

## PUGET SOUND WORKERS' COMPENSATION **TRUST & UNEMPLOYMENT POOL**

## **PATHWAY TO CHANGE**

3/22/2018

Strategies

consistent, quality experience for school districts. injured workers, and providers

Collected school district staff heritage

information

informs the

delivery of

culturally

proficient services

Services are culturally

proficient

internally

(Trust) and

externally

(school

districts and

business partners)

So That

So That

Create a

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

Member school

districts

experience

reduced claims

cost

Cultivate a culture that fosters staff engagement and encourages best work

Short-term Outcomes

Outcomes

Intermediate-term

Long-Term Outcomes

Injured workers are functionally restored, and have returned to work

So That

So That

School districts implement sustainable return to work programs

Reduced disability

days

School districts implement sustainable loss control programs

Reduced injury/illness frequency rates

School staffing consistency facilitates success for each child

Saved risk

management dollars are available to be repurposed for students' education

Staff possess the tools and skill sets to be effective.

Staff embrace

roles and

contributions to

**PSESD** becoming

an Antiracist

Multicultural

Organization

Member school districts' total cost of risk is minimized

> Staff demonstrate Antiracist Multicultural behaviors

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