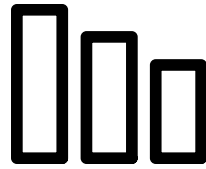
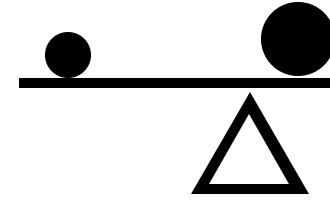


People



Growth

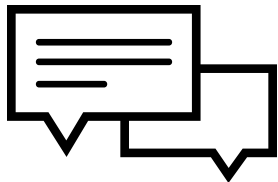


Equity

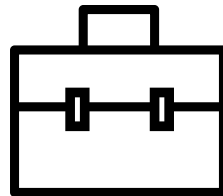
mesd

STRATEGIC PLAN

2017-2019



Communication



Partnerships



Learning

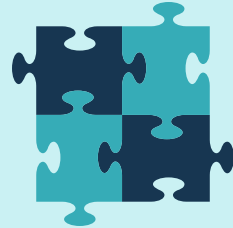
Strategic Goals



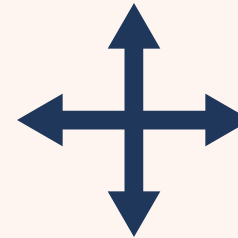
**Improve outcomes
for students**



**Become an
acknowledged
leader and
convenor for
improving
educational
outcomes**



**Increase district
and community
participation and
satisfaction with
our services**



**Agency aligns
actions to priority
outcomes**



**Attract, develop,
and retain high-
quality staff**

By June 2019, we will...

GOAL 1: Improve outcomes for students

How will we achieve this?

STRATEGIES:

- MESD schools and programs systematically measure and report progress of student growth to inform instructional and resource decisions
- Improve 3rd grade reading rates regionally through early elementary social-emotional and behavior supports
- Support and enhance opportunities for students not enrolled at district comprehensive high schools

How will we measure progress?

METRICS:

- # of successful users piloting beta data dashboard
- % increase in 3rd grade reading rates
- % decrease in social/emotional referrals and discipline issues
- % increase in high school graduation rate
- % increase in high school completion rate
- # of students returning to neighborhood school and staying engaged increases
- % decrease in recidivism (corrections, mental health)
- Transition between MESD and district programs
- % increase in attendance

By June 2019, we will...

GOAL 2: Become an acknowledged leader and convenor for improving educational outcomes

How will we achieve this?

STRATEGIES:

- Increase the effectiveness of data sharing across the region
- Model the best K-12 education and school health services and provide the highest quality training for our regional partners
- Build and strengthen partnerships with other regional support organizations

How will we measure progress?

METRICS:

- % of identified gaps have been remedied and resources allocated
- % increase in staff satisfaction with data sharing
- % increase in regional survey results (school health services)
- % increase in regional survey results (strong partnerships, satisfaction with PD offered)
- % of identified gaps have been assigned contacts and 2-year plans in place

By June 2019, we will...

GOAL 3: Increase district and community participation and satisfaction with our services

How will we achieve this?

STRATEGIES:

- Sustain participation of all districts and ensure they are receiving value from MESD
- Improve how MESD engages with the community and understands satisfaction

How will we measure progress?

METRICS:

- # of districts participating in MESD
- % attendance rates at advisory councils improves
- % of district resolution dollars spent at MESD aligned to priorities
- % improvement in district survey results (value)
- % of program communications aligned to agency priorities
- % improvement in partner survey results (engagement and satisfaction)

By June 2019, we will...

GOAL 4: Agency aligns actions to priority outcomes

How will we achieve this?

STRATEGIES:

- Align agency priorities to the strategic plan
- Establish a culture of continuous improvement across all levels
- Streamline ESD operational services

How will we measure progress?

METRICS:

- Budget allocations reflect alignment to strategic priorities
- Organizational structure reflects alignment to strategic priorities
- % of programs with active continuous improvement plans in place
- % of staff participated in continuous improvement plan PD
- % of staff report improved agency practices (Plan, Do, Check, Act)
- % increase of issue-free payroll processing
- # of days from request to purchases to deployment decreases

By June 2019, we will...

GOAL 5: Attract, develop, and retain high-quality staff

How will we achieve this?

STRATEGIES:

- Improve employee satisfaction and engagement
- Improve human resources processes to recruit, develop and retain talented staff
- Increase how well MESD demographics match community demographics

How will we measure progress?

METRICS:

- % increase in MESD staff survey results (100 Best, include collaboration indicator)
- % staff attendance rates
- # of eligible, available sub pool
- % of staff accessing wellness opportunities
- % of staff who report EAP awareness
- % improvement retention rate for high-performing staff
- # of days to fill
- % satisfaction with new employee onboarding process
- % of MESD demographics