



MOLALLA RIVER SCHOOLS

Strong Minds Bright Futures

Vision

Every student has the opportunity and access to explore and pursue their own aspirations, paving the way for a promising future

Mission

We are committed to equipping every student with the knowledge, skills, and mindset needed to fulfill their aspirations for a successful post-secondary journey.



Tony Mann

Big Picture: The Net Promoter Score

Net Promoter Score (NPS)

Simple but powerful loyalty
metric used in business to
answer the question:

How likely are our
customers to recommend
our product or services to
others?

How NPS Works

Customers are asked one key question:

“On a scale of 0 to 10, how likely are you to recommend [Company/Product/Service] to a friend or colleague?”

Based on their responses, customers are categorized into three groups:

- Promoters (9–10): Loyal enthusiasts who will keep buying and refer others.
- Passives (7–8): Satisfied but unenthusiastic customers; vulnerable to competitive offerings.
- Detractors (0–6): Unhappy customers who can damage your brand through negative word of mouth.

Tony Mann

Calculating the Score

NPS = % of Promoters – % of Detractors

- The result is a number between -100 and +100.
- For example, if:
 - 60% are Promoters
 - 10% are Detractors
 - $\rightarrow \text{NPS} = 60 - 10 = +50$

Tony Mann

Why It Matters

- NPS is a leading indicator of customer satisfaction and brand loyalty.
- It's widely used in many industries to benchmark performance.
- It correlates with customer retention, growth, and profitability.

Tony Mann

District
Net Promoter
Scores

	2024	2025	▲
Staff	-6.45	3.96	+10.41
Parents	-21.70	-3.55	+18.15

Tony Mann

School/Site
Net Promoter
Scores

	2024	2025	▲
Staff	10.22	29.44	+19.22
Parents	-17.31	3.01	+20.32
Students	-43.21	-49.42	-6.21

Tony Mann

2024 Goal Results ~ District Scorecard

- Goals
- Results

Green =	Met or exceeded
Yellow =	Stable / made progress, but not yet achieved
Red =	Well behind or falling backward

- What have we learned?
- Projecting Next Moves

Tony Mann

GOALS

SMART

- S – Specific
- M – Measurable
- A – Achievable
- R – Relevant
- T – Time-bound (annual)

QUARTERLY PULSE CHECKS

- All goals presented to the board are year-over-year (annual) SMART goals
- QUARTERLY “pulse checks” at the grade and school level



Tony Mann


Students Pillar

MRSD will foster a safe, welcoming learning environment where all students are supported in reaching their goals for academic and future success, through individualized and shared learning experiences.



Tony Mann

Graduation Scorecard

Goal	2024	2025	
Increase on time high school graduation rate from 81% to greater than 85%	81.0%	82.3%	
Increase high school five-year completion rate from 90% to greater than 95%*	90%	TBD	TBD

Graduation




What are we learning?

What are our next move(s)?



David Atherton

6-12 Achievement Scorecard


Goal	2024	2025	
Increase percent of Freshman on track to graduate from 74% to equal to or greater than 80%	74%	83.2%	
Increase percent of grades 6-12 earning a C or better in all courses from 59% to equal to or greater than 65%	59%	71.1%	
Increase the percent of students with a completed Career Information Systems (CIS) plan to greater than 85% of High School Students.	78%	9 th – 33% 10 th – 10% 11 th – 46% 12 th – 100% David Atherton	

6-12 Achievement

What are we learning?

What are our next move(s)?

School Relevance Beyond Graduation



Goal	2024	2025	
Increase Student Survey question, <i>"I believe what I learn in school will help me in life beyond school."</i> from a mean baseline score of 3.28 to 3.48	3.28	3.33	

School Relevance
Beyond
Graduation

What are we learning?

What are our next move(s)?

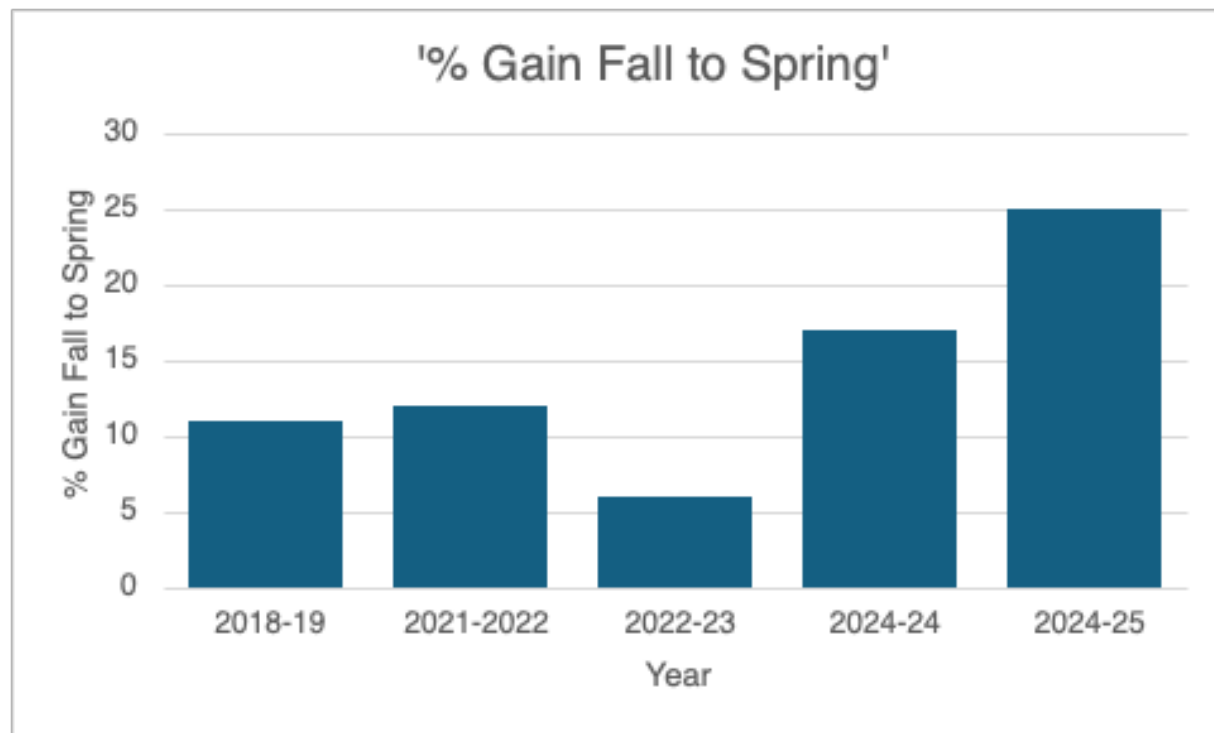
K-5 Literacy Scorecard

Goal	2024	2025	
The percentage of students meeting/exceeding grade level reading standards on OSAS will increase from 40% to 50%	40%	38%	
The percentage of students meeting/exceeding grade level reading standards on Dibels 8 will increase from 56% to 61%	56%	56%	

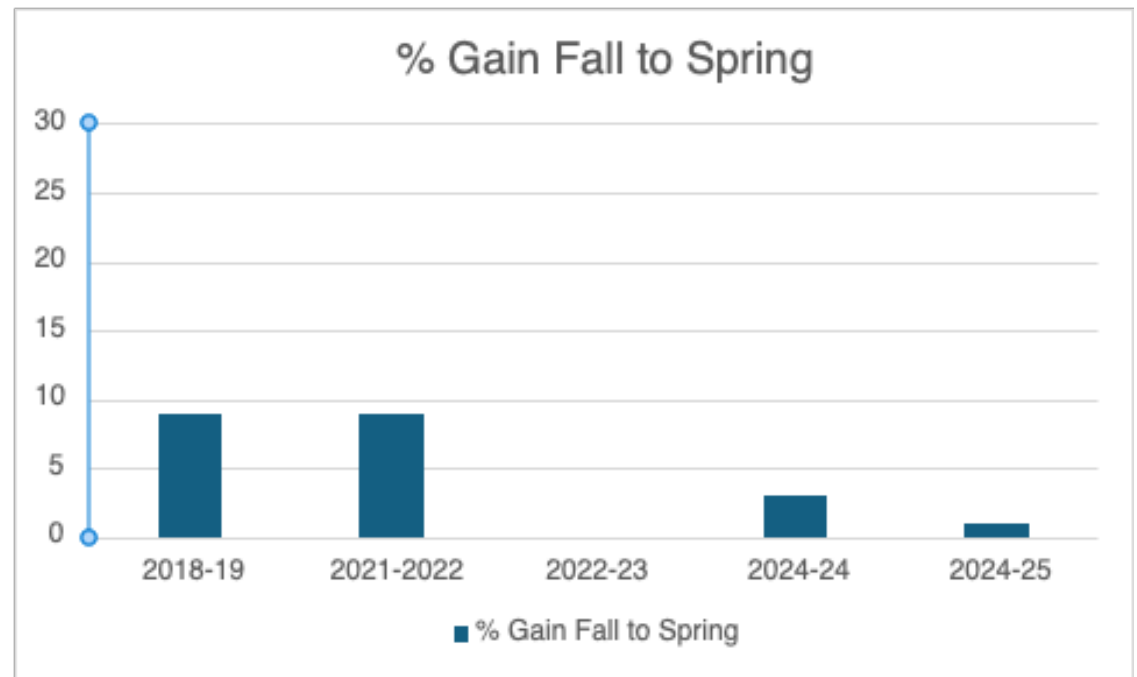


Tamara, Cathy, Lester

Dibels Growth Fall to Spring Grades K, 1, 2, 3



Dibels Growth Fall to Spring Grades 4 & 5



K-5 Literacy


What are we learning?

What are our next move(s)?



Tamara, Cathy, Lester

K-5 Math Scorecard

Goal	2024	2025	
The percentage of students meeting/ exceeding grade level standards as measured by Spring I-Ready will increase from 25% to 35%	25%	21%	



Tamara, Cathy, Lester

K-5 Math




What are we learning?

What are our next move(s)?



Tamara, Cathy, Lester

K-12 School Climate Scorecard

Goal	2024	2025	
School Culture Survey: “Student Experience” will improve from 3.37 to 3.57	3.37	3.34	
Move from 57% to 65% of our students K-12 attending 9 of every 10 days	57%	61%	
Less than 4% of all students K-12 will experience exclusionary discipline	6%	5%	 Tony, Randy, Cathy

K-12 School Climate

What are we learning?

What are our next move(s)?



Tony, Randy, Cathy

Resources Pillar

(Facilities & Finance)


MRSD will continuously maintain, improve, and upgrade all facilities and equipment to ensure safe, accessible, and engaging student learning environments.

&

MRSD will be fiscally responsible and transparent in the management of all resources.



Facilities Scorecard

Goal	2024	2025	
Using the District Standards Guide, improve from 91 to 95 of the 123 district facility metrics meeting standards	91	95	

Facilities

What are we learning?

What are our next move(s)?



Tony Tiano

Financial Scorecard

Goal	2024	2025	
Maintain or exceed eight percent (8%) end fund balance	12%	10.2%	
Maintain 250K capital reserve	105K	1.7M	
Maintain or exceed 225K risk management fund	211K	431K	
Quarterly Board review of fiscal practices	N	N	*



Andy Campbell

Financial

What are we learning?

What are our next move(s)?






Andy Campbell

Communication Pillar

MRSD will proactively communicate in a meaningful, timely manner to enhance the overall educational experience.



Select Survey Results Scorecard

Goal	2024	2025	
Improve from 4.15 to 4.20 for employees self-reporting a <i>clear understanding of the District's mission and goals</i>	4.15	4.2	
Improve from 3.51 to 3.66 for parents self-reporting <i>they receive regular feedback from school staff on how their child is learning</i>	3.51	3.37	
Improve from 3.34 to 3.54 for students self-reporting they <i>receive regular feedback from their teacher(s) on how they are learning</i>	3.34	3.33	

Andrea Watson

Select Survey Results

What are we learning?




What are our next move(s)?

Partners Pillar

MRSD is committed to providing a welcoming environment for all parents/ caregivers to participate in their student's education and will collaborate with community partners to expand student experiences.



Partnerships Scorecard

Goal	2024	2025	
Each school will have at least one formalized external partnership			
Improve from 3.67 to 3.83 parents self-reporting they feel comfortable approaching school administration	3.67	3.91	
Improve from 3.87 to 3.97 parents self-reporting they feel respected at school	3.87	4.12	

Andrea Watson

Partnerships

What are we learning?



What are our next move(s)?

Staff Pillar

MRSD is committed to developing and supporting all staff members, as well as retaining and recruiting diverse professionals who are focused on positive student outcomes.



Human Resources Scorecard




Goal	2024	2025	
Employee retention rate will improve from 84% to 86%	84%	89%	
Open position fill rates will improve from 94% to 96%	94%	97%	

Recruitment and Retention

What are we learning?

What are our next move(s)?

Staff Culture Scorecard

Goal	2024	2025	
Improve from 3.88 to 3.98 employees self-reporting they <i>feel supported by the leadership in their immediate work environment</i> in accomplishing their work objectives	3.88	3.99	
Improve from 3.86 to 3.96 employees self-reporting they <i>feel they work in an organization where employees regularly share and exchange ideas</i>	3.86	3.80	
Maintain 4.38 for employees self-reporting they <i>feel their work positively impacts those we serve</i>	4.38	4.50	



Tony Mann

Staff Culture

What are we learning?

What are our next move(s)?



Tony Mann

The background of the slide features several thin, curved lines in a light gray color, some solid and some dashed, creating a sense of motion or flow. On the left side, there is a large orange speech bubble with a tail pointing towards the bottom left. Inside the speech bubble, the text "Now what. . ." is written in white. To the right of the speech bubble, there is a list of four bullet points, each starting with a small orange square.

Now what. . .

- 2025-26 will be our second full year with quarterly improvement cycles.
- Board leadership and administrator alignment
- Teachers and quarterly improvement cycles in 2025-26
- 2025-26 Goals to Board in September.