



THE MINNESOTA FOUNDATION FOR STUDENT ORGANIZATIONS

STRATEGIC VISION

A PLAN TO SUPPORT MINNESOTA'S CAREER AND TECHNICAL STUDENT ORGANIZATIONS



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Introduction

The Minnesota Foundation for Student Organizations (MFSO) was created in 1996 [Mn State Statute 124D.34] to provide leadership and oversight of the Career and Technical Student Organizations (CTSOs) in Minnesota. Career and Technical Student Organizations (CTSOs) are considered an integral part of the career and technical education (CTE) and provide applied work-based learning opportunities.

Career and Technical Student Organizations support the rigorous academic content of career and technical education (CTE) programs. CTSOs ensure students are meeting industry skill standards and are prepared for employment.

Career-based Learning Outcomes.

The CTSOs provide applied, hands-on learning and leadership experiences with learning outcomes in the following areas: Critical Thinking and Interpersonal Competencies, Career Exploration, Service Learning and Practical Competencies.

Outreach to Middle School Students and Programs.

Many of our student organizations support curriculum at the middle school level. CTSOs are an integral component to exploratory CTE programs as students begin to develop their individual career pathway.

Technical Skill Attainment through Industry Certification.

CTSOs support CTE programs by providing technical skill assessments often leading to industry-based certifications. The certifications offered through CTSOs are accredited and nationally recognized as a measurement of course competence, academic achievement and workforce preparedness.

Industry Alignment.

CTSOs bolster Minnesota’s economy by developing a workforce to support the occupations most in-demand. CTSOs provide opportunities to apply the knowledge gained in CTE classrooms while developing collaboration, critical thinking, communication, and creativity skills.



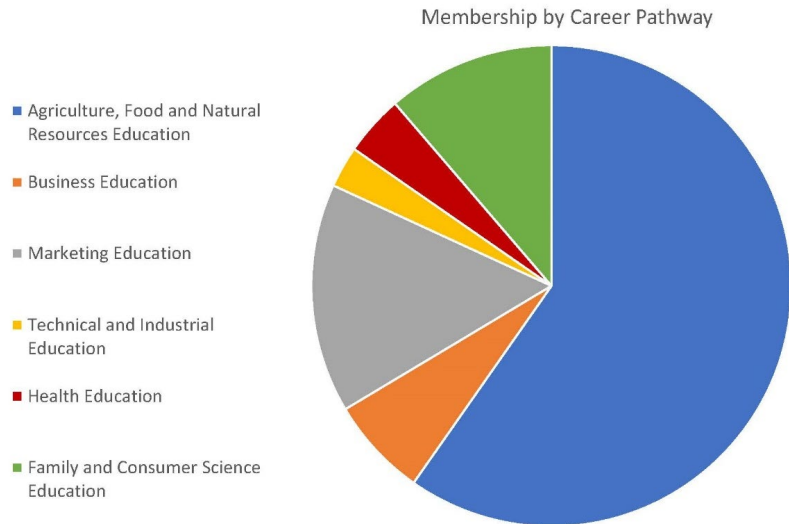
Minnesota's Career and Technical Student Organizations

Secondary

- BPA – Business Professionals of America
- DECA – Marketing Education
- FCCLA – Family, Career and Community Leaders of America
- FFA – Agriculture, Food, and Natural Resources
- HOSA – Healthsciences and Occupations
- SkillsUSA – Technical & Industrial Occupations

Post-Secondary

- BPA – Business Professionals of America
- DECA – Marketing Education
- PAS – Professional Secondary Agriculture, Food, and Natural Resources
- SkillsUSA – Technical and Industry Occupations



DID YOU KNOW

Career and Technical Student Organizations are in more than **85% of public school district** career and technical education programs.

Minnesota's CTSOs serve more than **25,000 student members** across the state.

Collectively, the inter-curricular student organizations have more than **600 public school chapters** throughout Minnesota.

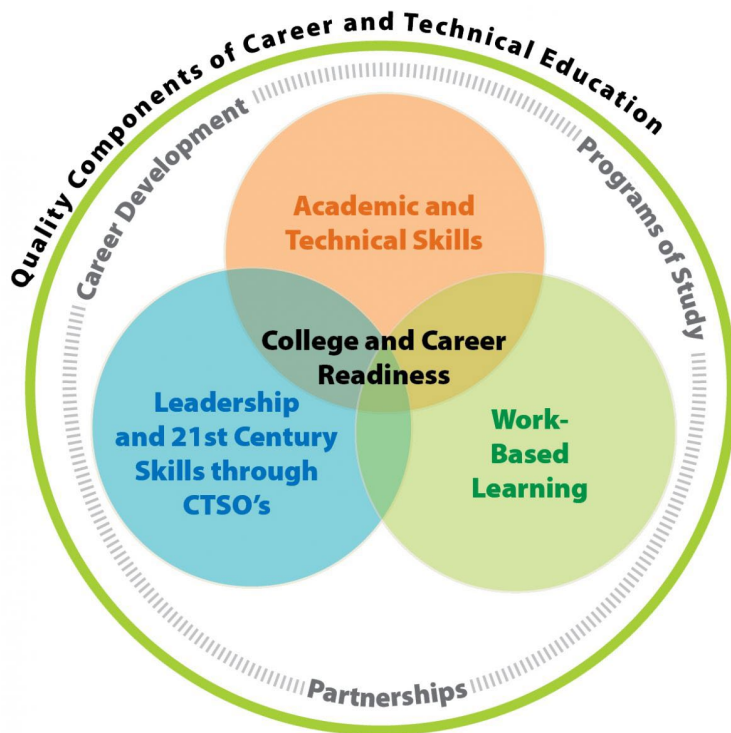
From Roseau to Blue Earth and Breckenridge to Stillwater; CTSOs are embedded into classrooms as an **integral part of career and technical education**.

Our Vision

All students have an opportunity to engage in meaningful participation in a career and technical student organization.

Our Mission

The Minnesota Foundation for Student Organizations promotes and supports career and technical student organizations as they work to provide student opportunities for leadership, personal development, community service and career and workforce preparation.



Our Values

Equity and Access. Facilitating inter-curricular career and technical education, applied learning and leadership opportunities to underserved, nontraditional and special populations through flexible and accessible pathways increasing the chance of program completion.

Inclusion and Representation. Helping CTSOs develop strategies to create a culture of diversity and inclusion within membership. Supporting CTSO structures that actively seek diverse leadership reflecting student and advisor populations drawing on a wide variety of experience and wisdom.

Community Partnerships. Employing forward thinking on building external relationships; creating strong partnerships in education, business and industry aligning with career pathways to meet both student and workforce needs.

Experiential and Applied Learning. Supporting the uniquely defined role of CTSOs to prepare students through real-world experiences and applied learning opportunities aligning with a specific career-pathway, as an effective educational tool.

Classroom Excellence. Recognizing students deserve to have access to high-quality career and technical education programs and be taught by quality instructors who have real-world knowledge in the field they are teaching.

Our Process

Strategic planning is critical to the long-term success of any organization. Recognizing the importance of planning, the Minnesota Foundation for Student Organizations wanted to create an inclusive environment. Our strategic plan process was driven by the CTSO Needs Assessment in which the following categories were addressed:

General Organizational Support, Legislative Grants and Technical Support
Individual CTSO Needs (Membership/Advisors/Industry)
Conference Challenges (Venue/Transportation/Registration/Prizes)
Collaborative Activities
Diversity, Equity and Inclusion

Statutory Alignment of strategic goals and objectives:

[124D.34 MINNESOTA FOUNDATION FOR STUDENT ORGANIZATIONS](#)

Subd. 3. Board of directors.

MFSO Organizational Development

Subd. 4. Foundation programs. And Subd. 5. Powers and duties.

Increase support to Underserved, Special and Non-Traditional Populations, *including those populations historically marginalized by inequitable systems of the past.*

Facilitate Collaborative CTSO Opportunities and Capacity Building

Subd. 8. Public funding.

Increased Legislative Awareness of CTSO Challenges & Opportunities

Provide CTSO Technical Supports and Guidance

Subd. 9. Private funding.

Increased Financial Impact

Identifying Collective Business and Industry support for CTSOs

Minnesota Foundation for Student Organizations				
Strategic Plan FY24-25				
Objectives & Goals	Action Plans	Timeline	Measurement	Progress and Task Management
<p>Long Term Objective: Increase Legislator Awareness of CTSO Programs, Issues, and Challenges</p> <p>Short Term Goals: FY24-25 Develop a collaborative [CTSO] legislative training and civic awareness program.</p> <p>Leverage individual CTSO legislative actions and programs.</p>	<p>A. (Year 1) Develop and facilitate legislative/civics trainings for CTSO State Officers coordinated and led by the legislative committee and CTSO Executive Directors.</p> <p>B. (Year 2) Explore and build out “Peer Training” model, for State Officers to provide training for other CTSO members.</p> <p>C. (Year One) Determine what legislative/civics programs are occurring within CTSOs at the individual CTSO level.</p>	<p>A1. The legislative committee and CTSOs will define learning outcomes and content for 6 sessions throughout the academic year (introduction September /October 2023).</p> <p>B1. (Year 2) Explore and build out “Peer Training” model. State Officers to provide training for other CTSO members.</p> <p>C1a. (FY24) The MFSO Legislative Committee will develop a template to collect data and impact of individual CTSO legislative assets and experiences.</p> <p>C1b. (FY25) The MFSO Legislative Committee will coordinate and leverage individual CTSO legislative assets.</p>	<p>A2a. (Ongoing) During each training, evaluation data will be gathered through Mentimeter (or similar) platform which provides real-time polls and evaluation.</p> <p>A2b. (Ongoing) Throughout the year, measured and anecdotal data will be gathered by the CTSO(s) and potentially external evaluations.</p> <p>C3. (FY25) The legislative asset map will be presented to the BOD and may be included in the FY25 biennium report.</p> <p><i>Evaluation data will be presented to the Board of Directors to determine usefulness of the program and develop CTSO shared resources.</i></p>	<p>-The workgroup [led by Lavyne Rada] is exploring potential curriculum and working with the CTSO leadership to determine a tentative timeline.</p>

Objectives & Goals	Action Plans	Timeline	Measurement	Progress and Task Management
<p>Long Term Objective: Increase Legislator Awareness of CTSO Programs, Issues, and Challenges</p> <p>Short Term Goals:</p> <p>Provide legislators firsthand accounts of CTSO impact in the classroom and on CTE students.</p> <p>Monitor relevant legislation that may be impactful to CTSOs.</p>	<p>A. Building on the CTSO Day at the Capitol Event: The MFSO will continue to host one-one visits with student leaders and their Representatives and Senators; (Year 2) expanding the event to include a career showcase; meet and greet event, etc.</p> <p>B. (Year 1) In cooperation with the legislative training program: develop introductory points of contact for program participants (state officers) including both local officials and state legislators.</p> <p>C. (Ongoing) Arrange student testimony at Senate and House at "relevant" education hearings and update "on-call" testimony list.</p>	<p>A1a. (FY24) Schedule CTSO Day at the Capitol [in conjunction with MFSO Fall Meeting].</p> <p>A1b. (FY24) The MFSO BOD will contract with a service provider on behalf of the CTSOs to execute CTSO Day at the Capitol; potentially piloting an expansion and/or gathering information to pilot expansion in year 2 (February CTE Month).</p> <p>B1. (FY24) Each CTSO state officer in the civic awareness training program will engage in 2-3 points of contact with their local officials or state legislator.</p> <p>C1. (Legislative Session-January-May) The MFSO Legislative Committee will monitor legislative hearings; facilitating testimony as needed.</p>	<p>A2a. (FY24-25) Legislators engaged with as part of CTSO Day at the Capitol will be documented.</p> <p>A2b. (FY24-25) Both anecdotal and measured data will be gathered from students, CTSO staff and advisors attending CTSO Day at the Capitol.</p> <p>B2. The Legislative Committee will document points of contact within the CTSO training program.</p> <p>C2. (Ongoing) The Legislative Committee will report on any hearings attended and testimony presented at next scheduled MFSO Board of Directors meeting.</p> <p><i>Evaluation data will be presented to the Board of Directors to determine usefulness of the event, drive continuous improvement and determine expansion activities and progress.</i></p>	<p>-The Legislative Committee will work in cooperation with the CTSO Affairs Committee [led by Lavyne Rada], and the service provider cor Executive Directors to present a detailed plan to the Board of Directors at the Annual Meeting (November 2023).</p> <p><i>The MFSO BOD is working to identify potential service provider(s) or Executive Director to facilitate additional actions.</i></p>

Objectives & Goals	Action Plans	Timeline	Measurement	Progress and Task Management
<p>Long Term Objective: Increased support to Underserved, Special and Non-Traditional Populations</p> <p>Short Term Goals:</p> <p>Define “Underserved Populations”.</p> <p>Evaluate the distribution process design as “direct support” of Underserved Populations (within CTSOs).</p> <p>Distribute legislative Underserved Populations funding.</p>	<p>A. (Year 1) Clearly define program objectives. B. Determine method of financial need; ensuring the definition of underserved populations includes populations marginalized by inequitable systems of the past. C. Review and revise the CTSO subgrant application process to ensure the award-making process is as impactful as possible and determine the distribution process of legislative funding to CTSOs. D. (Ongoing) Follow established application and distribution protocols to continue to provide direct support to underserved populations.</p>	<p>A1. (FY24-3 mo.) The workgroup will recommend an updated definition of Underserved Populations to the MFSO BOD. B1. (FY24-3 mo.) The work group will make recommendations on the (sub-grant) approval process: competitive vs. noncompetitive; financial need qualifiers and descriptors to the BOD. C1. (FY24-6 mo.) In cooperation with the workgroup, the MFSO Executive Committee will prepare the proposed application inclusive of a timeline, dollar value and reporting requirements. D1. (FY24-9 mo.) The MFSO BOD will review and approve CTSO applications and distribute funding designated to support Underserved Populations.</p>	<p>A 2. (FY24) Definition of Underserved Populations will be reviewed by the BOD (October 2023). B2. (FY24) Present the program recommendations, and updated guidelines to the BOD. (November 2023) C2. CTSO subgrant Application and reporting requirements of program [use of funds and dollar values] available to CTSOs following the Annual Meeting (December 2023). D2. Funding will reach CTSOs when projects have been completed.</p> <p><i>The MFSO Board of Directors, potentially in cooperation with the service provider contracted on behalf of the CTSOs, will use a data driven approach to continuously improve the application and reporting processes to better align with project objectives and best practices.</i></p>	<p>- The ad-hoc Underserved Populations workgroup [led by Suzanne Anderson] will make “program definition” recommendations to the MFSO Board of Directors. -The underserved populations workgroup will work in cooperation with the Executive Committee to provide an application to the CTSOs. - The underserved populations work group will work in cooperation with the Fund Development Committee as needed with the task of leveraging the funding to ensure resources are impactful in their use.</p>

Objectives & Goals	Action Plans	Timeline	Measurement	Progress and Task Management
<p>Long Term Objective: Facilitate Collaborative CTSO Opportunities and Capacity Building</p> <p>Short Term Goals:</p> <p>Regularly conduct needs assessment of CTSOs.</p> <p>Identify annual priorities and program goals for each CTSO.</p> <p>Introduce additional supports for membership development.</p>	<p>A. (Biennial) Conduct a basic needs assessment every two years.</p> <p>B. (Annual) Identify the top 5 priorities or program goals of each CTSO, with the intention of leveraging goals to facilitate collaborative activities including: officer training, service projects, leadership development and membership campaigns.</p> <p>C. (Year 1) Integrate the CTSOs into the MSC (Minnesota Service Cooperative) CTE planning process.</p>	<p>A1. (FY24) MFSO BOD will conduct a CTSO needs assessment. (FY24-6mo.) The MFSO B1a. BOD will develop a template for CTSOs to identify their priorities (September 2023). B1b. (FY24-25) The service provider contracted on behalf of the CTSOs will work in cooperation with CTSO staff to assess priorities (annually-October). B1c. (FY24-25) The MFSO BOD will host a CTSO round table centered on potential collaborative activities (annually-November). C1. (FY24-9mo.) The MFSO BOD will contract with a service provider on behalf of the student organizations to support membership development in rural CTE programs.</p>	<p>A2. (FY24) CTSO needs assessment results are presented to the BOD and are used to drive strategic planning, align goal setting and develop the annual program of work. B2. (FY24-25) The impact of best practice sharing, and collaborative activities will be evident through events; measured and anecdotal data will also be gathered at quarterly intervals. C2. (FY24-25) The MFSO BOD reviews CTSO membership annually. The impact of capacity building supports will be evident in reporting (annually-June).</p> <p><i>Needs Assessment results, collaborative activity and membership data will all be used by the MFSO BOD to continuously improve CTSO support structures.</i></p>	<p>-The FY24 Needs Assessment has been completed, and results were presented to the BOD to drive the strategic planning process (July 2023).</p> <p>-The MFSO Executive Committee is working to create a template for CTSOs to identify their top 5 program goals for the upcoming year (FY24).</p> <p><i>The MFSO BOD is working to identify potential service provider(s) or Executive Director to facilitate additional actions.</i></p>

Objectives & Goals	Action Plans	Timeline	Measurement	Progress and Task Management
<p>Long Term Objective: Support CTSO Organizational Development and Provide Technical Support</p> <p>Short Term Goals:</p> <p>Assist CTSOs with required legislative grant requirements.</p> <p>Provide operational and nonprofit governance best practice resources to the CTSOs.</p>	<p>A. (Annual) As identified as a priority by the CTSOs in the FY23 needs assessment, the MFSO will ensure the tools and supports needed to meet the technical requirements of the legislative grant process are present.</p> <p>B. (Ongoing) Maintain a virtual resource library of “best practices” and tools for CTSOs, including maintaining the CTSO Grant Information and Nonprofit Management Guide, housed on the MFSO website as a shared resource.</p> <p>C. (Annual) Provide a “Best practices in Nonprofit Governance” workshop for all CTSO BOD members.</p>	<p>A1a. (FY24-current-6 mo.) The MFSO interim service provider will support the CTSOs through the grant-making process.</p> <p>A1b. (FY24-25) The MFSO BOD will contract with a service provider on behalf of the student organizations to support the legislative grant-making process.</p> <p>C1. (FY24-25) MFSO Executive Committee will work with an external consultant to host annual workshop centered on nonprofit governance (annually-February).</p> <p>B1. (FY24-25) The MFSO Executive Committee will facilitate website updates, including the shared resources page, on a quarterly basis or as needed.</p>	<p>A2a. (FY24-25) The MFSO BOD will monitor CTSO grants; supporting their request of an advance payment for operations, through detailed reporting at BOD meetings.</p> <p>A2b. (Ongoing) The MFSO BOD will schedule regular contacts with the service provider contracted on behalf of the CTSOs.</p> <p>C2. (FY24-25) Data will be gathered at “Best Practices” workshops [in-take, during, after] to assess content and application.</p> <p><i>Evaluation data will be presented to the Board of Directors to determine usefulness of governance supports, drive continuous improvement and increase CTSO resources.</i></p>	<p>-The MFSO Executive Committee has oversight of the current service provider, meeting monthly to ensure to continuity of the legislative grant process.</p> <p>-June 2023 Each CTSO received guidance on completing the FY24-25 grant application.</p> <p><i>The MFSO BOD is working to identify a service provider(s) or Executive Director to facilitate additional actions and ensure continuity.</i></p>

Objectives & Goals	Action Plans	Timeline	Measurement	Progress and Task Management
<p>Long Term Objective: MFSO Organizational Development</p> <p>Short Term Goals:</p> <p>Develop the program of work for FY24-25.</p> <p>Review bylaws and policy and procedures to ensure statutory alignment.</p> <p>Contract with a service provider or Executive Director to support the needs of the CTSOs.</p> <p>Expand Service Contributions</p>	<p>A. (Annual) The MFSO BOD will engage in strategic planning to ensure continuity during the transition period; with the process also yielding the annual workplan.</p> <p>B. (Biennial) Review and update by-laws, ensuring bylaws align with Mn Foundation for Student Organizations governing Statute 124D.34; State Board Requirements and Open Meeting Laws Minnesota Statutes, chapter 13D.</p> <p>C. (Year 1) The MFSO BOD will hire a service provider or Executive Director, seeking those supports identified by the CTSOs in the needs assessment.</p> <p>D. (Year 2) The MFSO BOD will leverage their skillset(s) and networks to support the CTSOs.</p>	<p>A1a. (FY24) The MFSO BOD will host strategic planning sessions (3) will be held in June 2023, July 2023 and January/February 2024.</p> <p>A1b. (FY25) The MFSO BOD will host strategic planning sessions (2) will be held in June 2024 and January /February 2025.</p> <p>B1. (FY25) The MFSO BOD will work with an external consultant to review the bylaws. (May 2025)</p> <p>C1. (FY24-6 mo.) The Executive Committee will oversee the transition process, posting an RFP and in cooperation with hiring practices outlined in the legislation, identify a service provider/Executive Director.</p> <p>D1a. (Year 1) Assess MFSO Board Member skill sets. (February 2025)</p> <p>D1b. (Year 2) Align BOD skill sets with service-based contributions.</p>	<p>A2. (FY24-25) The strategic plan will be reviewed and approved by the MFSO BOD each time changes are made, and progress updated accordingly.</p> <p>C2a. (FY24-6 mo.) The MFSO Executive Committee will present potential Executive Director and/or service provider candidates to the BOD.</p> <p>C2b. (Ongoing) Service contract deliverables will be reviewed by the Executive Committee and/or Personnel Committee monthly.</p> <p>D2. (FY24) MFSO BOD will engage in a self-evaluation (February 2024).</p> <p><i>Service provider reports, progress and efficiency will be used as a basis for evaluation to seek improvements.</i></p>	<p>-The MFSO BOD engaged in strategic planning sessions 1 and 2 in 2023. Tasks were assigned to committees to address transition needs.</p> <p>-The Executive Committee is working in cooperation with the transition workgroup (project lead Sean Hayes) develop a proposal for potential service providers.</p>

Objectives & Goals	Action Plans	Timeline	Measurement	Progress and Task Management
<p>Long Term Objective: Increased Financial Impact</p> <p>Short Term Goals:</p> <p>Increase the value of current resources through collaborative strategies.</p> <p>Leverage existing contributions, identifying collective business and industry support for CTSOs.</p>	<p>A. (Year 1) Mapping of business and industry assets in cooperation with the CTSOs to define collective investments into CTSOs.</p> <p>B. (Year 2) Upon completion of the asset mapping, the MFSO BOD will define the collective contributions of CTSO membership related to workforce development and community service and explore opportunities for deeper collaboration /alignment of resources.</p> <p>C. (Annual) Leverage legislated underserved populations funding to seek matching private funds.</p> <p>D. (Ongoing) Seek potential funding opportunities that align with collaborative CTSO project strategies.</p>	<p>A1. (FY24-9 mo.) The MFSO BOD will develop a strategy and template and best practices for asset mapping, considering key initiatives and partners, how work may/will intersect, areas of alignment and/or differentiation.</p> <p>B1. (FY25) This work is reliant on (A) to define a value and will begin at that time.</p> <p>C1. (FY24-6 mo.) The Fund development committee and the adhoc underserved populations workgroup will identify strategies to maximize the impact of underserved populations.</p> <p>D1. (FY25) The service provider or Executive Director will work with CTSO staff to align goals and activities to maximize resources seeking potential areas of collaboration (annually beginning October 2025).</p>	<p>A2. The MFSO BOD will review potential strategies and asset map template for (November 2024).</p> <p>B2. The MFSO BOD will include collective contributions in the FY25 Biennium Report.</p> <p>C2. An outline of potential funding strategies (underserved populations) presented to the MFSO BOD (February 2024).</p> <p>D2. (Annual) The MFSO BOD reviews CTSO funding priorities for possible collaborations and alignment with workplan goals (November 2025).</p> <p><i>The MFSO Board of Directors will evaluate financial success against program goals and leveraged resources. Data will be used to drive improvements.</i></p>	<p>- The Fund Development Committee is working in cooperation with the underserved populations workgroup to develop potential methods to leverage the underserved populations funding (Report anticipated March 2024).</p>

1.0 The MFSO Strategic Plan was adopted by the Board of Directors in February 2019.

It was updated by the Board of Directors 1.1 November 2020, 1.2 February 2021, 1.3 November 2021, 1.4 February 2022, 1.5 July 2022, 1.6 November 2022.

2.0 In 2023, the plan was reevaluated during a time of leadership transition and was adopted by the Board of Directors in July 2023.

Changes are recommended through a committee process and brought to the full Board for review and approval.