



Code: **AE-AR**  
Adopted: 5/25/99

## Support Service Goals

Support service goals are developed together with component school districts and form the basis for the district's annual management plan. Current support goals are as follows:

1. Within its fiscal resources, the ESD will provide programs and services requested by component school districts and/or required by Oregon Revised Statute and/or Oregon Administrative Rules. Programs provided by the ESD at the request of component school districts will be those that are better provided on a regional basis due to economy of scale, improved quality or countywide availability;
2. The ESD will provide information to component school districts about services that meet regional agency criteria and are not presently being offered by the ESD;
3. The ESD will review and evaluate programs and services. Program reviews will include, whenever possible, both measures of user satisfaction provided by component school districts and a comparison with recognized "best practices" in the field;
4. The ESD will maintain and enhance methods of informing educators and the general public about the role, objectives, accomplishments and needs of the organization;
5. The ESD will maintain and enhance a functional two-way communication system between the ESD and component school districts, with other agencies and among the ESD Board, administration and staff;
6. The ESD will encourage and support staff members to develop and improve skills necessary to effectively carry out their job roles and to use their experience, knowledge and creativity in helping to develop plans and policies for ESD operations;
7. The ESD will maintain financial stability with its revenues and expenses in balance. The financial position of the ESD will be regularly documented and communicated to staff, Board, component school districts and interested citizens;
8. The ESD will use a team management approach which stimulates creative thinking, provides an open and critical forum for ideas, balances individual programs with overall organizational needs and provides a support system for problem solving;
9. The ESD will maintain and monitor a comprehensive labor relations plan;
10. The ESD will be involved in the legislative and rule-making processes of state and federal government. An advocacy position for cost effective, cooperative educational services will be maintained. Activities of Congress, the state legislature, legislative interim committees and rule-making administrative agencies which have an impact for the ESD and its services to component school districts will be identified, analyzed and monitored;
11. The ESD will establish and maintain a physical work environment that encourages efficient and effective performance by employees.