

# Oregon Department of Education

## June 2013 Metrics Report

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### Overview

Over the fall and winter of 2012-13, the Oregon Department of Education developed a strategic plan laying out five over-arching goals and 21 specific objectives. Tied to these objectives were 37 six-month metrics to gauge progress toward these objectives and goals to ensure efforts are moving forward successfully. Of these 37 metrics:

- 31 had a target completion date of June 30
  - Of these, 23 were completed by June 30
  - 6 were slightly delayed but are on track for completion by fall
  - 2 were more significantly delayed but are on track for completion by the end of the year
- An additional 6 metrics had scheduled completion dates ranging from August through the end of the year
  - Of these, 5 are on track for completion by this fall
  - 1 has been delayed until this winter

Metrics that were completed by June 30 are recorded in the green category below. Metrics that are on track for completion this fall are recorded in the yellow category. Those with more significant delays have been recorded in red.

### Metric Status

The following report provides a summary of which metrics, by goal, fell into which of the above categories. For those metrics that are not under green (met by June 30), additional detail is provided to explain why they were not met and when we anticipate meeting them.

### Learners: Every student graduates from high school and is ready for college, career, and civic life.

#### Green – met by June 30

- Districts are required to deliver the Kindergarten Assessment
- Action taken to expand authority for assigning college level credit for students
- Assistant superintendent in place and leading work on gap closures
- ELL best practice conference takes place in Spring of 2013
- Disproportionate discipline advisory group formed and is meeting

#### Yellow – on track to meet by fall 2013

- RFPs are out for OR Reads and participating districts have been identified
  - This metric was always scheduled for fall given the need to wait for legislative action on the strategic initiatives. We are on track to get RFPs out for this in August with participating districts identified by the end of October.

- 100% of kindergarteners have taken the Kindergarten Assessment
  - This metric was always scheduled for fall as the assessment will be given to incoming kindergarteners. We anticipate 100% of districts will offer the kindergarten assessment this fall and we expect to have participation rates that mirror that of other statewide assessments (in the 95-98% range).
- New childhood division is an integral part of decision making and meeting structure
  - We have made a great deal of progress toward integrating the Early Learning and Youth Development Divisions in anticipation of the signing of HB 3231 and HB 3234. We anticipate these bills being signed into law in late July and will continue the work of fully integrating the ELD and YDD into our decision making and meeting structures over the coming months.

**Red** – delayed – should be completed by end of the year

- RFPs are out for STEM and 11-14 strategic investments and participating districts have been identified.
  - This metric was originally scheduled by fall in order to wait for legislative action on the strategic initiatives. However, given the need to stage the launching of the strategic initiative RFPs, and in order to attract and leverage matching funds, these have been delayed until the winter and spring. We are on track to get RFPs out for this in the winter with participating districts identified in the spring of 2014.
- Next Generation ELL Standards are adopted
  - This is a collaboration with Stanford University and has been delay until December as we are still awaiting their completion of certain elements of this work. We anticipate having this completed by the end of the year.

**Educators: Every P-12 organization is led by an effective administrator, and every student is taught by an effective teacher.**

**Green** – met by June 30

- All districts are supported by ODE and submitted educator evaluation assurance plans by July 1.
  - 170 of the assurances were submitted on time by July 1. By July 19, 191 of the 207 assurances (includes some ESDs) were submitted. We anticipate receiving the final 16 assurances by mid-august at the latest.
- Host 6 regional workshops on educator evaluations with our partners (surpassed goal and hosted 12 workshops).

**Yellow** – on track to meet by fall 2013

- RFPs are out for strategic investment for Teaching and Learning Network
  - This metric was always scheduled by fall given the need to wait for legislative action. We are on track to get the first round of RFPs out for this in August with participating districts identified by the end of October. There will still be two more rounds of these to be issued in the winter and the spring.
- ODE releases useful data to districts on their educator equity gap
  - Districts will receive this data in the newly designed Report Cards which will be released October 10.

**Red** – delayed – should be completed by end of the year

- Complete research and ID best practices for prep, licensure, retention, and effectiveness of new educators.
  - This work is underway but is not yet complete. This work is going to take longer than originally anticipated. We are working with our partners to move this forward.

**Schools & Districts: Increase performance for all schools and districts in order to create systems of excellence across the state.**

**Green** – met by June 30

- Funding in place for the first year of the new statewide summative assessment aligned to the Common Core
- Identify districts in need of support with implementing Common Core and are poised to begin to deliver that support
- Deliver 6 regional trainings and summer assessment institute with our partners (regional trainings complete, summer assessment institute on track, scheduled for Aug 1).
- New Oregon Report Card is designed and all schools will receive and understand their new rating
- Pre-populated interface is in place for filling out achievement compacts

**Yellow** – on track to meet by fall 2013

- Progress report written with analysis of consistent patterns in Priority and Focus schools' improvement plans
  - This will be complete by the start of the 2013-14 school year.
- Train staff who do federal compliance on new customer service norms and create survey to use in the field after compliance / monitoring visits.
  - This is in process. The customer service norms have been developed and the training will occur during the month of August. The survey will be in place before fall monitoring begins.

**Communities: ODE meaningfully engages parents, stakeholders, and the larger community to help make Oregon's schools the best in the country.**

**Green** – met by June 30

- Oregon School Report Card is redesigned after thorough community engagement process
- Meaningfully reach out to 15 community organizations that work directly with underserved communities
- Improve ODE's homepage
- Develop norms and training to improve conciseness and clarity of all ODE's communications (norms developed, trainings will occur at All Staff in August).
- Improve engagement and relations with legislative education leadership
- Legislation passed to create regional networks (Teaching and Learning Network 3233)
- Legislation passed to move ELD to ODE

- Launch and are in beginning stages of implementing a strategic project with DHS and OHA

### ODE: Make ODE the best place to work.

#### Green – met by June 30

- New evaluation system aligns to strategic plan and is in place for all staff
- Increase # of qualified applicants for each position by 20% (surpassed this goal)
- Baseline survey created to measure quality of internal customer service, communication, and process efficiencies.

#### Yellow – on track to meet by fall 2013

- ODE's reorganization is complete by August 2013
  - We are on track to complete reorganization recommendations and begin reorganization process
- All ODE staff are working in new cross-office teams
  - Currently, approximately 75% of staff have participated in cross-office teams. We anticipate the majority of staff will be working in a cross-office capacity by this fall following the reorganization.
- Staff training in customer service norms
  - Initial training has taken place and will be complete as intended at the August All Staff meeting
- ODE's workforce matches the demographics of Oregon (by January 2014)
  - This metric was originally targeted for completion in January 2014 and was tied to the state affirmative action goals. We will meet the affirmative action target by January, 2013. However, this metric will require future attention as two things have changed since it was originally set 1) we learned that the state's affirmative action goals do not in fact reflect the demographics of the state, and 2) ODE has added over 100 staff through recent addition of the Early Learning Division and Youth Development Division – these new staff are predominantly white. ODE will need to set a new target for reaching our goal of truly matching the demographics of the state taking these factors (a higher target and a larger, less diverse staff) into account.

### Summary

The metrics identified in the ODE strategic plan were intended to gauge progress toward our over-arching goals and objectives and to give indications of where we may or may not be on track. Given the short timeframe (less than six months after the strategic plan was truly finalized) we feel very encouraged by these results. Seventy-four percent of the metrics scheduled for June 30 were met outright and by this fall we will have met 89% of the metrics. While there is a great deal of work left to be done, it is clear that significant progress is being made in a number of critical areas tied to our strategic goals and objectives.

### Next Steps

ODE staff will continue to stay focused and anticipates completing the remaining metrics over the coming months. In addition, ODE management will identify the intervening metrics and regular reporting structure needed to set the ODE on the trajectory for meeting our June 15 metrics and moving us forward toward our five over-arching goals.