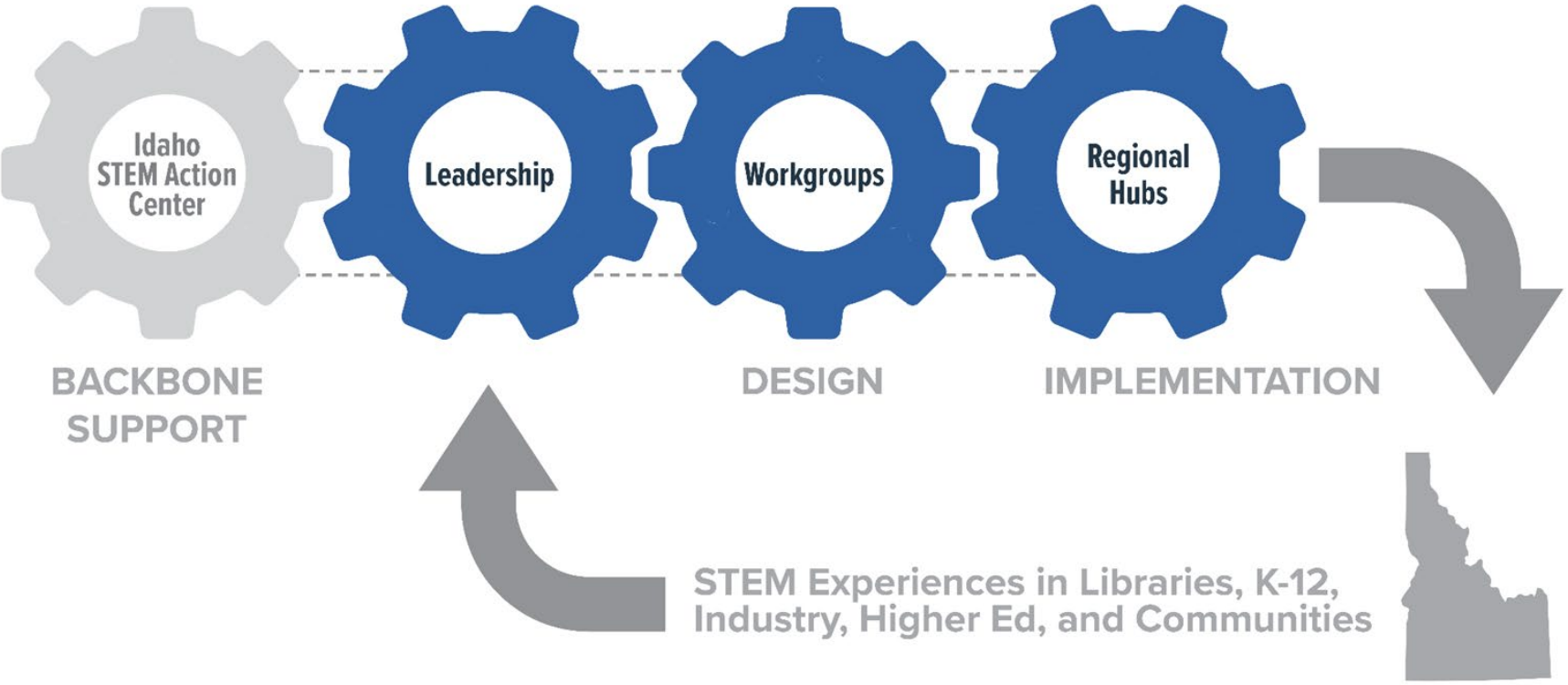
Community partners that support the development of strategic implementation plans by designing solutions to enhance the regional STEM landscapes.

Idaho STEM Action Center (STEM AC)

The Idaho STEM Action Center serves as the backbone organization by providing operational support and fiscal sponsorship for the Idaho EcosySTEM at this time.



Idaho EcosySTEM Accountability Structure Visual



Idaho EcosySTEM Leadership Team

FIRST NAME	LAST NAME	ORGANIZATION	ECOSYSTEM HUB	SECTOR
Dennison	Webb	Selkirk Outdoor Leadership & Education	INNC	Out-of-School
John	Cassleman	Schweitzer Engineering	INNC	Employer
Kathryn	Kory	ATC Manufacturing	INNC	Employer
Kay	Seven	Nez Perce Tribe	INNC	Adult & higher education
Melinda	Davis	Impact STEM Ed	INNC	Out-of-School
Rachel	Jameton	Lewis Clark State College (LCSC)	INNC	Higher education
Alaysha	Whitworth	American Heritage Charter School	ISEE	K12 education
Jeff	Stratter	Salm on Public Library	ISEE	Library
Sarah	Childers	Temple View Elementary	ISEE	K12 education
Sonia	Martinez	Idaho State University	ISEE	Higher education
Chet	Andes	Idaho Division of Career Technical Education	Statewide	K12 education
Cathy	Beals	State Department of Education	Statewide	K12 education
Traci	Bent	Idaho State Board of Education	Statewide	K12 education
Erica	Compton	Idaho STEM Action Center	Statewide	STEM
John	McFarlane	Idaho STEM Action Center	Statewide	STEM
Lisa	Lalliss-Skogsberg	FIRST	SWISH	Out-of-School

Idaho EcosySTEM Hub Coordinators:

- Ashley Schaffner – Idaho South & East EcosySTEM Hub (ISEE STEM) Coordinator
- Dan Schillo – South West Idaho STEM Hub (SWISH) Coordinator
- Susan Stauffer – Idaho North & North Central Hub (STEM INNC) Coordinator



FOUNDATION

OUR VISION

Dedicated partners collaborate to coordinate STEM experiences and opportunities in Idaho.

OUR PRIORITY AUDIENCES

- Youth (PreK –20)
- Families
- Educators (informal and formal)
- Employers

OUR GUIDING PRINCIPLES

Reinforce Existing Activities – Avoid duplication by supporting what already exists and building reciprocal partnerships.

Ensure Balanced Representation – Prioritize inclusion of individuals who are furthest from STEM in Idaho and promote access and opportunity for all Idaho STEM voices and partners.

Lead with Connection – Bring education, industry, and other leaders to the table to collaboratively address STEM workforce development needs in Idaho.

Engage the Whole System – Communicate and work across sectors in Idaho and deliver programming at the local level.

Use Data to Drive Action – Hold a strong commitment to evidence-informed decision-making and continuous improvement.

Ground in Joy – Joyfully and inclusively advance STEM access and opportunities in Idaho.

STRATEGIC OBJECTIVES (O) & KEY RESULTS (KR)

OBJECTIVE 1 | Formalize the Idaho EcosySTEM structure.

- **KR 1:** Develop and finalize leadership team bylaws.
- **KR 2:** Review and align on selected business plan created by Boise State EMBA program and finalize process of implementation for Idaho EcosySTEM.
- **KR 3:** Build and implement an Idaho EcosySTEM communications plan.

OBJECTIVE 2 | Align communications efforts to promote awareness of the importance of STEM.

- **KR 1:** Develop shared language around Idaho regarding STEM.
- **KR 2:** Present at 3 local and statewide conferences in 2023.
- **KR 3:** Publish quarterly op-eds or other content in each region to promote local STEM success stories and partnerships.
- **KR 4:** Develop and share common metrics for measuring STEM awareness and success stories and partner on publishing annual data with the Idaho STEM Action Center.

OBJECTIVE 3 | Convene partners to build capacity and continued investment in STEM pathways.

- **KR 1:** Use the STEM experience inventory to help inform how different STEM experiences in each region can build on one another/connect to inform 3–6-month STEM pathways.
- **KR 2:** Plan the 2023 Idaho EcosySTEM convening and invite and engage parents, students, employers, educators, and statewide partners in collaborative activities.
- **KR 3:** Create a local network that includes families, educators, and employers in local communities to share tips and best practices for integrating STEM at home, in the classroom, and in the community.

OBJECTIVE 4 | Coordinate existing STEM experiences to improve access and opportunities for priority audiences.

- **KR 1:** Partner with local industry partners to build an inventory of STEM experiences and identify existing and new STEM opportunities.
- **KR 2:** Publish and share the STEM experience inventory with families, educators, and employers and manage timely updates.

IMPLEMENTATION

OUR MISSION

To foster the integration of STEM experiences for Idahoans, creating problem-solvers and critical thinkers who will lead and sustain our economy.

ACCOUNTABILITY STRUCTURE

Idaho EcosySTEM

A group of partners working together to support STEM learning and workforce development in all Idaho communities to ensure a prosperous future.

Infrastructure Workgroup | Communications Workgroup
Capacity Workgroup | STEM Experiences Workgroup

Leadership Team

Cohesive team that provides direction and decisions for the EcosySTEM. The Leadership Team is representative of Idaho STEM voices.

Regional Hubs (ISEE, INNC, SWISH)

Community partners that support the development of strategic implementation plans by designing solutions to enhance the regional STEM landscapes.

Idaho STEM Action Center (STEM AC)

The Idaho STEM Action Center serves as the backbone organization by providing operational support and fiscal sponsorship for the Idaho EcosySTEM at this time.

KEY PERFORMANCE INDICATORS (KPIs)

OBJECTIVE 1 | Structure and bylaws established; business plan implemented; communications plan implemented

OBJECTIVE 2 | Shared language implemented; # presentations at conferences; annual STEM data published; # of op-eds published

OBJECTIVE 3 | # of network partners and collaborators; connect STEM experiences into STEM pathway options in each region; # 2023 EcosySTEM convening attendees by group

OBJECTIVE 4 | Inventory of STEM experiences; STEM experience “inventory” is publicly available and informative for families, educators, and employers

Where we are going

Implementation Planning



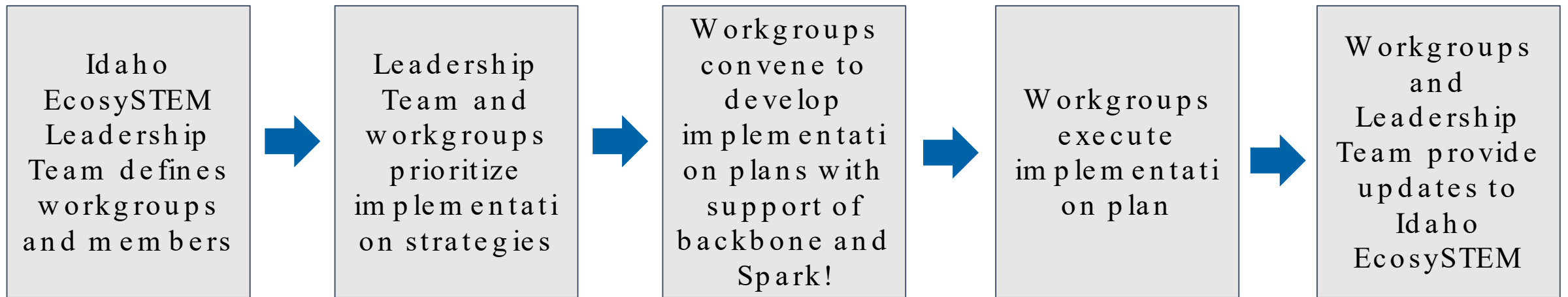
Recommended Next Steps

From August 2022

Following the Idaho EcosySTEM strategic action plan creation, recommended next steps included:	
1. Transfer norming slide deck to Idaho EcosySTEM branding	<i>in progress</i>
2. Leadership team plans to meet monthly starting in August 2022	<i>in progress</i>
3. Communicate this plan to the larger Idaho EcosySTEM	TODAY!
4. Develop implementation plan for Idaho EcosySTEM strategic action plan	<i>We will work on this together</i>
5. Identify workgroups and align on meeting norms	
6. Monitor progress and adjust as needed	



Implementation Planning Process



Roles

Idaho EcosySTEM Leadership Team

- Set overall direction regarding deliverables and expectations
- Facilitate systems level collaboration
- Ensure work meets ultimate objectives

Backbone Support via Idaho STEM AC & Spark! Strategic Solutions

- Manage day to day activities
- Track implementation milestones and deliverables
- Create transparency on progress across workgroups (identify challenges and opportunities for Leadership Team)
- Support workgroups as needed; vary by workgroup, but could include creating agendas, preparing materials, facilitating discussions, tracking and reporting progress

Idaho EcosySTEM Workgroups Infrastructure | Communications Capacity | STEM Experiences

- Develop detailed implementation plans and execute
- Translate strategic plan recommendations into detailed milestones and deliverables
- Collaborate to remove barriers to implementation
- Coordinate with backbone support and Spark! to develop and provide updates on progress to Idaho EcosySTEM



2022 Timeline

SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
LEADERSHIP TEAM <ul style="list-style-type: none"> TBD: re-engagement meeting and planning 	LEADERSHIP TEAM <ul style="list-style-type: none"> Before Halloween 	LEADERSHIP TEAM <ul style="list-style-type: none"> TBD: monthly meeting, planning, reporting 	LEADERSHIP TEAM <ul style="list-style-type: none"> TBD: monthly meeting, planning, reporting
BACKBONE SUPPORT & SPARK! <ul style="list-style-type: none"> 7: Implementation planning kick off 	BACKBONE SUPPORT & SPARK! <ul style="list-style-type: none"> TBD: Bi-weekly connection call with Idaho STEM AC 	BACKBONE SUPPORT & SPARK! <ul style="list-style-type: none"> TBD: Bi-weekly connection call with Idaho STEM AC 	BACKBONE SUPPORT & SPARK! <ul style="list-style-type: none"> TBD: Bi-weekly connection call with Idaho STEM AC
	WORKGROUPS <ul style="list-style-type: none"> TBD: Monthly infrastructure workgroup TBD: Monthly communications workgroup TBD: Monthly capacity workgroup TBD: Monthly STEM experiences workgroup 	WORKGROUPS <ul style="list-style-type: none"> TBD: Monthly infrastructure workgroup TBD: Monthly communications workgroup TBD: Monthly capacity workgroup TBD: Monthly STEM experiences workgroup 	WORKGROUPS <ul style="list-style-type: none"> TBD: Monthly infrastructure workgroup TBD: Monthly communications workgroup TBD: Monthly capacity workgroup TBD: Monthly STEM experiences workgroup



Next Steps



Next Steps

- Review the strategic action plan
 - Available via email
- Sign up for a workgroup
 - Infrastructure, Communications, Capacity, STEM Experiences
 - Email connor@sparkstrats.com if you would like to participate
- Block your calendar March 30-31
 - Idaho EcosySTEM Convening



Questions



Thank You

