

# Strategic Mission, Values, and Goals

At the Oregon Department of Education, we are guided by the following mission and values:

The Oregon  
Department of Education  
fosters excellence for every learner  
through innovation, collaboration,  
leadership, and service to our  
education partners.

- Equity for Every Student
- High Quality Education
  - Results Focused
  - Service
  - Leadership
- Teamwork
- People Are Our Greatest Asset

## Our Goals

## Our 2013-2015 Objectives

### 1 Learners

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

1. Integrate early learning programs across the relevant state agencies so **every student enters kindergarten ready to learn.**
2. Implement statewide literacy programs so **all students read by third grade.**
3. Design and implement an integrated and comprehensive system to ensure **every student graduates ready for college, career, and civic life.**
4. Help districts implement effective practices in order to **close achievement gaps.**

### 2 Educators

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

1. Help districts implement the new **educator evaluation system**, and start to connect evaluation results to meaningful professional development.
2. Launch regional centers focused on **developing exceptional educators** and implementing effective practices.
3. **Close the educator equity gap** to ensure equitable distribution of the most effective educators and have educator diversity reflect the student population.
4. Work with OEIB and TSPC to **improve the preparation, licensure, retention, and effectiveness** of new educators.

### 3 Schools & Districts

Increase performance for all schools and districts in order to create systems of excellence across the state.

1. Systematically help districts **implement Common Core**, Next Generation Standards, and **new statewide assessments.**
2. **Identify and improve** Oregon's chronically underperforming schools.
3. Measure, analyze, and report out Oregon's **progress to 40/40/20.**
4. Ensure districts provide **healthy and safe** learning environments for students.
5. Conduct all federal compliance and on-site monitoring visits in a **positive and respectful** way that leads to **improved outcomes** for students.

### 4 Communities

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

1. Prioritize building and maintaining **partnerships** with historically underserved communities.
2. Provide **clear and timely** information to customers and stakeholders.
3. Proactively **inform and engage** the legislature.
4. Proactively and **strategically work with relevant state agencies** to deliver services to students' and families' overall well-being, so schools can attend to students' educational needs.

### 5 ODE

Make ODE the best place to work.

1. Attract, retain, and develop **top talent** to ODE.
2. Increase **diversity** of ODE's workforce.
3. Reorganize ODE to ensure **integration and collaboration** across all offices.
4. Deliver **excellent internal customer service** and improve communication and efficiency within ODE.