

Beaverton School District Human Resources

Strengthening People, Systems, and Student Outcomes



How HR Advances the BSD Strategic Plan

Human Resources advances BSD's Strategic Plan by ensuring we attract, support, and retain excellent staff while building workplaces rooted in equity, belonging, and trust. Every system we build and every decision we make flows from a shared commitment to people.

Student Success

Stable, well-supported adults create strong, consistent learning environments for every child.

Equity & Belonging

Consistent, fair, and humane practices across all schools and roles—no exceptions.

Operational Excellence

Clear, predictable systems that reduce disruption, confusion, and organizational risk.

Trust & Transparency

Clear communication and shared understanding of expectations at every level.

Our Operating Commitments

These six commitments guide how HR shows up every day—in every interaction, system, and decision we make.

01

Meeting people where they are

02

Listening deeply and responding with humanity

03

Communicating clearly, early, and transparently

04

Teaching, empowering, and building understanding

05

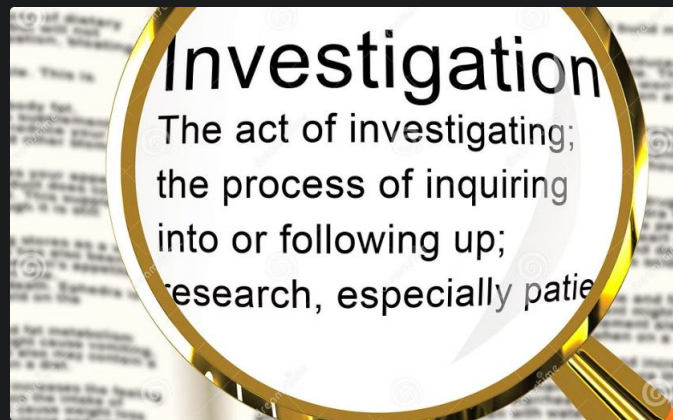
Honoring the individual, even in high-volume work

06

Designing efficient, predictable, and scalable processes

Investing in Leaders Through Targeted HR Professional Learning

Our strategic goal is clear: equip principals and leaders with timely, relevant HR learning so that challenges are addressed early, consistently, and effectively—improving school climate and reducing the need for escalation.



Investigations

- Understanding roles, timelines, and documentation requirements
- Sound decision-making grounded in fairness and due process
- Protecting all parties while maintaining procedural integrity



Supportive Plans & Evaluations

- Using evaluations as genuine tools for growth and improvement
- Aligning support with accountability, clarity, and documentation
- Building confidence in delivering feedback with care



Leading with Empathy & Improving Climate

- Empathy-informed leadership in high-stakes situations
- Navigating difficult conversations with dignity and care
- Creating psychological safety and trust across the building

Efficiency & Operational Excellence in HR

Operational excellence is not about doing more with less—it is about designing systems that reduce friction, prevent errors, and free HR capacity for the high-impact, people-centered work that matters most. We are actively improving ERP workflows to be clearer, more predictable, and scalable across the district.

→ Streamlined ERP Workflows

Clearer, more predictable processes that leaders can navigate with confidence and consistency.

→ Proactive Early Support

Reducing reactive, last-minute work through timely guidance that prevents escalation.

→ Freed Capacity for People

When systems run smoothly, HR can invest more time in coaching, relationships, and culture.

Impact on District Systems

Fewer errors and costly rework across schools

More consistent practice and equity in every building

Increased leader confidence and strengthened staff trust

Earlier resolution of issues—less disruption to learning

Efficient systems reduce frustration and inequity. Positive culture supports staff wellness, engagement, and performance.

Recognition & Culture Building

BSD ACHIEVERS AWARDS

Recognition is one of the most powerful tools a district has for sustaining engagement, retention, and a sense of belonging. The **BSD Achievers Awards** celebrate districtwide excellence among both licensed and classified staff—honoring the people who show up every day and make BSD a place where students and adults can thrive.



Celebrating Excellence

Districtwide recognition of outstanding contributions by licensed and classified staff across all schools and departments.



What We Honor

Professionalism, innovation, collaboration, and genuine care for students and colleagues—values that define BSD at its best.



Culture of Appreciation

Consistent recognition reinforces morale, pride, and a shared sense of purpose across the entire district community.

When people feel seen, valued, and appreciated, they bring their best selves to work—and that energy flows directly into classrooms and student outcomes.

BSD Achievers



Questions?

Thank you for your time and attention. We're happy to answer any questions you may have about how HR contributes to the Beaverton School District's strategic goals and operational excellence.