



EDUCATE • INSPIRE • EMPOWER

Blueprint 28' Goals Update

May 2025

BLUEPRINT '28

Multnomah Education Service District's roadmap for student success

MISSION

Educating, Engaging, Inspiring, and Empowering through systems of support.

VISION

MESD is taking a systemic approach toward equity through creative, responsive, educational, health, and technology services for all students regardless of race, ZIP code, ability, identity, or country of origin.



GOAL 1

Creating A High-Quality
Learning Experience For All



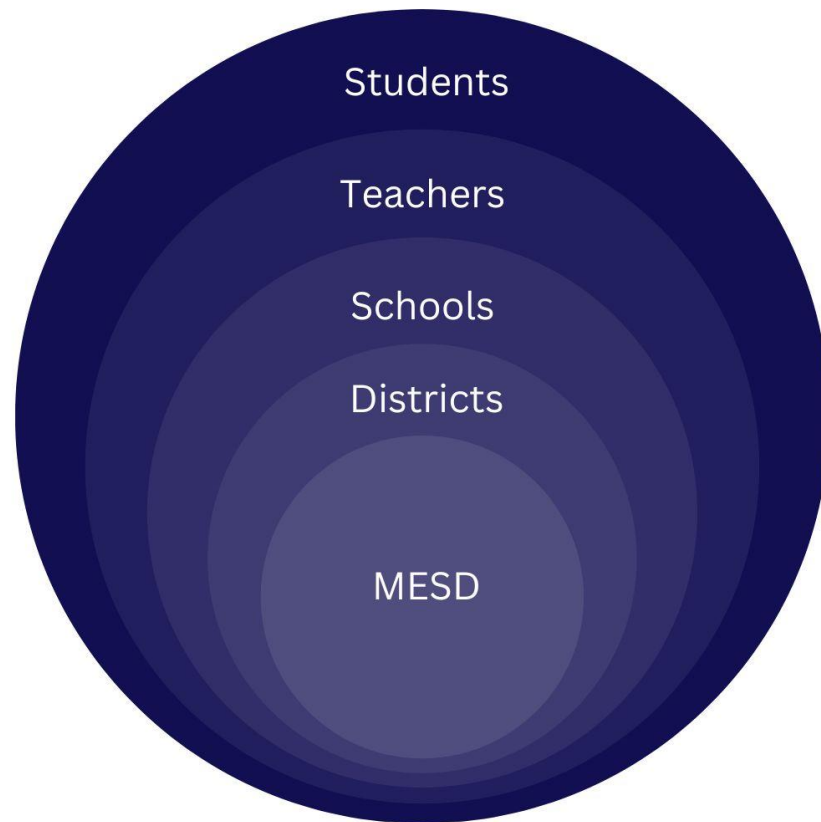
GOAL 2

Operationalizing Systems
That Engage & Empower
Communities



GOAL 3

Building A Culturally
Responsive Workforce



Revised Metrics

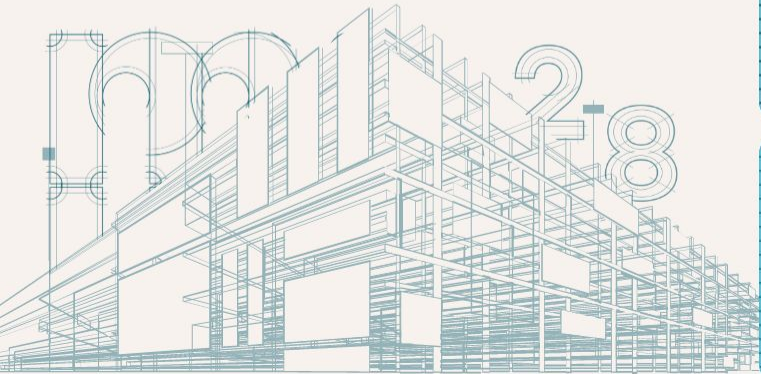


- We updated certain metrics as part of our continuous improvement efforts to better align with the ongoing implementation of the strategic plan.

2023-28

Strategic Plan Goal 1

MESD leads professional learning across our region, implementing a framework for improvement that ensures a sense of belonging, inclusion and support so that ALL students consistently experience academic and social-emotional success.



STRATEGY 1

Student learning and perception data drive high-quality regional professional learning for teachers, administrators, nurses, and classified staff to build capacity to improve student learning outcomes, reduce / eliminate racial disparities, and promote social-emotional skills.

STRATEGY 2

MESD schools / programs design and implement continuous improvement plans and data analysis protocols to reduce & eliminate disparities for historically underserved groups.

STRATEGY 3

Develop leadership capacity for racial equity

Goal 1 - Strategy 1



Strategy	Metrics	Data Source	22-23	23-24	24-25
<p>Student learning and perception data drives high quality regional professional learning for teachers, administrators, nurses, and classified staff to:</p> <ul style="list-style-type: none"> • build capacity to improve student learning outcomes • reduce/eliminate racial disparities • promote social-emotional skills. 	% of MESD PL opportunities aligned to Strategic Plan	Annual PL Report	100%	100%	Fall '25
	% of participating component districts, disaggregated	Annual PL Report	100%	100%	Fall '25
	% of PL participants who report gaining skills/knowledge that they will use in their role	Annual PL Report	86%	89%	Fall '25
	% of component district staff who report that MESD supports their district by providing high quality professional learning for teachers, administrators, nurses, and classified staff	District Satisfaction Survey	77%	74%	81%
	% of MESD staff who report that PL opportunities adequately prepare them to meet the needs of diverse students and their families	Employee Satisfaction Survey	67%	68%	70%

Goal 1 - Strategy 1 (New/Additional Metrics)



Strategy	Metrics	Data Source	Status
<p>Student learning and perception data drives high quality regional professional learning for teachers, administrators, nurses, and classified staff to:</p> <ul style="list-style-type: none">• build capacity to improve student learning outcomes• reduce/ eliminate racial disparities• promote social- emotional skills.	New: Qualitative data of strengths and areas of opportunity for MESD PL via 24-25 focus groups (PL participants)	Annual PL Report	Fall '25
	New: Qualitative data of strengths and areas of opportunity for MESD via 24-25 focus groups (District leaders)	Annual PL Report	Fall '25

Goal 1 - Strategy 2



Strategy	Metrics	Data Source	23-24	24-25
To reduce & eliminate disparities for historically underserved groups MESD schools/programs design and implement: <ul style="list-style-type: none">continuous improvement plansdata analysis protocols	#% of MESD schools/programs that set gap-closing targets for one or more focal student groups	Continuous Improvement Plans	100%	100%
	% of school Professional Learning (PL) calendars that show alignment to strategic plan goals & strategies	PL Calendars	100%	100%

Goal 1 - Strategy 2 (Updated Metrics)



Strategy	Draft Metrics	Data Source	Status
<p>To reduce & eliminate disparities for historically underserved groups MESD schools/programs design and implement:</p> <ul style="list-style-type: none">• continuous improvement plans• data analysis protocols	<p>Update #/% of MESD schools that <u>make progress on</u> gap-closing targets for one or more focal student groups</p>	<p>Continuous Improvement Plans</p>	<p><i>Data available Fall 2025</i></p>
	<p>Update: % of board reports by program that speak to <u>at least one</u> goal from the Blueprint '28</p>	<p>Program Board Reports</p>	<p><i>Data available Fall 2025</i></p>

Goal 1 - Strategy 3



Strategy	Draft Metrics	Data Source	22-23	23-24	24-25
Develop regional leadership capacity for racial equity.	# MESD Districts and # community partners participating in MESD racial equity leadership PL.	Annual PL Report	N/A	62 participants representing 6 districts	Fall '25
	% of participants reporting that PL provided valuable learning to support anti-racist efforts in their district/school/classroom.	Annual PL Report	67%	70%	Fall '25

Goal 1 - Strategy 3 (New/Additional Metric)

Strategy	Draft Metrics	Data Source	Status
Develop regional leadership capacity for racial equity.	New: Qualitative data regarding strengths and opportunities for MESD professional learning specific to racial equity leadership.	Annual PL Report	Fall '25

Spring 2025 Professional Learning Focus Groups

Six Role and Identity-Based Focus Groups:

- Teachers
- Instructional Coaches/TOSAs
- Administrators
- Book Study Participants
- Other School-Based Staff
- Participants of Color

Focus Group Topics:

- Quality of Professional Learning
- Application of Learning
- Participant Priorities for Future Professional Learning
- Motivation for Participation

2023-28

Strategic Plan Goal 2

Operationalizing Systems That Engage & Empower Communities

MESD engages in data-driven continuous improvement that centers the voices of racially, ethnically, and linguistically under-represented communities through high-quality community engagement.



STRATEGY 1

Implement best practices to engage with component districts and regional stakeholders. Support component districts developing systems.

STRATEGY 2

MESD schools and programs integrate community voice throughout continuous improvement plans.

STRATEGY 3

Develop leadership capacity for racial equity

Goal 2 - Strategy 1



Strategy	Activity	Metric	Data Source	Status
Implement best practices to engage with external partners.	NEW: Identify MESD partners at program and organizational levels	# of partners participating actively with MESD	List of community partners reported by site	<i>Initial Assessment: Summer 2025</i> <i>Report: Fall 2025</i>
	NEW: Train Admin/ILT on best practices in community partnerships	Admin who demonstrate growth in understanding of best practices for engaging families and community	MESD administrator feedback at the end of the school year	Fall '25

Goal 2 - Strategy 2



Strategy	Metric	Data Source	23-24	24-25
<p>Support component districts developing systems by:</p> <p>Convene monthly gatherings for problem solving, initiative work, and aligning regional systems based on shared trends and needs.</p>	# of advisories that have regular convenings and participation by multiple members of component districts	Advisory Tracking Sheet	14 advisories	18 advisories
	# of partners participating actively with MESD	Advisory Tracking Sheet	7 districts on average, all 8 participate in at least one	7 districts on average, all 8 participate in at least one
	% of participants in monthly advisories who report that convenings are valuable	District Satisfaction Survey	84%	94%

District Satisfaction Survey Responses



*MESD has an unwavering commitment to the success of all students in the region, regardless of district, both academically and socially-emotionally. They provide invaluable leadership and collaboration so that all districts feel supported and **part of a larger whole**.*

*They foster **regional collaboration**, bringing districts together to move our work forward and learn from one another.*

***Bringing together professionals** from the metro school districts to share experience and knowledge.*

*The ability to **coordinate our work across east Multnomah county**. Resources to help advance the work that we do...*

Goal 2 - Strategy 3



Strategy	Activities	Metric	Data Source	Status/ 24-25
MESD schools and programs integrate community voice throughout continuous improvement plans.	Schools/Programs implement strategies for engaging community voice (student, family and/or on-site community partners)	NEW: Sites/Programs include community engagement in improvement plans	Continuous Improvement Plans	33%
		NEW: #% of programs/schools that implement engagement strategies that fall on the ODE Community Engagement continuum between Consult and Defer	Continuous Improvement Plans	33%
	Schools/Programs use data from community engagement efforts to inform programs, practices and/or policies	NEW: #% programs/schools that took action on Family/Staff/Community Engagement feedback	Continuous Improvement Plans	33%

“The Parent Advisory Council is consulted on the use of funds so that the service provision accurately reflects the needs of the migrant community.” - Migrant Education Program

Goal 2 - Strategy 3



Strategy	Activities	Metric	Data Source	Status/ 24-25
MESD schools and programs integrate community voice throughout continuous improvement plans.	Implement an annual family survey with families served by MESD schools	NEW: % participation rate for family survey	MESD Family Survey	21% (33% of students represented by at least one parent/guardian)
		NEW: % of families who provide positive feedback regarding their experiences with MESD schools/programs	MESD Family Survey	90%

In Their Own Words



"I'm glad my child got into the school he is in because he has done a major change."

"We have really appreciated the community that my child has been welcomed into. She not only wants to attend school now, but feels like she is heard when she is upset or has a conflict."

"I'm so happy my son is able to attend a school that is so supportive and tries to help him be his best every day."

"Thank you very much for your support and help."

Goal 2 - Strategy 4



Strategy	Activities	Metrics	Data Source	23-24	24-25
Develop leadership capacity for racial equity	NEW: Regional convenings center racial equity	% of advisory members who report that their participation helps them to advance racial equity in their district	District Satisfaction Survey	N/A	59%
	Provide professional learning to component districts related to community engagement	% MESD Districts and # of educators participating in MESD community engagement PL	PD Networks	75% of MESD district/ 99* participants	Fall '25

* may include duplicates

Community Partner Highlight



Emb. Carlos Quesnel Meléndez · 1st
Cónsul de México en Portland/Consul of Mexico in ...
1mo · 🌐

Gracias al [Multnomah Education Service District \(MESD\)](#) por su invitación a la cónsul Sofía Arreola para informar de los recursos de protección a los que tiene acceso nuestra comunidad!

Show translation



Multnomah Education Service District (...)
1,479 followers
2mo · 🌐

Yesterday, MESD had the privilege of hosting Sofía Arreola from the [Consulate of Mexico in Portland](#) for an important "Know Your Rights" training.

A huge thank you to Sofía for sharing her expertise and to all who attended for engaging in this critical conversation. We are appreciative for the strong relationship with the [Consulate of Mexico in Portland](#) and with [Emb. Carlos Quesnel Meléndez](#).



You and 25 others

1 comment · 1 repost

- Community collaboration
- Resource-sharing
- Cultural reciprocity
- Strong support for Spanish-speaking
- Community trust

2023-28

Strategic Plan Goal 3

Building a Culturally Responsive Workforce

MESD staff reflects the diverse community we serve, experience a supportive culture, and collaborate to promote equitable policies, procedures, and practices.



STRATEGY 1

Implement best practices to **hire** racially, culturally, and linguistically diverse staff.

STRATEGY 2

Implement best practices to **retain** racially, culturally, and linguistically diverse staff.

STRATEGY 3

Develop regional leadership capacity for racial equity.

Goal 3 - Strategy 1



Strategy	Metrics	Data Source	22-23	23-24	24-25
Implement best practices to hire racially, culturally and linguistically diverse staff	#/% of hiring panelists who receive anti-bias training	Anti-bias training records	n/a	76 panelists trained/ 16%	Fall '25
	% of BIPOC new hires	Annual review of HR data	42%	40%	Fall '25

Goal 3 - Strategy 2



Strategy	Metrics	Data Source	22-23	23-24	24-25
Implement best practices to retain racially, culturally and linguistically diverse staff	% of BIPOC staff who report feeling valued and appreciated as staff at MESD	Employee Satisfaction Survey	76%	84%	84%
	Annual retention rate for BIPOC staff	Annual review of HR data	1 year retention rate- 68% (22-23 cohort) 3 year retention rate- 46% (20-21 cohort)	1 year retention rate - 62% (23-24 cohort) 3 year retention- 48% (21-22 cohort)	Fall '25
	Implement an annual staff climate survey for MESD employees	Employee Satisfaction Survey participation rate	57%	52%	62%

In Their Own Words



"My personal values for equity and social justice align well with the organization and I can see others around me working to advance these values in actionable and meaningful ways that go beyond a checkbox feeling."

"Multnomah Educators Rising is helping me further my educational career."

"The staff culture in my area of expertise has felt really warm and welcoming. I feel supported in my endeavors here both as a person and employee."

"My supervisor and our team are amazing. I feel there is great collaboration, and I am grateful that MESD is working on centering equity and expanding its projects to do so."

"My department is full of dedicated passionate people and I really love the work I do - it's my dream job."

Goal 3 - Strategy 3



Strategy	Metrics	Data Source	22-23	23-24	24-25
Develop leadership capacity for racial equity	#/% of MESD schools/programs/departments that establish Equity Leadership Teams (ELTs)	MESD ELTs	N/A	39%- meeting goal 48% - in progress 13%- not meeting	33% meeting goal 5% - in progress 62%- not meeting
	% Component district staff who agree that MESD services help improve their practices related to hiring racially, culturally, and linguistically diverse staff	District Satisfaction Survey	43%*	64%	48%
	% Component district staff who agree that MESD services help improve their practices related to retaining racially, culturally, and linguistically diverse staff	District Satisfaction Survey	40%*	64%	52%

Questions?





Thank you!