

2026 – 2031 Southern Oregon Education Service District Strategic Plan

Adopted by SOESD Board of Directors: March 18, 2026

EDUCATIONAL EQUITY & STUDENT SUPPORT SYSTEMS

We build and coordinate regional systems that expand equitable access to resources, services, and inclusive pathways so districts and partners are better positioned to support ALL students, including those furthest from opportunity.

Strategic Objectives

1. **Equitable Access Across Geography:** Using community voice, scale hub sites, itinerant teams, and virtual programs to offer reliable, high-quality services regardless of location, especially in rural communities.
2. **Specialized & Inclusive Systems:** Provide key services to support districts and partners in expanding aligned, responsive programs for students across the region, such as students with disabilities, multilingual learners, early childhood, and learners with intensive/complex needs.
3. **Behavioral & Mental Health Continuum:** Build and sustain a regional, multi-tiered continuum of services supporting families, schools, agencies, and tribes.
4. **Literacy & Transitions:** Offer district aligned services and resources to strengthen early literacy and foundational skills for all students to make smooth transitions into kindergarten and from graduation to college/career and community living.

PEOPLE, CULTURE & ORGANIZATIONAL BELONGING

We cultivate human-centered systems to support a culture where people feel valued, connected, and empowered to do their best work.

Strategic Objectives

1. **Onboarding, Mentorship & Growth:** Create clear entry pathways, role-specific learning, and structured mentorship for all employee groups.
2. **Leadership at Every Level:** Work on defined roles, decision rights, and accountability that empower teams to act with skill and confidence.

3. **Compensation & Sustainability:** Complete compensation/classification review to ensure competitive salaries for retention, manageable caseloads, equitable, and transparent salary structures and growth pathways.
4. **Belonging & Collaboration:** Operationalize core values to reinforce trust, compassion, and respect by recognizing employees, creating shared learning opportunities, and engaging in cross-department collaborations.

OPERATIONAL EXCELLENCE, SYSTEMS & STEWARDSHIP

We design systems, processes, and environments that enable reliable, high-quality, and sustainable service delivery.

Strategic Objectives

1. **Internal Communication & Knowledge Access:** Implement consistent channels and an employee-facing platform for clear, timely, searchable information.
2. **Standard Work:** Document and maintain standards of practice for hiring, evaluation, data, safety, billing, cross-training, and interdepartmental coordination.
3. **Safe, Functional, Regionally Responsive Facilities:** Develop a multi-year facilities and capital plan for safe, accessible, well-equipped workspaces.
4. **Fiscal Responsibility & Transparency:** Create budgets aligned to strategy; work on clear reporting; develop sustainable resource allocation and grant stewardship.

REGIONAL PARTNERSHIPS, ENGAGEMENT & IMPACT

We strengthen trust, collaboration, and meaningful partnerships with districts, families, higher education, and community partners

Strategic Objectives

1. **District Partnership & Responsiveness:** Tailor services to district goals with clear points of contact, service agreements, and collaborative planning, reflecting a deep commitment to relationships and acting as a trusted partner.

2. **Presence & Access Across the Region:** Increase local staffing, visibility, and outreach, particularly in rural communities and to support focal student groups.
3. **Cross-Sector Collaboration:** Facilitate alignment of initiatives across community organizations, healthcare, higher education, workforce boards, and tribal partners.
4. **Measure & Communicate Impact:** Develop shared metrics and storytelling that highlight progress, outcomes, and impact, demonstrating SOESD as a visible and regional leader.

INNOVATION, LEARNING & FUTURE-READY PRACTICES

We experiment, learn, and scale what works so students, staff, and communities are prepared for the future.

Strategic Objectives

1. **Shared Professional Learning & Best Practice:** Expand regional learning networks, coaching, and training, aligned to the needs of our community.
2. **Future-Ready Pathways & Career-Connected Learning:** Strengthen communication and implementation of CTE, STEM, trades, apprenticeships, vocational programs, and career exploration partnerships across communities to connect learning to real-world opportunities.
3. **Flexible, Community-Centered Models:** Experiment, pilot and refine innovative approaches that respond to emerging needs; extend access through flexible schedules, hybrid/virtual supports, and community-based delivery.