

# Lane Education Service District Policy

Code: **ADA**  
Adopted: 8/13/96  
Readopted: 10/23/01  
Orig. Code(s): ADA

## **Mission, Guiding Values, Priorities and Standards**

### **MISSION**

Lane ESD is committed to working in partnership with schools, families and communities to help students succeed.

### **GUIDING VALUES**

The following values will guide Lane ESD and focus its efforts on activities that provide immediate and long-term benefits to students.

- Students throughout the region are entitled to equal educational opportunity and effective services.
- Effective services are identified, designed, adapted and delivered to respect the diverse qualities of client school districts.
- Effective services reflect an understanding of best-practice research and an ability to link that knowledge to school district programs and practices.
- Effective services require an innovative, collaborative, visible and student-oriented organizational culture.
- Effective services require a commitment to continuous improvement based upon ongoing assessment, data-based planning and consideration of new initiatives.

### **FACTORS FOR DECISION MAKING**

Services mandated by the state or requested by districts may be provided according to a set of criteria established to determine the need for regional delivery. Decisions will be based upon such factors as:

- Economy of scale;
- Efficiency of operation;
- Scarcity of personnel;
- Centrality to the mission of the local school district;
- Need for standard application;

- Exceptionally high cost;
- Lack of local school district capacity;
- Equality of educational opportunity;
- Availability of resources.

The ESD will help students assume integrated, productive and competent roles in the community by providing services that are personalized, supportive and student-centered.

### **Standards**

The ESD will:

1. Provide curriculum content, instruction and materials that will concentrate on the skills that are most likely to enhance the success of each student;
2. Provide educational programs that will foster inclusion within the school and community and prepare students to be successful in those settings;
3. Provide programs that will use effective, research-based practices to achieve student outcomes;
4. Provide programs that will enhance the array of services available to students.

The ESD will provide a range of support services that effectively and efficiently enhance the ability of schools, families and communities to meet the diverse needs of learners.

### **Standards**

The ESD will:

1. Provide quality support services that are requested by client school districts or required by Oregon statute and administrative regulations;
2. Create, manage and continue to improve methods of informing educators and the general public about the role, objectives, accomplishments and needs of the organization;
3. Involve itself in the legislative and rule-making processes of local, state and federal government and maintain membership in regional and statewide organizations to that end;
4. Implement community outreach services that enhance links with appropriate agencies and organizations;

5. Identify and provide school improvement services outlined by the Oregon Educational Act for the 21st Century and similar emergent mandates;
6. Identify, design, adapt and coordinate training services that address staff development needs of client district administrators, teachers and staff;
7. Provide timely and effective consulting and technical assistance to the districts;
8. Create, acquire and provide high-quality, relevant and innovative educational resources designed to optimize learning experiences;
9. Maintain efficient and responsive systems for the distribution of materials and information;
10. Provide exceptional client service, perpetuate high standards for product reliability and meet expectations for application and technical support;
11. Provide systems of data processing, storage and delivery that are stable, reliable, accurate, secure and proactive.

The ESD will seek, encourage and facilitate opportunities that lead to educational improvements.

### **Standards**

The ESD will:

1. Work in partnership with client school districts, education and government agencies and community-based organizations to identify and provide services that implement new state standards, enhance instructional effectiveness, increase school district capacity and enrich the education of all students;
2. Serve as a link between the Oregon Department of Education, client school districts, and other education, government or community-based agencies;
3. Demonstrate leadership in researching, developing and implementing grants and other funding opportunities that create or support valued programs and services;
4. Keep current on research in education and other areas relevant to client school district services;
5. Disseminate findings and best-practice information and assist client school districts in applying pertinent information to district programs and practices;
6. Support school-based research activities that improve the knowledge, skill and understanding of the teaching and learning process;

7. Implement and maintain a process of public engagement that uses data to create, enhance or sunset services and programs.

The ESD will create and sustain a professional staff and a work environment that enables effective participation in the identification, design, development, delivery and evaluation of valued services to learners, schools, families and communities.

### **Standards**

The ESD will:

1. Establish and nurture a work environment that encourages collaboration and ensures a free exchange of ideas and information;
2. Establish and perpetuate a work environment that maximizes organizational efficiency to create reasonable and manageable workloads, and will maintain staffing levels adequate to manage day-to-day operations and tasks;
3. Provide the training and professional development required for staff to design, develop, adopt and deliver quality services;
4. Structure positions so that employees may advance on a career continuum that recognizes experience, training and contributions central to the mission of the organization;
5. Strive to ensure that all employees feel appreciated and valued for their contributions;
6. Develop and present annual budgets that accurately reflect and support the adopted priorities, standards and goals;
7. Evaluate staff members in accordance with a well-defined set of standards and expectations;
8. Compensate employees fairly and competitively;
9. Provide facilities that are safe, accessible and inviting to employees, representatives of client school districts and members of the public.

END OF POLICY

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Legal Reference(s):

[ORS 329.025](#)  
[ORS 329.035](#)

[ORS 332.107](#)

[OAR 581-022-1020](#)