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**Cc:** [DEJONG Jennifer \\* DAS](#); [RODRIGUEZ Carlos H \\* DAS](#); [WARNER Summer \\* DAS](#)  
**Subject:** Quarterly Performance Report & Update on Federal ADA Rule on Digital Accessibility  
**Date:** Monday, March 31, 2025 11:36:53 AM  
**Attachments:** [image001.png](#)

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Good morning, Directors,

Since we won't have a meeting at the end of March, we are providing an electronic update for the Agency Expectations report this quarter.

## QUARTERLY UPDATES

The [OREGON AGENCY EXPECTATIONS](#) has been posted and submitted to the Governor's Office.

High level, this quarter's data shows:

- Agencies are actively implementing audit recommendations with 90% of recommendations implemented.
- Employee engagement scores improved .05.
- Performance feedback stays steady with 95% of check-ins completed.

- Succession plans are more widely adopted, with 70 of 71 agencies submitting complete succession plans.
- Hiring time continues to decrease, down an additional two days.
- Agency vacancy rate remains steady at 12%.
- There is mixed progress on completion of required trainings
  - *Customer Service* and *Performance Accountability & Feedback* remain at the same completion rate.
  - Increased compliance in *New Employee Orientations* and *Uplift Your Benefits*.
  - *Foundations for Managers* decreased significantly, highlighting need for greater focus.

The [Agency Expectations Dashboard](#) is also refreshed with the data contained in the report.

## UPCOMING DEADLINES

### DEI Action Plans:

DEI action plans will be on the same reporting schedule as agency strategic plans, and both updates will use the same approach (see below). Agencies will report progress on both DEI action plans and agency strategic actions plans by June 1, 2025.

There is NO change to Affirmative Action reporting - that timeline stays the same by statute and EO.

### DEI and Strategic Plan Progress Reporting:

Agencies will submit their progress for both plans via a combined online survey.

Before submitting, please refer to the [Progress Reporting Guide \(.pdf\)](#) that contains the questions asked to prepare any information needed to complete the progress update survey: When ready, complete your progress report [here](#).

### Annual Progress Report Information for IT Strategic Plans

For agencies with an existing IT Strategic Plan, updates are due by June 1. The required information for the Agency's Annual IT Strategic Plan Progress Report can be found on page 6 of the following guide: [EIS Agency IT Strategic Plan Template and Guide 2024](#).

Agencies without an existing IT Strategic Plan must submit their plans by the same deadline.

Find the updated deadlines and additional information on [Agency Expectations website](#) and [deadline quick table](#).

Please contact [strategic.initiatives@das.oregon.gov](mailto:strategic.initiatives@das.oregon.gov) with any questions.

### Links used in this message:

March Report: - [https://www.oregon.gov/das/strategy/Documents/2025-03-31\\_Expectations\\_FINAL.pdf](https://www.oregon.gov/das/strategy/Documents/2025-03-31_Expectations_FINAL.pdf)

Agency Expectations Dashboard: <https://www.oregon.gov/das/strategy/Pages/agency-performance.aspx>

Strategic planning progress reporting guide (.pdf):

<https://www.oregon.gov/das/strategy/Documents/Progress-reporting-guide-2025.pdf>

Strategic planning progress reporting (survey): <https://www.surveymonkey.com/r/PPLYWK>

Agency Expectations Website:

<https://www.oregon.gov/das/strategy/Pages/accountability.aspx>

Deadline Quick Table:

[https://www.oregon.gov/das/strategy/Documents/Quick\\_Table\\_Deadlines.pdf](https://www.oregon.gov/das/strategy/Documents/Quick_Table_Deadlines.pdf)

### **Digital Accessibility Project Update:**

We wanted to let you know that a new [FAQ document](#) regarding the federal ADA rule on digital accessibility is now available on the EIS website. This FAQ addresses key questions about the rule and its impact on Oregon state government websites and mobile apps. We look forward to discussing this FAQ in more detail during our upcoming meeting on April 8th.

EIS has launched a new web page dedicated to resources toward complying with the new federal ADA rule on digital accessibility. The page currently features an FAQ section that covers key questions about the new rule and its impact on Oregon state government websites and mobile apps, along with flip cards linking to important resources. We'll continue adding more resources to this page, and in the meantime, you can access it here: [Enterprise Information Services : Accessibility : State of Oregon](#).



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*Pronouns: she, her, hers*

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