



# THREE-YEAR STRATEGIC PLAN (2024 – 2026)

October, 2023





**TABLE OF CONTENTS**

Introduction ..... 2

ACTIVITIES ..... 4

    Reviewing the Mission and Vision ..... 5

    Acknowledging the Current Reality ..... 6

    Creating a Three-Year Practical Vision..... 7

    Identifying Underlying Barriers..... 8

    Setting Strategic Directions ..... 9

    Establishing Annual Goals..... 10

    Planning for Year One Implementation Plan ..... 11

## Introduction

In the Fall of 2023, Omaha Stem Ecosystem (OSE) partnered with Parlay Consulting Firm to develop a three-year strategic plan. The executive team and OSE staff participated in two sessions hosted at the Henry Doorly Zoo and Aquarium in Omaha, Nebraska on September 26<sup>th</sup> and October 3<sup>rd</sup>.

Parlay uses a modified Technology of Participation (ToP)<sup>®</sup> method of facilitation for strategic planning. This method encourages the facilitator to remain neutral and engage the participation of the entire group. The lead facilitator for this project was Beth Morrissette, CEO. The strategic planning session(s) began with a series of focused conversations designed to ground participants in the identity and most relevant context of the Omaha STEM Ecosystem's (OSE) progress since their last strategic plan. The session(s) varied from brainstorming to consensus-building, and produced for the organization, a refreshed practical vision, strategic directions, and goals to mark progress on the strategic plan. Strategic planning activities included the following:

- celebrating accomplishments since the last strategic plan
- reviewing the OSE's mission and vision
- acknowledging the progress and changes of the current reality, including internal strengths and weaknesses and external opportunities and challenges;
- reflecting and revising their three-year practical vision to identify elements the OSE's intentions to have progress in the next three years;
- identifying underlying barriers to achieving the practical vision;
- reflecting and revision to the strategic directions that account for the barriers and move the organization forward in achieving the practical vision;
- establishing annual goals; and
- creating a first-year implementation plan with action steps and accountability assignments.

Executive Committee members and staff members present for the strategic planning workshop included: Elizabeth, Tracie, Neal, Deanna, Mike, Tony, Laurie, Cynthia, Julie, Jodie, Ann, Hannah, Julie, Andreia, and Robyn

# Strategic Plan Executive Summary

## Vision

Our vision is transforming Omaha into a robust center of STEM excellence and innovation.

## Mission

The Omaha STEM Ecosystem is building a stronger STEM community by connecting education and business development for tomorrow's workforce.

## Practical Vision

*We will...*

- Build Capacity that Supports Mission Impact
- Utilize Evidence-Driven Research & Evaluation to Advance Outcomes
- Advocate for Community through Intentional Communication, Collaboration, & Connection
- Ensure Financial Sustainability through Diversified Funding

## Strategic Directions

*We will achieve the practical vision by...*

	Building Sustainability to Increase Impact	Expanding Communication to Elevate Collaboration	Measuring Impact to Ensure Progress
Year Three Goals	<ol style="list-style-type: none"> <li>1. Evaluated, evolved, and established a sustainable nationally recognized organization.</li> <li>2. Strengthened the statewide collaboration between multiple entities.</li> </ol>	<ol style="list-style-type: none"> <li>1. Evaluated and enhanced brand awareness of OSE through value propositions for local, state, and national audiences and partners.</li> <li>2. Operationalized effective internal and external communications strategies.</li> </ol>	<ol style="list-style-type: none"> <li>1. Reflected on the progress of benchmarks for assessment of organizations' impact and adjusted.</li> <li>2. Evaluated the utilization of research studies distributed by OSE for the advancement of STEM in education, business, nonprofits, government, policy makers, etc.</li> </ol>



## ACTIVITIES

### *Celebrating Accomplishments*

Leaders discussed recent successes for the organization. Leaders reflected on challenges overcome and lessons learned to inform the future. Notes from this discussion are included in the table below.

Celebrating Recent and Historic Accomplishments	
<p><b>Successes</b></p> <ul style="list-style-type: none"> <li>▪ Committees leveraged resources and time.</li> <li>▪ Connecting and collaborating across sectors increased.</li> <li>▪ Programmatic planning for the connect series (increase revenue)</li> <li>▪ STEM platform – operationalize / bring together for vision.</li> <li>▪ Ability to fundraise and create stabilize for more staff.</li> <li>▪ Advocacy – better at our grassroots advocacy.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Increase brand recognition – diversify representation in meetings.</li> <li>▪ A national organization told the Department of Defense to reach out to OSE.</li> <li>▪ Learn to prioritize and say no – what matters where to engage.</li> <li>▪ Doing better at connecting industry, education, and nonprofits.</li> <li>▪ Managing budget cycles – calendar and non-calendar</li> </ul>
<p><b>Where have we been strategic?</b></p> <ul style="list-style-type: none"> <li>▪ Committee changes – research – variety of perspectives – what is accountable, what to stop, what to start. Is it valuable to do? How do advocate for it?</li> <li>▪ Event – strategic in audience attendance.</li> <li>▪ STEM Community platform – evolved, listened to the audience, strategic in change/build, what else is out there?</li> <li>▪ Succession planning – now – not when in the moment.</li> <li>▪ Committees are also set up for succession from members to the next chairs.</li> <li>▪ Grants – federal and new support.</li> <li>▪ Intentional role clarity and growth to address gaps proactively.</li> <li>▪ Partnerships!</li> </ul>	

## Reviewing the Mission and Vision

Next, the team reviewed OSE’s mission and vision statements. These statements serve as a guidepost for strategic planning to help ensure that decisions are aligned with the purpose and intent of the organization. The discussion centered on words and phrases that most resonate, cause anxiety, excite you about the future and which words are missing. The words that are missing could be used for future discussion about the organization’s values. Notes from this discussion are included in the table below.

Perspectives on Mission and Vision	
<p><b>Which words or phrases most resonate with you?</b></p> <ul style="list-style-type: none"> <li>▪ STEM Community</li> <li>▪ Connecting</li> <li>▪ Tomorrow’s workforce</li> <li>▪ Robust</li> </ul>	
<p><b>Which words create anxiety?</b></p> <ul style="list-style-type: none"> <li>▪ Business and education</li> <li>▪ Transforming</li> <li>▪ Excellence</li> <li>▪ STEM</li> </ul>	
<p><b>Which words or phrases excite you for the future?</b></p> <ul style="list-style-type: none"> <li>▪ Community</li> <li>▪ Education</li> <li>▪ Innovation</li> <li>▪ Transforming</li> <li>▪ Connecting</li> <li>▪ Tomorrow’s workforce</li> </ul>	
<p><b>Which words are missing?</b></p>	
<ul style="list-style-type: none"> <li>▪ Access</li> <li>▪ Equity</li> <li>▪ Awareness</li> <li>▪ Facilitation</li> <li>▪ STEM Careers</li> </ul>	<ul style="list-style-type: none"> <li>▪ Excite – Engage – Explore</li> <li>▪ Empower</li> <li>▪ Pathways</li> <li>▪ Discovery</li> <li>▪ Student / Learners</li> </ul>

## Acknowledging the Current Reality

The team next acknowledged the current reality which they must consider in planning for the future. They reviewed their previous current reality and identified what remains and what is new. Notes from this discussion are included in the table below.

What are our internal strengths and weaknesses as an organization?			
<b>Strengths</b> <b>Previously Identified (2020)</b> <ul style="list-style-type: none"> <li>Dedicated volunteers</li> <li>Commitment from Julie &amp; founders</li> <li>Director</li> <li>Business – sponsorship</li> <li>Jointly sponsored (UNO/Zoo)</li> <li>Leadership</li> <li>Creation of investment of business of OSE</li> </ul>		<b>Weaknesses</b> <b>Previously Identified (2020)</b> <ul style="list-style-type: none"> <li>Public awareness</li> <li>Initiatives need to stay focused</li> <li>full-time : support</li> <li>Sustainability planning</li> <li>Budget</li> </ul>	
<ul style="list-style-type: none"> <li>Strategic planning / meaningful</li> <li>Breadth of what’s going on</li> <li>Strong community of volunteers</li> </ul>		<b>Newly Identified (2023)</b> <ul style="list-style-type: none"> <li>Geographic footprint/reach</li> <li>Messaging doesn’t resonate with multiple target audiences</li> <li>Effectively collaborate with other organizations with similar objectives</li> <li>Platform experience—not tailored</li> <li>Succession planning</li> <li>Onboarding</li> </ul>	
<ul style="list-style-type: none"> <li>Connect series (but....)</li> <li>Platform</li> <li>Social media</li> <li>Cross committee awareness (Julie)</li> </ul>			
What are our external threats and opportunities?			
<b>Threats</b> <b>Previously Identified (2020)</b> <ul style="list-style-type: none"> <li>Sustainable funding</li> <li>Lack of focus (mission, vision)</li> <li>Brand recognition</li> <li>Lack of presence at decision-making tables (i.e., policy, Lincoln, etc.)</li> </ul>		<b>Opportunities</b> <b>Previously Identified (2020)</b> <ul style="list-style-type: none"> <li>Increase community-based grants / community partner grants</li> <li>Leveraging tech-based companies</li> <li>Leverage workforce development focus</li> <li>Increase conversations with state and local business organizations (Chamber)</li> <li>Collaboration with likeminded organizations (i.e., NE Tech Collaborative)</li> <li>Increase connections with education, business, nonprofits, and government</li> <li>Better quantify ROI</li> </ul>	
<b>Newly Identified (2023)</b> <ul style="list-style-type: none"> <li>Dedicated and larger staff</li> <li>Stakeholder clarity</li> <li>Inability to represent the ‘State’ (very localized)</li> <li>MOU’s with all partners (what can OSE count on)</li> <li>Competition with volunteers</li> <li>Competition with other STEM organizations.</li> </ul>		<b>Newly Identified (2023)</b> <ul style="list-style-type: none"> <li>Leverage adults looking for different career pathways / realignment</li> <li>Increase opportunities to work across Nebraska</li> <li>STEM community platform-sustainable funding source</li> <li>Larger “footprint” statewide</li> <li>Hosting a STEM/innovation summit</li> <li>Develop a national presence</li> <li>Direct Learner Advisory Committee—feedback from frontline stakeholders</li> <li>Strengthen Annual Report- quick highlight Impact Report</li> <li>Connect with UNO government liaison</li> </ul>	

## Creating a Three-Year Practical Vision

Leaders then engaged in a thoughtful review of the Practical Vision statements that had been previously established. During this session, they engaged in a meaningful dialogue about the progress made thus far and identified areas that require continued effort. The table below presents the revised Practical Vision statements, accompanied by supplementary points to underscore their significance.

<b>Build Capacity that Supports Mission Impact</b>	<b>Utilize Evidence-Driven Research &amp; Evaluation to Advance Outcomes</b>	<b>Advocate for Community through Intentional Communication, Collaboration, &amp; Connection</b>	<b>Ensure Financial Sustainability through Diversified Funding</b>
<ul style="list-style-type: none"> <li>▪ People</li> <li>▪ Operations</li> <li>▪ Infrastructure</li> </ul>	<ul style="list-style-type: none"> <li>▪ Utilization</li> <li>▪ Adapt</li> <li>▪ Communicate</li> </ul>	<ul style="list-style-type: none"> <li>▪ Diverse communities</li> <li>▪ Inclusive &amp; Welcoming</li> <li>▪ Promote Outcomes</li> </ul>	<ul style="list-style-type: none"> <li>▪ Stabilize</li> <li>▪ Increase</li> <li>▪ Grow confidence</li> </ul>



## Identifying Underlying Barriers

Next, the team identified potential and/or actual barriers to accomplishing the practical vision elements. While most organizations recognize that financial and human resource capacity limitations are critical to managing toward future growth and direction, it is important to consider what underlies these and to consider other barriers and challenges that might not be as obvious. By considering various environmental or internal challenges, participants are better prepared to illuminate appropriate actions that can drive strategic directions. The team was instructed to avoid the phrase “lack of” in their comments (e.g., “lack of” money or “lack of time”) in order to promote reflection on what might underlie the potential challenges and barriers to moving forward. Notes from this discussion are included in the table below.

Underlying Barriers by Practical Vision Element	
Build Capacity that Supports Mission Impact	Utilize Evidence-Driven Research & Evaluation to Advance Outcomes
<ul style="list-style-type: none"> <li>▪ Unclear – Succession plan</li> <li>▪ Excessive – responsibilities, a lot of demand responsibilities</li> <li>▪ Restricted - funding</li> <li>▪ Unclear – structure &amp; roles and responsibilities needed</li> <li>▪ Excessive – reach lower landscapes of STEM</li> <li>▪ Silo/unclear/disjointed – committee connections to other committees</li> <li>▪ Conflicting- objectives impact with committees</li> <li>▪ Competition – for volunteers</li> </ul>	<ul style="list-style-type: none"> <li>▪ Extensive – time consuming for recycling content for analysis</li> <li>▪ Unrealistic – were full in priority</li> <li>▪ Unclear – outcomes</li> <li>▪ Unclear – sources, identify, keep goals moving</li> <li>▪ Unclear – understanding how ecosystem connects to them and how we connect with external stakeholders, partners.</li> <li>▪ Disorganized – communication, external/internal</li> <li>▪ Unclear – structure/process</li> <li>▪ Unmotivated – stakeholders to complete survey</li> </ul>
Advocate for Community through Intentional Communication, Collaboration, & Connection	Ensure Financial Sustainability through diversified funding
<ul style="list-style-type: none"> <li>▪ Unclear – structure/process</li> <li>▪ Unrealistic – methods to reach all communities to advocate</li> <li>▪ Competing – events, competing in so many different things</li> <li>▪ Confusing – how is this all going to happen</li> <li>▪ Confusion/ Unknown - hard to build brand</li> <li>▪ Unclear – benchmarks that tell value of OSE</li> <li>▪ Unclear – what you can do for me (ROI), value proposition</li> <li>▪ Narrow – there is more out there – cool jobs out there not connected to OSE</li> <li>▪ Unclear/Disjointed/Overlapping – who is stakeholder? Overlapping interests in OSE</li> </ul>	<ul style="list-style-type: none"> <li>▪ Reluctant – People don’t know about us.</li> <li>▪ Conflicting – we are so broad. What will they support. Different types of organizations.</li> <li>▪ Restricted – capacity/resources to consistently apply for grants</li> <li>▪ Restricted – funding sources</li> <li>▪ Excessive – a lot of nonprofits</li> <li>▪ Confusing – other STEM entities</li> <li>▪ Reluctant – coming together with other STEM</li> <li>▪ Unclear – Paths to diversification</li> <li>▪ Unclear/Restricted/Confusing – who funding? ZOO, UNO, OSE within confusions how works</li> <li>▪ Insecurity – Within Zoo and UNO for advocacy</li> <li>▪ Fragmented – funding/operational structure</li> </ul>

## Setting Strategic Directions

Next, leaders brainstormed potential action steps that account for the underlying barriers and could move OSE toward accomplishing its practical vision. The actions were grouped by strategic focus areas that nonprofit organizations typically prioritize in their work. Then leaders refined and renamed the priority areas to better reflect the intent of the ideas and actions. The strategic directions for the next three years are:

- Building Sustainability to Increase Impact
- Expanding Communication to Elevate Collaboration
- Measuring Impact to Ensure Progress

Brainstorming Potential Action Steps and Strategic Directions	
<b>SD1: Building Sustainability to Increase Impact</b>	
<ul style="list-style-type: none"> <li>▪ OSE volunteer recognition and recruitment</li> <li>▪ Identify the head of the horse (legal, MOU, Role, Succession and money)</li> <li>▪ Evaluate committee structure &amp; objectives</li> <li>▪ Mission alignment of committees</li> <li>▪ Succession planning</li> <li>▪ Works strategically with statewide partners to push platform</li> </ul>	<ul style="list-style-type: none"> <li>▪ Evaluatue capacity needed to support mission</li> <li>▪ Formalize roles and internal process (paid staff)</li> <li>▪ Identifly our product</li> <li>▪ Identify MOU's</li> <li>▪ Develop grant development strategy</li> </ul>
<b>SD2: Expanding Communication to Elevate Collaboration</b>	
<ul style="list-style-type: none"> <li>▪ Integrate OSE website and SCP</li> <li>▪ Onboarding for volunteers, co-chair and chairs</li> <li>▪ Create an OSE tag line</li> <li>▪ Add tagline to the website</li> <li>▪ Internal knowledge sharing committees/boards</li> <li>▪ Create and communication value proposition (the why)</li> </ul>	<ul style="list-style-type: none"> <li>▪ External value proposition to stakeholders (who?)</li> <li>▪ Increase communication within OSE</li> <li>▪ Conduct periodic review of research sharing</li> <li>▪ Revitalize communicaitons &amp; Marketing plan</li> <li>▪ Identify 1-2 STEM organizational partnerships</li> </ul>
<b>SD3: Measuring Impact to Ensure Progress</b>	
<ul style="list-style-type: none"> <li>▪ Identify Top 5 KPI's (include platform)</li> <li>▪ Develop benchmarks to measure progress (include platform)</li> <li>▪ Social return/value of OSE</li> </ul>	

## Establishing Annual Goals

Leaders next developed annual goals for each year of the strategic plan. Those goals are documented in the tables below for each strategic direction.

Year One Goals 2024	Year Two Goals 2025	Year Three Goals 2026
<b>Building Sustainability to Increase Impact</b>		
<b>SD1.G1.Yr.1</b> <ul style="list-style-type: none"> <li>Identified and selected operating model for OSE 2.0 and begun implementing leadership to support OSE 2.0 model.</li> </ul>	<b>SD1.G1.Yr.2</b> <ul style="list-style-type: none"> <li>Evaluated and begun implementation of capacity needs to support growth and change management throughout the organization.</li> </ul>	<b>SD1.G1.Yr.3</b> <ul style="list-style-type: none"> <li>Evaluated, evolved, and established a sustainable nationally recognized organization.</li> </ul>
<b>SD1.G2.Yr.1</b> <ul style="list-style-type: none"> <li>Evaluated organizational structure in regards to talent and financial resources to diversify and strengthen operational capacity.</li> </ul>	<b>SD1.G2.Yr.2</b> <ul style="list-style-type: none"> <li>Implemented learnings and strategies to improve operational capacity.</li> </ul>	<b>SD1.G2.Yr.3</b> <ul style="list-style-type: none"> <li>Strengthened the statewide collaboration between multiple entities.</li> </ul>
<b>Expanding Communication to Elevate Collaboration</b>		
<b>SD2.G1.Yr.1</b> <ul style="list-style-type: none"> <li>Crafted and articulated value proposition for local, state, and national impact.</li> </ul>	<b>SD2.G1.Yr.2</b> <ul style="list-style-type: none"> <li>Aligned and communicated OSE's 2.0 model to ensure progress toward its value proposition.</li> </ul>	<b>SD2.G1.Yr.3</b> <ul style="list-style-type: none"> <li>Evaluated and enhanced brand awareness of OSE through value propositions for local, state, and national audiences and partners.</li> </ul>
<b>SD2.G2.Yr.1</b> <ul style="list-style-type: none"> <li>Revitalized internal and external communication plan and marketing strategies.</li> </ul>	<b>SD2.G2.Yr.2</b> <ul style="list-style-type: none"> <li>Monitored and adapted to communications plan and marketing strategies.</li> </ul>	<b>SD2.G2.Yr.3</b> <ul style="list-style-type: none"> <li>Operationalized effective internal and external communications strategies.</li> </ul>
<b>Measuring Impact to Ensure Progress</b>		
<b>SD3.G1.Yr.1</b> <ul style="list-style-type: none"> <li>Identified and tracked benchmarks to inform continued growth beyond Omaha.</li> </ul>	<b>SD3.G1.Yr.2</b> <ul style="list-style-type: none"> <li>Analyzed benchmarks to inform adjustment for continued progress beyond Omaha for strategic growth.</li> </ul>	<b>SD3.G1.Yr.3</b> <ul style="list-style-type: none"> <li>Reflected on the progress of benchmarks for assessment of organizations' impact and adjusted.</li> </ul>
<b>SD3.G2.Yr.1</b> <ul style="list-style-type: none"> <li>Identified and shared research studies for the advancement of STEM in education, business, nonprofits, government, policy makers, etc.</li> <li>Secured resources and began Social Value of Investment study (SVOI).</li> </ul>	<b>SD3.G2.Yr.2</b> <ul style="list-style-type: none"> <li>Disseminated and leveraged learnings from research studies for the advancement of STEM in education, business, nonprofits, government, policy makers, etc.</li> <li>Completed and reflected on learnings and next steps of completed SVOI study.</li> </ul>	<b>SD3.G2.Yr.3</b> <ul style="list-style-type: none"> <li>Evaluated the utilization of research studies distributed by OSE for the advancement of STEM in education, business, nonprofits, government, policy makers, etc.</li> </ul>

## Planning for Year One Implementation Plan

Finally, leaders developed implementation plans to identify quarterly action steps they can take to make progress on their year one goals. For each, they indicated the individual (by role) and/or team that is responsible for ensuring the completion of the steps. The first-year implementation plan with accountability assignments is documented in the table below for each strategic direction.

Year One Goals	QTR 1	QTR 2	QTR 3	QTR 4
<b>Building Sustainability to Increase Impact</b>				
<b>SD1.G1.Yr.1</b> <ul style="list-style-type: none"> <li>Identified and selected operating model for OSE 2.0 and begun implementing leadership to support OSE 2.0 model.</li> </ul>	<ul style="list-style-type: none"> <li>Executive committee drafts high-level proposal. <b>(By JS/Ex team)</b></li> <li>Pitch proposal to top three potential owners <b>(By JS/Ex team)</b></li> </ul>	<ul style="list-style-type: none"> <li>Solidify agreement and all necessary paperwork. <b>(By JS/Ex team)</b></li> <li>Work with the communications team for rebrand and announcement <b>(By JS/Ex team)</b></li> </ul>	<ul style="list-style-type: none"> <li>Begin work on Goal 2</li> </ul>	<ul style="list-style-type: none"> <li>No action</li> </ul>
<b>SD1.G2.Yr.1</b> <ul style="list-style-type: none"> <li>Evaluated organizational structure in regards to talent and financial resources to diversify and strengthen operational capacity.</li> </ul>	<ul style="list-style-type: none"> <li>N/A until primary owner identified</li> </ul>	<ul style="list-style-type: none"> <li>N/A until primary owner identified</li> </ul>	<ul style="list-style-type: none"> <li>Follow primary owner organizational structure. <b>(By JS/Ex team)</b></li> <li>Create clear roles and responsibilities. <b>(By JS/Ex team)</b></li> <li>re-evaluate operational committees <b>(By JS/Ex team)</b></li> </ul>	<ul style="list-style-type: none"> <li>Have operational process and procedures in place. <b>(By JS/Ex team)</b></li> </ul>
<b>Expanding Communication to Elevate Collaboration</b>				
<b>SD2.G1.Yr.1</b> <ul style="list-style-type: none"> <li>Crafted and articulated value proposition for local, state, and national impact.</li> </ul>	<ul style="list-style-type: none"> <li>Identify stakeholders and how intersect <b>(By RL)</b></li> <li>Develop survey to help with value proposition/focus groups <b>(By RL)</b></li> </ul>	<ul style="list-style-type: none"> <li>Review all survey data <b>(By RL)</b></li> <li>Draft Value Proposition <b>(By RL)</b></li> </ul>	<ul style="list-style-type: none"> <li>Test value Proposition via concepting <b>(By RL)</b></li> </ul>	<ul style="list-style-type: none"> <li>Craft materials reflecting value proposition. <b>(By RL)</b></li> <li>Start to integrate into messaging <b>(By RL)</b></li> </ul>
<b>SD2.G2.Yr.1</b> <ul style="list-style-type: none"> <li>Revitalized internal and external communication plan and marketing strategies.</li> </ul>	<ul style="list-style-type: none"> <li>Organize repository, access <b>(By RL)</b></li> <li>Co-chair meeting evaluate current stakeholders <b>(By RL)</b></li> <li>Formulate governance <b>(By RL)</b></li> </ul>	<ul style="list-style-type: none"> <li>Define purpose and roles <b>(By RL)</b></li> <li>Present structure <b>(By RL)</b></li> <li>Solidify goals <b>(By RL)</b></li> </ul>	<ul style="list-style-type: none"> <li>Onsite onboarding <b>(By RL)</b></li> <li>Identify gaps <b>(By RL)</b></li> </ul>	<ul style="list-style-type: none"> <li>No action</li> </ul>

Planning for Implementation (continued)

Year One Goals	QTR 1	QTR 2	QTR 3	QTR 4
<b>Measure Impact &amp; Ensure Progress</b>				
<p><b>SD3.G1.Yr.1</b></p> <ul style="list-style-type: none"> <li>Identified and tracked benchmarks to inform continued growth beyond Omaha.</li> </ul>	<ul style="list-style-type: none"> <li>Identify which benchmarks to prioritize for SCP, OSE, STEM Connect series. <b>(By Executive Committee)</b></li> <li>Set benchmarks for prioritized benchmarks, SCP, OSE, STEM Connect series. <b>(By Executive Committee)</b></li> </ul>	<ul style="list-style-type: none"> <li>Cultivate data needed to measure progress on benchmarks. <b>(By OSECC)</b></li> </ul>	<ul style="list-style-type: none"> <li>Collect data needed to measure progress on benchmarks. <b>(By OSECC)</b></li> </ul>	<ul style="list-style-type: none"> <li>Collect, analyze and communicate progress on 2024 benchmarks <b>(By OSECC &amp; Communications Committee)</b></li> </ul>
<p><b>SD3.G2.Yr.1</b></p> <ul style="list-style-type: none"> <li>Identified and shared research studies for the advancement of STEM in education, business, nonprofits, government, policy makers, etc.</li> <li>Secured resources and began Social Value of Investment study (SVOI).</li> </ul>	<ul style="list-style-type: none"> <li>Identify potential candidates. <b>(By JS &amp; TER)</b></li> <li>Resources needed to support potential candidate <b>(By JS &amp; NG)</b></li> </ul>	<ul style="list-style-type: none"> <li>Secure potential candidate <b>(By JS &amp; TER)</b></li> <li>Secure resources needed to support potential candidate <b>(By JS &amp; NG)</b></li> <li>Identify data needed for SVOL <b>(By Executive Committee)</b></li> </ul>	<ul style="list-style-type: none"> <li>Support candidate work <b>(By JS &amp; TER)</b></li> <li>Begin work on SVOL document <b>(By Doc candidate)</b></li> <li>Collate data needed for SVOL <b>(By JS, TER &amp; Doc candidate)</b></li> </ul>	<ul style="list-style-type: none"> <li>Continue to support candidates work <b>(By JS &amp; TER)</b></li> <li>Continue to work on SVOL <b>(By Doc candidate)</b></li> </ul>

---

*Hope is the belief that the future can be better than the present  
and that we have the power to make it so.*

*-Dr. Shane J. Lopez (Making Hope Happen)*

---