

Malheur ESD Strategic Plan 2018-2020:

Mission/Goal: To Improve Student Outcomes (0-5)		LEADERS: Kelly Poe, Theresa Martinez
Objective: The body of work or initiative to achieve the goal.	Metrics: What will we use to measure our progress/success?	2 Year Targets: What does progress/success look like?
<p>1. Increase early learning opportunities for children 0-5.</p>	<ul style="list-style-type: none"> ● Kindergarten Assessment outcomes. ● Early kindergarten enrollment numbers (by June 1). ● The number of children who participate in a quality early learning Hub opportunity (kindergarten preparation activities and preschool promise). ● Number of children who receive the Ages and Stages screening. ● Number of Spark (QRIS) star rated preschools and family child care programs. ● Number of Pre-Kindergarten providers that attend high quality professional development. ● Number of early learning packets provided to hard-to-reach parents of 3-4 year olds. ● Number of licensed child care slots for children ages 0-3. ● <i>(Third Grade reading scores beginning in 2021.)</i> 	<ul style="list-style-type: none"> ● 10% increase on the average score on the Kindergarten Assessment for the region. (Martinez and Poe, continue analyzing ODE Data). ● The number of kindergarten students complete early enrollment (June 1) increased by 20%. (EL HUB, all) ● Maintain 540 children participate in Kindergarten Partnership & Innovation projects in 3 counties ● Increase Preschool Promise enrollment from 50 to 100 (100% increase). (Martinez) ● Increase the number of QRIS star rated child care and preschool programs to 15. (Phillips, yearly report) ● Early Learning Packets for preschoolers (Topper, Nancy) ● Increase LEAP classroom to Full Ontario and Full Nyssa/Vale (Navarrete, Jones) ● Increase number of home child care programs for 0-3 (Poe) ● Increase opportunities for all ECSE students by adding 2 more staff to serve those students. (Navarrete, Jones)

Strategies: The specific projects that need to be prioritized to support the objective and achieve the goal.

- Identify all children 0-5 in region in an effort to coordinate early learning services (**Poe and Navarrete**)
- Fund mixed delivery preschool and mobilize staff (**Martinez**)
- Increase Kinder Camp enrollment and health/education events participation through improved recruitment efforts (**Martinez**)
- Increase the number of children who receive the Ages and Stages screening (**Navarrete**)
- Increase the number of Spark rated preschools and child care programs (**Phillips**)
- Participate in Baby Promise (0-3 child care) as it rolls out from ODE ELD (**Poe, Martinez**)

Mission/Goal: To Improve Student Outcomes (Graduation/CTE)		LEADERS: All
Objective: The body of work or initiative to achieve the goal.	Metrics: What will we use to measure our progress/success?	2 Year Targets: What does progress/success look like?
2. Increase high school graduation rates.	<ul style="list-style-type: none"> ● 4-year Graduation Rate of the region. ● The number of students that receive Secondary Career Pathway multipliers. ● The number of TVT students that receive an industry certification in their program of study. ● Startup of a YTP regional center (TVCC campus) ● Addition TVT Courses 	<ul style="list-style-type: none"> ● Increase the county graduation rate by 3% points. (All, currently 86%) ● 10% increase in the number of students across the region who have earned Secondary Career Pathways. (Measured by the ADMW Collection) Peacock ● Students from small/rural districts across the region who enroll in approved CTE POS that receive three credits. (Measured by the ADMW Collection) Peacock ● Add two additional TVT programs beyond the current three (Welding, ECE, Allied Health) Peacock/Redmond ● 20 students 18-21 attending classes, participating in job skills sites or work sites. Jones/Durham
Strategies: The specific projects that need to be prioritized to support the objective and achieve the goal.		
<ul style="list-style-type: none"> ● Provide support high school secretaries, principals, and teachers in creating POS's, developing 3 credit programs, and providing accurate data for pathways (Peacock) ● Increase access and support for Career and Tech Ed learning to small/rural districts in the region (Peacock) ● Mentoring program that focuses on increasing the quality of new teacher development and instruction (Peacock) ● Add a Computer Science and Automated Control Systems Class (Redmond/Peacock) 		

Mission/Goal: To Improve Student Outcomes (Post-Secondary)		LEADERS: Jerry Peacock
<i>Objective: The body of work or initiative to achieve the goal.</i>	<i>Metrics: What will we use to measure our progress/success?</i>	<i>2 Year Targets: What does progress/success look like?</i>
3. Increase post-secondary engagement	<ul style="list-style-type: none"> • The Number of Dual Credit received • The Number of Dual credits received through New Programs of Study 	<ul style="list-style-type: none"> • 100% of high school students have access to transferable college credits. (Paulsen) • Increase 2+2 credits earned in the 6 county region by 10% (Peacock/Hiatt)
<i>Strategies: The specific projects that need to be prioritized to support the objective and achieve the goal.</i>		
<ul style="list-style-type: none"> • Improve post-secondary matriculation rates regionally for students within 16 months post-graduation. (Peacock) • Develop a chart tracking the number and quantity of credits in 2+2 programs, and work further with high schools to increase the number of students signed up for those programs (Peacock) 		

Mission/Goal: To Improve Student Outcomes (STEM)		LEADERS: Nickie Shira
Objective: The body of work or initiative to achieve the goal.	Metrics: What will we use to measure our progress/success?	2 Year Targets: What does progress/success look like?
4. Increase exposure of k-8 th grade students to STEM/CTE	<ul style="list-style-type: none"> • Number of students who participate in STEM Out-of-School Programs. • Number of educators teaching Coding/Computer Science • Number of Robotic Programs in the county • Number of students attending site visits of community colleges and universities with a focus on STEM 	<ul style="list-style-type: none"> • Increase number of students who participate in STEM Out-of-School programs. (Shira) • Increase number of Teachers providing Coding and/or Computer Science options across the ESD (Shira) • Increase the number of Robotics opportunities available to intermediate and middle school students of the ESD (Shira) • Increase number of students attending site visits of community colleges and universities with a focus on STEM (Shira)
5. Increase engagement of girls, as an underrepresented population, in STEM/CTE	<ul style="list-style-type: none"> • Number of girls who participate in ACS, Networking and Welding 	<ul style="list-style-type: none"> • 20% of students in ACS/Welding are female. (Peacock) 17-18: 23% ACS students are female, 5% of welding students are female, 3% of CNA students are male.
Strategies: The specific projects that need to be prioritized to support the objective and achieve the goal.		
<ul style="list-style-type: none"> • Increase access and support for STEM Out-of-School programs to small/rural districts in the region. (Shira) • Provide professional development and support to reduce barriers to entry for robotics programs. (Shira) • Provide support and coordination for college campus visits with a focus on STEM (Shira) • Establish a high quality experience for girls, providing hands-on experiences and connecting STEM careers to post-secondary options. (Shira) 		

Mission/Goal: To Improve Student Outcomes (Equitable Opportunities for All Students)		LEADERS: All
Objective: The body of work or initiative to achieve the goal.	Metrics: What will we use to measure our progress/success?	2 Year Targets: What does progress/success look like?
6. Advance equity by meeting schools where they are and allowing them to set the pace to develop strategies that ensure all students have the opportunity to reach their full potential.	<ul style="list-style-type: none"> • Number of educators who participate in equity training. • Number of organizations and institutions committed to advancing equity at institutional and community level. 	<ul style="list-style-type: none"> • Educators are confident in knowing, describing, and planning for the students who are hard-to-reach and/or on the fringe. (Poe) • Twenty Malheur County organizations/institutions who impact students and their families will sign the Malheur Compact for Advancing Equity. (Poe/Shira/Arriola/Susuki)
Strategies: The specific projects that need to be prioritized to support the objective and achieve the goal.		
<ul style="list-style-type: none"> • Equity for Common Good Community of Practice is a 15 person cohort to participate in 12 month leadership program. (Poe/Shira/Arriola/Susuki) We have met this goal and are expanding it into its 3rd year 		

Mission/Goal: To Improve Student Outcomes (Professional Development)		LEADERS: Angie Arriola
Objective: The body of work or initiative to achieve the goal.	Metrics: What will we use to measure our progress/success?	2 Year Targets: What does progress/success look like?
7. Increase exposure of teachers to professional development activities.	<ul style="list-style-type: none"> • Number of individual professional development offerings in the county. • Attendance of educators, both formal and informal, at the county PD days, and the Summer Institute. • Number of regional educators participating in statewide initiatives (EAC and Senate Bill 182) • Number of early learning teachers participating in professional development activities (currently Child Care Resources & Referral and Focus Child Care Network) 	<ul style="list-style-type: none"> • Increase the number of local professional development opportunities from 5 to 10. (Arriola et. al.) • Increase the cumulative attendance for the PD days and Summer Institute from 1230 to 1353, an increase of 10%. (Arriola) • Educator Advancement Council Network operating in Malheur County by July 1st, 2019. (Arriola) • Increase the average rating on the attendee evaluations from 4.59 to 4.75 (Arriola) • Increase the number of early learning professionals participating in PD days, Summer Institute and tailored trainings (Arriola, Martinez, Poe) • Increase early learning teachers steps on the Oregon Registry Online (Martinez, Poe)
Strategies: The specific projects that need to be prioritized to support the objective and achieve the goal.		
<ul style="list-style-type: none"> • Increase the amount of advertising for the summer institute, begin advertising sooner, and advertise more broadly. (Pierce, Arriola) • Maintain and hire quality presenters that follow recommendations from the annual needs assessment and follow-up surveys. (Arriola) • Work to develop relationships with teachers and encourage the importance of participating in state-wide work groups (Redmond) • Apply for contract to deliver professional development activities for early learning teachers (currently the Child Care Resource & Referral and Focused Child Care Network contracts) 		

Mission/Goal: To Improve Student Outcomes (Value to our Schools)		LEADERS: All
<i>Objective: The body of work or initiative to achieve the goal.</i>	<i>Metrics: What will we use to measure our progress/success?</i>	<i>2 Year Targets: What does progress/success look like?</i>
8. Provide exceptional service to our districts through the local service plan.	<ul style="list-style-type: none"> ● LSP 1 survey results from component school districts. ● LSP 2 survey results from component school districts. ● LSP3 survey results from component school districts. ● Threat Assessment System ● Streamline Transportation ● New Local Admin Program 	<ul style="list-style-type: none"> ● LSP 1 will receive an average of 4.5 from all component districts combined, splitting equally between very good and exceptional (Jones) ● LSP 2 will receive an average of 4.5 from all component districts combined, splitting equally between very good and exceptional (Redmond/Peacock/Shira) ● LSP 3 will receive an average of 4.5 from all component districts combined, splitting equally between very good and exceptional (Schluppe, Mejia) ● Implement a Threat Assessment System (Redmond) ● Lower mileage costs for travel with ESD, additional vehicles. (Redmond) ● Work with NNU to develop a new Oregon Admin Program (Redmond)
<i>Strategies: The specific projects that need to be prioritized to support the objective and achieve the goal.</i>		
<ul style="list-style-type: none"> ● Communicate and continue to develop relationships with the component superintendents on both district and regional needs. 		

Mission/Goal: To Improve Student Outcomes (ESD Infrastructure for Support)		LEADERS: All
Objective: The body of work or initiative to achieve the goal.	Metrics: What will we use to measure our progress/success?	2 Year Targets: What does progress/success look like?
9. Build and provide an infrastructure with capacity and ability to support our growing initiatives.	<ul style="list-style-type: none"> ● ESD fund balances for funds 100,200,400,600. ● MAC Billing ● Update EI Nyssa Building 	<ul style="list-style-type: none"> ● Provide a budget that supports the capacity to purchase additional infrastructure, capital outlay, and tech funds (Mejia) ● Provide a balanced budget, with a steady General Fund beginning balance and increase overall balance to fund future infrastructure purchases. (Mejia) ● MAC Billing Implemented, goal of 10K (Jones/Redmond) ● New Exterior Paint and Gravel for Nyssa EI Building ● Increase EI/ECSE Childfind from 33k to 60k from the 190 fund.
Strategies: The specific projects that need to be prioritized to support the objective and achieve the goal.		
<ul style="list-style-type: none"> ● Implementation of Infinite Visions to streamline fiscal processes and make them more accurate (Mejia) ● Continue to work on the 190 Fund, maximizing the resources that can be purchased through that fund. (Mejia) ● Increase the amount of EI/ECSE Funding. 		