

*year 2 update*

# Strategic Plan 2017-19

MULTNOMAH EDUCATION SERVICE DISTRICT







# MISSION

*We support all students  
to achieve excellence*

# VISION

Every student we serve  
benefits from a  
safe and supportive  
learning environment  
where they receive  
personalized, creative,  
equitable, and cutting-edge  
education, health  
and technology services.







## Students

### **Improve Outcomes for Students**

MESD schools and programs systematically measure and report progress of student growth to inform instructional and resource decisions

Improve 3rd grade literacy rates regionally through attendance, social-emotional and Professional Development (PD) supports.

Support and enhance opportunities for students enrolled in MESD schools and programs



## Facilitation

### **Become an acknowledged leader and convener for improving educational outcomes**

Increase the effectiveness of data sharing across the region

Model and support the best K-12 education practices and school health services

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

Inventory and strengthen convening capacity



## Collaboration

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

Ensure districts are receiving value from MESD through data collection, analysis, and communicating results.

Improve how MESD engages with the community and understands satisfaction



## Alignment

**Agency aligns actions to priority outcomes**

Implement Strategic Plan Oversight Process

Establish a culture of continuous improvement across all levels

Streamline ESD operational services



## Employees

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

Improve employee satisfaction and engagement

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

Increase how well MESD demographics match community demographics



## Equity

**Ensure equity throughout our work and service to students**

Participate in Multnomah County school boards equity training

Collaborate with regional partners to prepare for and respond to ICE activities that impact students

Coordinate tri-county efforts on equity with NWRES and CESD

Deliver hiring manager training on implicit bias

Ensure equitable resource allocation across schools

# KEY TARGETS

STUDENTS

**100%**

MESD Programs Accredited

STUDENTS

**2020**

All students attending JDEP, YCEP, Helensview and Creeks will have an opportunity to participate in CTE courses / programs by 2020

STUDENTS

**2X**

Double the number of teachers in each district trained in Trauma Sensitive Schools

FACILITATION

**100%**

Data requests filled across region

COLLABORATION

Double district and partner participation in satisfaction surveys

**2X**

ALIGNMENT

100% supervisor performance evaluations are aligned to continuous improvement plan and strategic plan

**100%**

EMPLOYEES

95% position absence fill rate across all employee groups

**95%**

EMPLOYEES

100% on-time evaluation rate / completion

**100%**

EQUITY

MESD equity lens

**1**



# Multnomah Education Service District

## Year 2 Strategic Plan 2017-2019

*2019-2021 Strategic Plan Coming Summer 2019*

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**Multnomah Education Service District**

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