**Strategies**

- Create a consistent, quality experience for school districts, injured workers, and providers
- Support school staffing consistency and stability through injury/illness prevention and averting unnecessary disability duration
- Protect and make prudent use of entrusted resources by implementing cost containment and incentive programs
- Cultivate a culture that fosters staff engagement and encourages best work

**Short-term Outcomes**

- Collected school district staff heritage information informs the delivery of culturally proficient services
- School districts implement sustainable return to work programs
- School districts implement sustainable loss control programs
- Member school districts experience reduced claims cost
- Staff possess the tools and skill sets to be effective.

**Intermediate-term Outcomes**

- Services are culturally proficient internally (Trust) and externally (school districts and business partners)
- Reduced disability days
- Reduced injury/illness frequency rates
- Member school districts’ total cost of risk is minimized
- Staff embrace roles and contributions to PSESD becoming an Antiracist Multicultural Organization

**Long-term Outcomes**

- Injured workers are functionally restored, and have returned to work
- School staffing consistency facilitates success for each child
- Saved risk management dollars are available to be repurposed for students’ education
- Staff demonstrate Antiracist Multicultural behaviors

**Goal/END**

- Lead the industry in culturally relevant claims and risk management solutions in support of regional educational communities’ efforts to eliminate the opportunity gap.
- Success for Each Child and Eliminate the Opportunity Gap by Leading with Racial Equity