2019-2021 Multnomah ESD Strategic Plan Goals

* Improve outcomes for students
* Become an acknowledged leader and convener for improving educational outcomes
* Increase district, student and community participation and satisfaction with our services
* Attract, develop, and retain high-quality staff

2019-21 draft Goal 1

Improve outcomes for students

Strategy 1: Design and implement an aligned assessment system for MESD schools and programs that directly serve students

**2022 Targets**

* Increase program efficacy: 100%
* Programs / schools with agency-aligned assessment system: 100%
* Students participating in program / school assessments: 100%
* Students showing growth on program / school assessment: TBD

Strategy 2: Coordinate the implementation of a consistent regional standard for the quality and delivery of professional learning for the educational community\* (\*teachers, paraeducators, nurses, school health assistants, administrative staff, and administrators)

**2022 Targets**

* Professional learning opportunities offered in the region that are aligned to regional standard: 80%
* Education professionals receiving professional learning which meets the regional standard: 80%
* MESD School Health professionals receiving professional learning which meets the regional standard: 90%
* Students attending schools where the majority of staff have attended professional learning which meets the regional standard: 20%

Strategy 3: Improve effectiveness of educational services\*\* by utilizing social-emotional learning tools and supports (\*\*health services, instruction services, technology services)

**2022 Targets**

* Educational community participating in Trauma Sensitive Schools network: 50%
* Improvement in attendance rates: 6%
* Restraint and seclusion incidents for students within the social-emotional learning programs: 15%
* School health staff skill and comfort in responding to students’ social-emotional health events: TBD

2019-21 draft Goal 2

Become an acknowledged leader and convener for improving educational outcomes

Strategy 1: Create regional equity collaboration and professional learning opportunities

**2022 Targets**

* Districts participating: 100%
* Aligned professional learning opportunities delivered: baseline
* Educators served in equity professional learning opportunities: baseline
* Educators of color working in region: x% increase
* Achieved gap reduction: TBD

Strategy 2: Support regional systems of educator development from pre-service through career (activities to be established by regional council—metrics TBD based on chosen activity)

**2022 Targets**

* Required regional activities met (as established by RFP: 100%
* Regional Success Metric will be determined by regional advisory group: TBD

Strategy 3: Align regional education opportunities K-12 / Higher Education (Regional Metrics to be identified with team—proposed metrics listed)

**2022 Targets**

* College credits awarded to high school students: baseline needed
* Educators of color entering teacher prep programs: baseline needed
* Completion of educator prep candidates: baseline needed
* Persistence of students in higher education: baseline needed

2019-21 draft Goal 3

Increase district, student and community participation and satisfaction with our services

Strategy 1: Ensure districts are receiving value from MESD through data collection, analysis and communicating results

**2022 Targets**

* Districts participating in services: 100%
* District resolution dollars spent at MESD: 100%
* Improvement science projects completed: 100%
* District satisfaction results: 100%

Strategy 2: Improve how MESD engages students and families participating in MESD programs and schools

**2022 Targets**

* Family and student satisfaction: 95%
* Engagement with regional family support groups: 95%

Strategy 3: Build and strengthen relationships with community benefit organizations, government agencies, and private industry

**2022 Targets**

* Increase in volunteer hours, financial and in-kind contributions: 100%

2019-21 draft Goal 4

Attract, develop, and retain high-quality staff

Strategy 1: Improve employee satisfaction and engagement

**2022 Targets**

* Employee satisfaction: 80%
* Daily fill rate of classified and licensed staff whose positions require subs when absent: 95%

Strategy 2: Improve human resources processes to recruit, develop and retain talented staff

**2022 Targets**

* Staff who receive a quality on-time evaluation according to their schedule / contract: 100% on-time, 80% quality rating

Strategy 3: Increase how well MESD demographics match community demographics

**2022 Targets**

* MESD employee demographics aligned to student demographics: TBD